# Placement Record Proofs (2023-24)

# स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

'Dnyanteerth', Vishnupuri, Nanded - 431 606 (Maharashtra State) INDIA

ACADEMIC (APPROVAL) SECTION

Phone: (02462) 215542
FAX No. (02462) 215571

website: www.

BY REGISTERED E-mail: approvalsection.srtmun@gmail.com

Date: 8/09/2023

Acad/ Approval/ 5880/2023-24/ आक्षे.

प्रति
मा. प्राचार्य,
महाराष्ट्र महाविद्यालय,
तिरोडा–४४१ ९११,
जि. लातूर.

विषय — बी. कॉम २०२३–२४ करीता पदव्युत्तर पदवी तासिका तत्त्वावरील प्राध्यापक प्राध्यापकांच्या नेमणुकीस मान्यतेबाबत.

संदर्भ — १) आपले पत्र क्र. मविवि/१०१३–२/प्रा.नि., दि. ०१/१८/२०२३
२) मा.व्यवस्थापन/अधिसभा/अधिकार मंडळ पत्र क्र.विद्यापीठ/प्रशि/तासि/अधि–२/प.प्र./२०२३–२४/१९५९, दि.१९/०३/२०२४ व १०३९, दि.१६/०६/२०२३
३) उच्चतम शिक्षण व संशोधन–१०१८/(१८५/२०१/संशि–३, दि.१४/१२/२०१८

महोदय,

वरीलप्रमाणे संदर्भ अनुक्रमांक १ येथील आपल्या पत्रान्वये आपल्याकडे दिनांक ०१ जुलै, २०२३ पासून आपल्या अधिपत्याखालील विविध विषय, तासिका, आपल्याकडे पदव्युत्तर पदवी वर्गास शिकवण्या करीता विद्यापीठ तासिका तत्त्वावर प्राध्यापकांच्या नेमणुकीचे प्रस्ताव सादर केले होते. सदरील प्रस्ताव विद्यापीठ संदर्भ २ येथील दि. ०१/०३/२०२४ रोजी झालेल्या विषय समिती सभेत आणि अधिसभा प्रतिनिधी यांच्या मान्यतेने पदव्युत्तर स्तरावरील पदवी तासिका तत्त्वावर नियुक्ती करणे बाबत.

| क्र.क्र. | प्राध्यापकाचे नाव | विषय | मानधन रु. प्रति तास | मान्यता प्रकार |
|---|---|---|---|---|
| १ | श्री. अशोक रामराव बेलुरे | एकांकी | ४१/१०/२०२३ | मानधन तत्त्वावर विद्यापीठ संदर्भ २०२३–२४ करीता पदव्युत्तर पदवी तासिका तत्त्वावर नियुक्ती मान्यता |
| २ | राजा गजानने कदेवाड | मराठी(ऐच्छिक) | ४१/१०/२०२३ | |
| ३ | पुष्पाताई पुरुषोत्तम पुरुषवाड | मराठी(सामान्य) | ४१/१०/२०२३ | |
| ४ | पुरुषोत्तम अशोकराव नागरगोजे | मराठी | ४१/१०/२०२३ | |
| ५ | आनंदे तिरुपती पंचलिंग | मराठीक | ४१/१०/२०२३ | |
| ६ | श्री. गजानने तानेश्वर कदेवाड | मराठीक | ४१/१०/२०२३ | |
| ७ | श्री.दुर्गादास केशव डावरगावे | इतिहास | ४१/१०/२०२३ | |

वरीलप्रमाणे पदवी तासिका संदर्भ क्र. २ अन्वये आपणांस नमूद केल्याप्रमाणे मानधन महाविद्यालयाने त्यांच्या अधिकारातील खेमेलम्म आपोआपोम नियुक्तीसाठी मान्यता आहे.

धन्यवाद.

अधिसभा नियुक्ती
(तासिक तत्त्वावर) विभाग

प्रत सविनयास:
१) मा. विभाग महासंचालक, उच्च शिक्षण संचालनालय, मुंबई
२) मा.उप.कुलसचिव, विद्यापीठ कक्ष, प्रशासन विद्यापीठ

# शिव छत्रपती शिक्षण संस्था, लातूर

द्वारा : राजर्षी शाहू महाविद्यालय, लातूर - ४१३ ५१२

रजि.नं. : औरंगाबाद ३/९८
फोन : ०२३८२-२४५१३३,२५३६४८
फॅक्स : ०२३८२-२५३६४५


संदर्भ क्र. : एससीएसएस/राशाम/आस्था/२०२३-२४/४१२ दिनांक : ०१/०८/२०२३

करार पध्दती अंतर्गत नेमणूक आदेश

श्रीमती विशाखा भास्कर पाटील

आपली संस्थेच्या राजर्षी शाहू महाविद्यालयात भौतिकशास्त्र विभागात अभ्यागतप्राध्यापक म्हणून करारपध्दती अंतर्गत दिनांक ०१.०८.२०२३ पासून नेमणूक करण्यात येत आहे. ही नेमणूक कायम स्वरुपी किंवा अनुदान तत्त्वावर घ्यावयाच्या अभ्यासक्रमासाठी / विभागासाठी आहे. या नेमणूक पत्राच्या दिनांकापासून तीन दिवसाचे आत आपणास सेवेत रुजू व्हावे लागेल. सेवेच्या अटी व शर्ती खालील प्रमाणे राहतील. या नेमणूक आदेशासोबत जोडलेले स्वीकृतीपत्र रुजू होत असताना सादर करणे आवश्यक आहे.

करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती

०१. आपली सेवा विशिष्ट कालावधीसाठी व विशिष्ट वेतनावर पदाचा कार्यभार असेपर्यंत किंवा जास्तीत जास्त ३०.०४.२०२४ पर्यंत सुरु राहील.

०२. शिव छत्रपती शिक्षण संस्थेने कर्मचाऱ्यांसाठी तयार केलेल्या सेवा शर्ती व आचारसंहितेचे पालन करणे बंधनकारक राहील. सेवा शर्ती व आचारसंहितेची प्रत पासोबत देण्यात येत आहे.

०३. या सेवेला शासन / विद्यापीठ अनुदान आयोग / विद्यापीठ यांच्या सेवा शर्ती, वेतनश्रेणी व भत्ते लागू असणार नाहीत.

०४. सेवेत रुजू झाल्यानंतर सेवेत असेपर्यंत आपल्या अर्हतेसंबंधीची मुळ कागदपत्रे कार्यालयात जमा करावी लागतील.

०५. एक महिन्याचे वेतन किंवा एक महिना पूर्व सूचना देऊन आपणास शैक्षणिक वर्षात केव्हाही सेवामुक्त करता येईल, याच धर्तीवर आपणासही सेवेतून मुक्त होण्याचा अधिकार राहील.

०६. महाविद्यालयात किमान आठ तास उपस्थिती आवश्यक राहील.

०७. आपले वेतन उभयपक्षी (संस्था व आपण) चर्चेअन्ये निश्चित केल्याप्रमाणे दरमहा रु. १५,०००/- (अक्षरी सतरा हजार रुपये फक्त) राहील.

०८. संस्थेने ठरविलेले वेतन व वेतनवाढी आपणास मान्य असतील तरच आपण सेवा स्विकाराव्यात.

०९. शैक्षणिक वर्षात आपणास केवळ ८ दिवसांची किरकोळ रजा उर्वरीत शैक्षणिक वर्षाला प्रमाणात उपलब्ध असेल.

१०. संस्थेने निश्चित केलेल्या सार्वजनिक सुट्या दिल्या जातील. अनुदान तत्त्वावरील प्राध्यापक / कर्मचारी यांना लागू असलेल्या सुट्यांची सुविधा आपणास मिळणार नाही.

११. करार पध्दती अंतर्गत नेमणूकीमधील अटी व शर्ती बाबत न्यायालयात आव्हान करता येणार नाही.

१२. आठवड्यातील नेमुण दिलेल्या दिवशी व राष्ट्रीय सण (१५ ऑगस्ट, २६ जानेवारी, आदी) आणि विशेष प्रसंगी नेमुण दिलेल्या गणवेशात उपस्थित राहणे अनिवार्य आहे.

१३. दररोज अध्यापनात्र गळ्यात परिधान करणे अनिवार्य आहे.

१४. वरिष्ठांच्या आदेशाचे पालन करणे बंधनकारक राहील.

(प्राचार्य अनिरुद्ध जाधव)
सचिव
Secretary
Shiv Chhatrapati Shikshan Sanstha
LATUR

प्रति,
श्रीमती विशाखा भास्कर पाटील
भौतिकशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.


डॉ.गोपाळराव पाटील
अध्यक्ष

डॉ.पी.आर.देशमुख
उपाध्यक्ष

अनिरुध्द जाधव
सचिव

श्री. गोपाळ शिंदे
सहसचिव

ॲड. सुनिल सोनवणे
सहसचिव

# शिव छत्रपती शिक्षण संस्था, लातूर

[illegible]

[illegible]

[illegible]

**SPEED POST**
Assam Rifles Training Centre & School
PIN - 900300
C/o 99 APO

ID No. : 109358
Category : OBC
Trade : CLK
State : Maharashtra

L12019/Rect Bn/AR Tech Rally/2022/93

1 Aug 2022

ABHIMANYU NARSING KSHIRSAGAR
S/o NARSING
Vill - Khanoa
Po - Khanoa
Dist - Latur
State - Maharashtra
Pin - 413521
Mob - 9579099057

**PROVISIONAL APPOINTMENT LETTER**

1. You are hereby selected for appointment as Recruit (CLK) in the scale of pay Rs. 25,500/- per month subject to reporting at Assam Rifles Training Centre & School 3rd mile, Dimapur, Nagaland. You are hereby directed to report to **Assam Rifles Training Centre and School, Sukhovi (Nagaland) by 08 Sep 2022 at 0900 hrs** for basic military training along with the following documents in original with four sets of Photostat copies of each document duly attested by a Gazetted Officer (failing to which your candidature may be cancelled):-

(a) Education Certificates and Mark Sheets.
(b) SC/ST/OBC Certificate from Competent Authority (if applicable).
(c) Domicile/Permanent Residential Certificate (**Temporary residential certificate not accepted**)
(d) Latest Character Certificate issuing date not more than six months. (Issued by Police Station).
(e) Technical Qualification Certificate of the trade (if applicable).
(f) Ten copies of recent passport size photographs.
(g) Three copies of Joint passport photographs with the Next of Kin (preferably mother).
(h) Age proof certificates of mother, father, brothers and sisters.
(j) PAN (Permanent Account Number) Card and Aadhaar Card (DOB should match with Matric Certificate)
(k) **Candidates should have a Savings Bank Account in Scheduled Bank with core banking facility.** Candidate should be in possession of ATM Card and Bank Pass Book on arrival at Assam Rifles Training Centre and School, Dimapur. The Candidates should also note the Bank Code of the Branch, its name and the State in which it is located. (Jan Dhan Yojna account is not acceptable).

2. You will be appointed as Recruit (Clk) from the date of reporting to this Centre & School and Pay & Allowances will be admissible accordingly.

3. If you fail to successfully complete the recruit training within the stipulated period your service is liable to be terminated without any notice and assigning any reason.

4. The Assam Rifles will not be held responsible for any injury / loss sustained by you during your journey till reporting to Assam Rifles Training Centre and School.

5. No TA/DA is admissible. You should carry sufficient money for your personal expenditure enroute till reporting to Assam Rifles Training Centre and School, Sukhovi (Nagaland).

6. **"In case of receipt of adverse verification of your character and antecedents or your claim to belong to Scheduled Caste, Scheduled Tribe & OBC, as the case may be, is false, the 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 the Indian Penal Code for production of false certificate".**

7. **As per Rule 27 of Assam Rifles Rule 2010, Assam Rifles may permit you to resign from service before completing the terms of your engagement subject to return of three months pay and allowances drawn or the total cost of training imparted, whichever is higher. However, one month grace period will be given for the same from the date of reporting to ARTC & School.**

8. **As per sec 30 of Assam Rifles Act 2006 "Any person subject to this Act who knowingly attempts to get enrolled or enrolls any other person who does not fulfil the conditions enabling him to be enrolled, shall, on conviction by the Assam Rifles Court, be liable to suffer imprisonment for a term which may extend to five years or such less punishment as is in this Act mentioned" in addition to his dismissal from service.**

9. **The validity of medical examination is one year from the date of Detailed Medical Examination/ Review Medical Examination as applicable. Individuals joining after one year of their Detailed Medical Examination/ Review Medical Examination during the recruitment process will have to undergo complete medical examination again and qualify it before joining the Basic Military Training.**

10. **The validity of this appointment letter is 90 days from date of issue of this appointment letter. However, request for extension based on genuine compassionate grounds may be considered by Department on merit of the case but the total period granted including the extension shall not exceed 180 days. Offer of this appointment would lapse automatically after the expiry of six months from the date of issue of the initial offer of appointment.**

Copy to:-

1. Directorate General Assam Rifles (Recl Cell) Shillong -11 — For information and necessary action please.
2. Office Copy

Shriram Pratishthan's

# L.K.R.Rodge Prince English School & Junior College

(Affiliated to CBSE Board Delhi)

Affiliation No. 1130582 School Code : 30513

Outward No. Date : 14/09/2023

CBSE AFF.NO. 1130582 SELU

## LETTER OF APPOINTMENT

Subject: Letter Offering Appointment at L.K.R.R Prince English CBSE School, Selu

Dear Mr. Girsam Amit Nanaji

I am please to inform you that you have been appointed as the PGT Physics cum Teacher at our esteemed Institution, L.K.R.R Prince English CBSE School, Selu. Please consider this as your formal official appointment letter. Your monthly salary with regard to this offer is 30000/- per month. Other details of the appointment are mentioned in the document enclosed with this letter. If you accept this offer at our school, please refer to the terms and conditions in the document and sign the acceptance letter. You may keep one copy for yourself and return the other to the school office.

However if we do not receive any reply from you within two weeks, we will consider that you have refused to accept this appointment and the job offer will no longer be valid. We expect you to report at the Principal's Office at 8:30 on 14/09/2023 and your duties and responsibilities will be explained to you. We look forward to hearing from you soon.

Thanking you

Regards

Principal

L.K.R.Rodge Prince English School & Jr. College
SELU, Tq. Selu Dist. Parbhani
CBSE Affiliation No. 1130582

9890004144/ 9923562942/ 9422175353
lkrprince9@gmail.com
www.lkrprinceenglishschool.com
Vidyavihar Sankul, Ravalgaon Road, Selu Dist. Parbhani 431503 (MS) India

## APPOINTMENT / CONTINUATION OF SERVICES

To,

**Mr. Kavishwar madile**

Dear sir/madam,

This is with reference to your application for the post of **Science Teacher** in Sabarmati the Global School, Bodhorla, Latur and subsequent interview and discussions thereafter. The Sabarmati management is pleased to offer you the post of assistant teacher with consolidated salary of INR Rs. 26,000/- PM. (plus services of travel & food worth Rs 3,700/-PM). Your joining date is of 16th August 2023

**This is governed by the following terms and conditions:**

A) You will be on the contract basis for one academic session (10th May approx.). In case, under dire circumstances you want to leave the school before completion of the academic year, you are required to give one month notice and you will be relieved only after the arrangement of the substitute teacher on your place

b) After satisfactory completion of probation period your services will be confirmed, in case of unsatisfactory service your probation may be extended by 2 more years by giving appropriate reasoning. You are entitled to the summer salary only after the confirmation of services.

c) Since, the school is permanently on non-grant basis, the rules, terms and conditions, code of conduct as well as pays structure design and framed by the management is applicable to you.

d) The school reserves the right to terminate your service at any point of time without any prior notice, if your work is not satisfactory and is not according to the standard of the institution.

e) You are required to submit all original certificates at the time of joining along with one set of Xerox copies for verification. In case of delay, you have to deposit one month salary as a security in the interest of the student's welfare.

f) Your increment will be granted, regularly provided your work continuous to be satisfactory but all the rights recarding the increments are held by the management.

g) All the income tax, Professional tax and the other obligations arising out of your salary has to be borne by you.

## ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75

1 message

**ICICICAREERS /HRMG/IBANK/ANDH** <icicicareers@icicibank.com> Mon, 10 Jul, 2023 at 1:52 pm
To: kamblepremа89@gmail.com <kamblepremа89@gmail.com>

**Invitation Mail – Batch 75**

Name: Prema Kamble

Applicant ID: 6101637

Dear Prema Kamble,

Sub: ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75

Congratulations!

We are pleased to extend you an offer to join "ICICI Bank Manipal Probationary Officers' Training Programme-Batch 75" as a Probationary Officer Trainee on the following terms and conditions:

## Programme Details:

The Training Programme will be conducted for a period of 12 months. The structure of the Programme is as follows:

- 4 months of classroom sessions at ICICI Manipal Academy, Bengaluru.
- 2 months of Internship at ICICI Bank Branch
- 6 months of on-the-job training at ICICI Bank

However, the above structure of the Programme can undergo changes at any time as per the requirements of the Bank and Manipal Academy of Higher Education.

On successful completion of the Training Programme, you will be offered employment with ICICI Bank or any of its Group Company/Subsidiary Companies on the terms indicated below:

The Training Programme is scheduled to commence at ICICI Manipal Academy, Bengaluru from 1st **August, 2023**. Once your loan and other required documents have been positively verified and loan is processed, you will receive a joining formalities email from bank. Post receipt of the joining formalities mail, you shall be required to report at Bengaluru for training. You will be reimbursed with the cost of travel (limited to 3rd AC train fare) for the travel to Bengaluru by the shortest route from your current place of stay, on submission of original tickets for the journey.

-

मॉ.ज.महा३३९/१७ एक - २४५९४ (लातूर)

# सामाजिक सलोखा सेवाभावी संस्था मोरतळवाडी (हाळी)

ता.उदगीर जि.लातूर
भारतीय संविधानातील कलम ३०(१) सामान निर्बंध अल्पसंख शिक्षण व शिक्षा विभाग दि.१३ जुलै २०१६ नुसार
अल्पसंख्याक दर्जा प्राप्त संस्था रजि.क्र.1002202250C10117

पत्ता : श्री राम विठ्ठलराव कदडे, मोरतळवाडी (हाळी) ता.उदगीर जि.लातूर

अध्यक्ष
श्री कांबळे सुधाकर नारायण
मो.९०२८२०४३६४

सचिव
श्री राम विठ्ठलराव कदडे (मामा)
मो.९७६४७५०२१

जा.क्र. ५३/२०२३ दिनांक : २०/११/२०२३

नियम ९ ड पहा
नियुक्ती आदेश

श्री जाधवर अश्विनेश्वर खंडेराव यांना आपल्या दि १८/११/२०२३ च्या अर्जाच्या संदर्भाद्वारे आपणास कळविण्यात येते की दि २०/११/२०२३ पासून किंवा आपण रुजु त्या दिनांक पासून आपली सहशिक्षक या पदावर रुपये ५३०० ते ५४४०० ग्रेड पे ४८०० या वेतन श्रेणीवर युनिअर कॉलेज ऑफ एन्ट्रन्स ऑफ सायन्स & आर्टस, हिंगोली या कमिी मध्ये नियुक्ती करण्यात येत आहे.

१) शासनाने वेळोवेळी मंजूर केल्या प्रमाणे आपणास स्थानिक पूरक भत्ता, घरभाडे आणि महागाई भत्ता या सारखे भत्ते मिळण्यास हक्क असेल.

२) आपली नेमणूक ही प्रथम प्रति नियुक्ती किंवा परविक्षादिन ( दोन वर्ष ) या शैक्षणिक वर्षासाठी दिनांक : २०/११/२०२३ ते १९/११/२०२५ पर्यंतच्या कालावधीसाठी अगदी तातपुरत्या स्वरुपाची असेल.

३) दोन वर्षाच्या किंवा परविक्षादिन कालावधी करिता आपली नियुक्ती केलेली आहे.

४) आपणास दिनांक २०/११/२०२५ पासून सेवा सातत्य देण्यात येत आहे.

५) आपल्या नोकरीच्या अति आणि सेवेच्या शर्ती ह्या महाराष्ट्र खाजगी शाळेतील कर्मचारी सेवेच्या शर्ती विनिमय व अधिनियम १९७७ आणि त्याखालील तयार केलेले नियम त्यामध्ये दिल्याप्रमाणे असतील.

६) पदावर रुजु झाल्यास तारखेपासून तिन महिन्याच्या आत आपणाला जिल्हा शल्य चिकित्सक हिंगोली यांच्याकडून वैद्यकीय तपासणी करून घ्यावी लागेल, ज्या डॉक्टरचे नाव व उल्लेखलेले आहे. त्यांच्याकडून शारीरीक पात्रता प्रमाणपत्र मिळविण्यासाठी शर्तीवर आपली नियुक्ती करण्यात येत आहे.

७) कृपया या नियुक्ती आदेशाची पोहोच घ्यावी आणि हा आदेश मिळालेल्या दिनांकापासून सात दिवसाच्या आत नियुक्ती स्वीकारलेल्या बाबतचे उत्तर कळवावे.

८) परीच्छेद पाच मध्ये दर्शविलेल्या कालावधीच्या आत आपण नियुक्ती स्वीकारलेल्या बाबत व कळविण्यास हा आदेश नियुक्ती रद्द समजण्यात येईल.

९) मा. शिक्षण उपसंचालक छ. संभाजीनगर यांच्या कडून नेमणुकीस मान्यता मिळाल्यानंतर आपली नेमणूक स्थायी समजण्यात येईल.

१०) संस्थे अंतर्गत विषयानुसार भविष्यात बदली केल्यास ती आपणास मान्य करावी लागेल.

अध्यक्ष
सामाजिक सलोखा सेवाभावी संस्था
मोरतळवाडी (हाळी) ता.उदगीर जि.लातूर

प्रा.कार्यालय फो. ०२३८२-२५७२६३ प्रशासन फो. ९४२२८०४३३०

# किसान शिक्षण प्रसारक मंडळ, उदगीर

जि.लातूर (महाराष्ट्र)
(रजि.न.एफ.९८ लातूर)

**चिटणीस**
ज्ञानदेव गमभाऊ होंडगे

**अध्यक्ष**
श्रीरंगराव ज्ञानोबा पाटील

जा.क्र. 80-16/2023-24 दिनांक -01/07/-23

To,
Shri/Smt. Chavale Nilesh Bhimashankar

Subject : Appointment to the post of **Assistant Professor** in Physics (Subject).

Sir/Madam,

In response to your application dated **26/06/2023** you had applied for the post of **Assistant Professor in** above subject you were interviewed for the above post by the Selection Committee constituted by the Management under Section No. **168(1)**Of the **S.R.T.M.University,Nanded** University.

I am pleased to inform you that the Management has appointed you on the said post in **K.S.P.Mandal's, Shivaji Mahavidyalaya, Udgir Dist. Latur** College/Institute at **Udgir Dist. Latur**, in the scale of **CHB** With effect from **01.07.2023** . Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra universities Act,1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the S.R.T.M.U.,Nanded University, from time to time.
2. (a) You are appointed in clear vacancy on Full-time/part-time basis on probation for a period of **One Year** from the date of joining.
   (b) Your appointment is purely temporary for a period of Academic Year i.e. from **01.07.2023 to 30.04.2024 ON C.H.B.**
   (c) Your appointment is on leave/line vacancy for the period from _____ to _____.
   (m) The post is reserved for _____ Since you belong to the said category, you are appointed on full time basis on probation for a period of twelve months from the of joining.
   (n) The post is reserved for _____ since you do not belong to the said category, you are appointed full time on temporary basis against the reserved post for a period of _____ you shall not have any claim on the said post in future.
   (o) This is temporary vacancy caused by _____ Hence you are appointed full time on purely temporary basis for a period of _____.
   (g) Your appointment is on part time/Clock hour basis only.

Cont.. 2 .

# शिव छत्रपती शिक्षण संस्था, लातूर

द्वारा : राजर्षी शाहू महाविद्यालय, लातूर - ४१३ ५१२

रजि.नं. : अंबाजोगाई ५/५८
फोन : ०२३८२ २४५१३३,२५३५४६
फॅक्स : ०२३८२-२५३६४५


संदर्भ क्र. : एमसीएसएम/राशाम/आस्था/२०२३-२४/402 दिनांक : ११/०७/२०२३

## करार पध्दती अंतर्गत नेमणूक आदेश

श्री. सुरज बाबुकर गुंड

आपली संस्थेच्या राजर्षी शाहू महाविद्यालयात ग्रंथिकालय विभागात ग्रंथिपालयपदी करारपध्दती अंतर्गत दिनांक ११.०७.२०२३ पासून नेमणूक करण्यात येत आहे. ही नेमणूक काळ स्वरुपी किंवा अनुदान तत्वावर खालचाचा अभ्यासक्रमासाठी / विभागासाठी आहे. या नेमणूक पत्राच्या दिनांकापासून तीन दिवसांचे आत आपणास सेवेत रुजू व्हावे लागेल. सेवेच्या अटी व शर्ती खालील प्रमाणे राहतील. या नेमणूक आदेशाबरोबर जोडलेले स्वीकृतीपत्र रुजू होत असताना सादर करणे आवश्यक आहे.

### करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती

०१. आपली सेवा विशिष्ट कालावधीसाठी व विशिष्ट वेतनावर पदाचा कार्यभार आरंभापासून किंवा जास्तीत जास्त ३०.०४.२०२४ पर्यंत सुरु राहील.

०२. शिव छत्रपती शिक्षण संस्थेने कर्मचाऱ्यांसाठी लागू केलेल्या सेवा शर्ती व आचारसंहितेचे पालन करणे बंधनकारक राहील. सेवा शर्ती व आचारसंहितेची प्रत यापूर्वीच देण्यात येत आहे.

०३. या सेवेला शासन / विद्यापीठ अनुदान आयोग / विद्यापीठ यांच्या सेवा शर्ती, वेतनश्रेणी व भत्ते लागू असणार नाहीत.

०४. सेवेत राहून झालेल्या सेवेत असेपर्यंत आपण अर्जनेसंबंधीची मुळ कागदपत्रे कार्यालयात जमा करावी लागतील.

०५. एक महिन्याचे वेतन किंवा एक महिना पूर्व सूचना देऊन आपणास त्रैमासिक पध्दतीने केव्हाही सेवामुक्त करता येईल. याच पध्दतीने आपणासही सेवेतून मुक्त होण्याचा अधिकार राहील.

०६. महाविद्यालयात दिवसात आठ तास उपस्थिती आवश्यक राहील.

०७. आपले वेतन उपरोक्त (संस्था व आपण) यांचेमध्ये लिखित करारानुसारी दरमहा रु. १९,०००/- (अक्षरी एकोणीस हजार रुपये फक्त) राहील.

०८. संस्थेने ठरविलेले वेतन व वेतनवाढी आपणास मान्य असतील तरच आपण सेवा स्विकारावयाची.

०९. त्रैमासिक पध्दतीत आपणास केवळ ८ दिवसांची किमकोट रजा उर्वरीत त्रैमासिक पध्दतीच्या प्रमाणात उपलब्ध असेल.

१०. संस्थेने लिखित केलेल्या सार्वजनिक सुट्या दिल्या जातील. अनुदान तत्वावरील प्राध्यापक / कर्मचारी यांना लागू असलेल्या सुट्यांची सुविधा आपणास मिळणार नाही.

११. करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती बाबत न्यायालयात आव्हान करता येणार नाही.

१२. आवश्यकतेनुसार नेमणूक दिलेल्या दिवशी व राष्ट्रीय सण (१५ ऑगस्ट, २६ जानेवारी, आदी) आणि विशेष प्रसंगी नेमणूक दिलेल्या गावचेठाणे उपस्थित राहणे अनिवार्य आहे.

१३. दरवेळी ओळखपत्र गळ्यात परीधान करणे अनिवार्य आहे.

१४. वरिष्ठांच्या आदेशाचे पालन करणे बंधनकारक राहील.

(प्रा.डॉ. अनिरुद्ध जाधव)
सचिव
Secretary
Shiv Chhatrapati Shikshan Sanstha
LATUR

प्रति,
श्री. सुरज बाबुकर गुंड
ग्रंथिकालय विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.


डॉ.गोपालराव पाटील
अध्यक्ष

डॉ.पी.आर.देशमुख
उपाध्यक्ष

अनिरुद्ध जाधव
सचिव

श्री. गोपाळ शिंदे
सहसचिव

ॲड. मुकिंद सोनवणे
सहसचिव

# ICICI Bank Manipal Probationary Officers' Training Programme June 2023 - Batch 73

1 message

**ICICICAREERS /HRMG/IBANK/ANDH** <icicicareers@icicibank.com>

Fri, 12 May, 2023 at 6:20 pm

To: sumitbeske@gmail.com <sumitbeske@gmail.com>

Dear Sumit Beske,

We are pleased to inform you that the salary and stipend for ICICI Bank Manipal Probationary Officers' Programme has been revised

Please find below the details:

| | Old | New |
|---|---|---|
| **Salary (CTC)** | Rs. 4.20 lakh per annum – Rs. 4.70 lakh per annum depending | **Rs. 5.02 lakh per annum – Rs. 5.50 lakh per annum** depending |

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur.

(Autonomous)

Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)

Affiliated To Swami Ramanand Teerth Marathwada University, Nanded

Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.

NAAC B++ Grade (3rdCycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1968

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


जा.क्र. : राशाम/आस्था/२०२४-२५/ 800 दिनांक : ०१.०७.२०२४

**श्रीमती शेख रुखैया अब्दुल लतिफ,**

०१. आपली **वनस्पतीशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक ०१.०७.२०२४** ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
**श्रीमती शेख रुखैया अब्दुल लतिफ,**
**वनस्पतीशास्त्र विभाग,**
**राजर्षी शाहू महाविद्यालय, लातूर.**



Scanned with OKEN Scanner

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya, Latur.
(Autonomous)
Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC B++ Grade (3rd Cycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1968

Dr. Gopalrao Patil — President
Anirudh Jadhav — Secretary
Dr. Mahadev Gavhane — Principal

जा.क्र. : राशाम/आस्था/२०२४-२५/ 597 दिनांक : ०१.०७.२०२४

श्रीमती मोहिते सोनाली संजय,

०१. आपली **वनस्पतीशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक ०१.०७.२०२४** ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य

प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
श्रीमती मोहिते सोनाली संजय,
वनस्पतीशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

# Dayanand Science College, Latur.

Appointment/2023-24/ 575 Date : 16.06.2023

To,
Miss. V. V. Hawaldar,
Dept. of Botany,
Dayanand Science College, Latur.

You are appointed as a Assistant Professor for **Non-Grant P.G.** Course to teach **Botany** Subject w.e.f **01st July, 2023.**

Your appointment is subject to the following conditions.

1) Your appointment is **Purely Temporary for Non Grant P.G.** course.
2) Your appointment stands terminated on **31.05.2024** without any prior notice.
3) You have to engage theory as well as practical classes as per college schedule and other college work alloted to you.
4) You cannot leave the job before **31.05.2024** or without one months prior notice.
5) If your teaching and related work is not satisfactory, your sevices will be terminated at any time with any notice.
6) You will have to remain present for University Practical Examination and paper assesment which will be remunerative as per university guidelines.
7) The curriculum & the college work alloted to you should be completed before the scheduled time as per the term.
8) You will have to engage extra periods in Dipawali vacation if required to complete the syllabus.
9) Your appointment is **Purely Temporary** for Non-grant P. G. course for a period of **01.07.2023** to **31.05.2024.**

**Copy to :**

1 Head of the Department

Principal
Dayanand Science College
LATUR

स्थापना : २९ जून १९५६
श्री योगेश्वरी शिक्षण संस्था संचलित
**योगेश्वरी महाविद्यालय, अंबाजोगाई**
ता.अंबाजोगाई ४३१५१७,जि.बीड
डॉ.बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ,
औरंगाबाद - संलग्न

Establishment 29 June 1956
Yogeshwari Education Society's
**Yogeshwari Mahavidyalaya, Ambajogai**
Tq.Ambajogai, 431517. Dist.-Beed
Affiliated to Dr Babasaheb Ambedkar Marathwada University, Aurangabad

NAAC Reaccredited - 'B' Grade

प्रा.डॉ. एम. व्ही. कानेटकर
प्र.प्राचार्य

Prof. Dr. M.V.Kanetkar
I/c Principal

• Phone No. (02446) 247127 • Email: principalyma@rediffmail.com • Website: www.yogeshwariscience.org
• Recognition of College under Section 2(f) and 12 (B) of the UGC Act 1956 • ISO 21001 : 2018 Certified

O.No YMA Sr. Col. 24-25 प्रवेश नं/194 Date 12/8/2024

OFFICE

**To,**
**Parekar Harshada Shivji,**
**Sant Savya Mali Chowk,**
**Ambejogai.**

**Sub: - Appointment as an Assistant Professor on C.H.B (Non-Grant Basis).**

With reference to your application and as per the recommendation of Selection Committee Meeting held on **27-06-2024**, I am happy to inform you that you are appointed as an Assistant Professor **(w.e.f.28-06-2024)** for (**Botany, UG**) for the academic year **2024-2025 on C.H.B.Non-Grant Basis**. Your appointment is purely temporary basis for only this academic Year.

Join your duties immediately. In case you fail to report, preference will be given to the candidate form waiting list.

Obtain your Time- Table form Head of the Department.

**Copy to.**

1) The Secretary Y.E.Soceity,Ambajogai.
2) H.O.D. Botany Department.
3) Accountant.Y.M.A.
4) YMA Non Grant Section Section.
5) Librarain,Y.M.A.

**Principal**
**Yogeshwari Mahavidyalaya**
**Ambajogai**

# शिक्षणाधिकारी (प्राथमिक) यांचे कार्यालय जिल्हा परिषद,लातूर

पिन कोड- ४१३५१२ फोन नंबर – ०२३८२-२४५३०१ व २४५३०३ E-Mail ID- zplatureo@gmail.com

वाचा :-
१) महाराष्ट्र जिल्हा परिषद जिल्हा सेवा (सेवा प्रवेश) नियम १९६७ चे परिशिष्ठ-४
२) शासन निर्णय शालेय शिक्षण विभाग क्रं पी.आर.ई./२००२/३३९५/प्राशि-१ दिनांक २७ जुलै, २००३
३) शालेय शिक्षण व क्रीडा विभागाचा शासन निर्णय क्रमांक सिईटी-२०१५/प्र.क्र.१४९/टिएनटी-१ दि.७/२/२०१९
४) शासन निर्णय क्र.संकिर्ण-२०१८/प्र.क्र.३११/टिएनटी-१ दि.१/१/२०१९
५) शासन निर्णय क्र.संकिर्ण-२०१८/प्र.क्र.३९७/टिएनटी-१ दि.०७/०२/२०१९,शुध्दीपत्रक दिनांक २५/२/२०१९, दि.१६/०५/२०१९ व दि.१२/०६/२०१९
६) शासन निर्णय क्र.संकिर्ण-२०२२/प्र.क्र.१०६/टिएनटी-१ दि.१०/११/२०१९
७) शासन निर्णय क्र.संकिर्ण-२०२३/प्र.क्र.१७४/टिएनटी-१/दि.२१/०६/२०२३
८) शासन निर्णय क्रमांक संकिर्ण-२०२३/प्र.क्र.५०९/टिएनटी-१ दि.१३/१०/२०२३
९) मा.आयुक्त (शिक्षण),म.रा.पुणे यांचे पत्र क्र.आस्था-क/प्राथ १०६/पदभरती/२०२४/१४०८ दि.२५/०२/२०२४
१०) या कार्यालयाचे पत्र क्र.जिपला/शिविप्रा/E-५१/कार्या-१/कावि-३३५/E-१८३१/२४ दि.०१/०३/२०२४
११) या कार्यालयाचे पत्र क्र.जिपला/शिविप्रा/E-५१/कार्या-१/कावि-३३५/E-१८३१/२४ दि.०७/०३/२०२४
१२) संबंधित उमेदवरांचे समुपदेशनाने पदस्थापनेसाठी विकल्प दि.११/०३/२०२४

---

जा.क्र.जिपला/शिविप्रा/E-५१/कार्या-१/कावि-३७५/E-२०७९/२४ दिनांक ११/०३/२०२४

**आदेश**

उपरोक्त संदर्भिय शासन निर्णय व शासन पत्रान्वये स्थानिक स्वराज्य संस्थांच्या प्राथमिक शाळेमध्ये पवित्र प्रणालीद्वारे शिक्षण सेवक या पदाच्या सरळसेवा भरतीसाठी पवित्र या संगणक प्रणालीद्वारे प्राप्त झालेली गुणवत्ता यादी व संबंधित उमेदवारांनी या कार्यालयास सादर केलेल्या कागदपत्रांच्या पडताळणी अंती पात्र ठरलेल्या खालील उमेदवारांना मा.उच्च न्यायालयात प्रलंबीत असलेल्या वेगवेगळया याचीकेच्या निर्णयाच्या अधीन राहून तसेच या आदेशातील अटींच्या अधीन राहून **प्राथमिक शिक्षण सेवक** (मराठी माध्यम) **(इयत्ता ६ ते ८ प्राथमिक पदविधर गणित-विज्ञान)** या पदावर तात्पुरत्या स्वरुपात नियुक्ती देण्यात येत आहे.

| Sr. No. | Candidate Name | Designation | Category / Cast | Recommended Category (Horizontal Category) | Z.P.P.S. / C.P.S. / Z.P.High School. | Block | Remark |
|---|---|---|---|---|---|---|---|
| 1 | AARTI UMAKANT MATHAPATI | शिक्षण सेवक | OBC / Jangam | OBC (Women) | सुगाव | चाकूर | |

नेमणुकीच्या अटी व शर्ती :-

१) शिक्षण सेवक म्हणून आपणास जिल्हा परिषदेच्या कोणत्याही शाळेत काम करावे लागेल.
२) शिक्षण सेवक कालावधीमध्ये शालेय शिक्षण व क्रीडा विभाग महाराष्ट्र शासन यांचे कडील शासन निर्णय संकीर्ण-२०२०/प्र.क्र.२६०/टिएनटि-१ दि.०७ फेब्रुवारी, २०२३ अन्वये निश्चित केले नुसार रु.१६०००/- अक्षरी सोळा हजार रु. फक्त मानधन अनुज्ञेय राहील.
३) नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरुपाचे गैरवर्तणूक केल्यास आपली नियुक्ती रद्द करण्यात येईल.

राज्य शैक्षणिक संशोधन व प्रशिक्षण परिषद, म.रा.पुणे यांच्या अधिनस्त प्रादेशिक विद्या प्राधिकरण,छत्रपती संभाजीनगर या इंग्रजी भाषेशी संबंधित संस्थेकडून घेण्यात येणार आहे. सदर कौशल्य चाचणीतील गुणवत्तेनुसार संबंधित शिक्षण सेवकाचे कौशल्य/ज्ञान असमाधानकारक असल्याचे आढळल्यास त्याची सेवा समाप्त करण्यात येईल.

२२) शाळेमध्ये व शाळेच्या आवारामध्ये गुटखा,तंबाखू तसेच तंबाखुजन्य पदार्थ बाळगणे व सेवन यावर पूर्णपणे बंदी घालण्यात आली आहे, असे करताना कोणीही दोषी आढळल्यास त्यांच्यावर कठोर कारवाई करण्यात येईल.

२३) राष्ट्रीय निवृत्ती वेतन योजना (NPS) लागू राहील. यासंदर्भात शासनाने वेळोवेळी दिलेले आदेश बंधनकारक रहातील.

२४) महाराष्ट्र शासन सामान्य प्रशासन विभाग यांचेकडील शासन निर्णय क्र.प्रशिक्षण/२०००/प्र.क्र.६१/२००१ ३९ दि.१९ मार्च,२००३ अन्वये संबंधित उमेदवारांनी संगणक अर्हता त्यांच्या नियुक्तीच्या दिनांकापासून दोन वर्षाच्या आत प्राप्त करणे अनिवार्य राहील. तसेच सामान्य प्रशासन विभागाचे शासन परिपत्रक दि.३ जुलै, २०१८ मधील तरतुदी लागू राहतील.

२५) स्थानिक स्वराज्य संस्थातील पदासाठी महाराष्ट्र राज्याचा रहिवासी असल्याबाबत 'अधिवास प्रमाणपत्र' अथवा महाराष्ट्र-कर्नाटक सीमा भागातील ८६५ गावांमधील रहिवासी असल्याचा दाखला

२६) रुजू दिनांकास माध्यमिक शालांत परिक्षा मराठी व हिंदी भाषा या विषयासह उत्तीर्ण नसल्यास एतदर्थ मंडळाची मराठी व हिंदी भाषा परिक्षा नेमणूकीच्या दिनांकापासून ३ वर्षाच्या मुदतीत पूर्ण करणे बंधनकारक राहील.

२७) उमेदवारांस नियुक्तीपत्र दिल्याच्या दिनांकापासून सात दिवसाच्या आत नियुक्तीच्या ठिकाणी रुजू होणे आवश्यक आहे.

अनमोल सागर (भा.प्र.से.),
मुख्य कार्यकारी अधिकारी,
जिल्हा परिषद,लातूर

प्रत.

१) मा.आयुक्त (शिक्षण), महाराष्ट्र राज्य,मध्यवर्ती इमारत,डॉ.ॲनी बेझंट रोड,पुणे यांना माहितीस्तव सविनय सादर.
२) मुख्य लेखा व वित्त अधिकारी,जिल्हा परिषद,लातूर
३) उप मुख्य कार्यकारी अधिकारी(सामान्य),जिल्हा परिषद,लातूर
४) गट विकास अधिकारी/ गट शिक्षणाधिकारी,पंचायत समिती, लातूर / औसा / निलंगा / उदगीर / अहमदपूर / चाकूर / देवणी / रेणापूर / शिरुर अनंतपाळ / जळकोट
५) मुख्याध्यापक, जि.प.प्रा.शा./ कें.प्रा.शा./प्रशाला---------- तालुका ----------
६) संबंधितास.

स्वा -
मुख्य कार्यकारी अधिकारी,
जिल्हा परिषद,लातूर

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur.

(Autonomous)

Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)

Affiliated To Swami Ramanand Teerth Marathwada University, Nanded

Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.

NAAC B++ Grade (3rd Cycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1958

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


जा.क्र. : राशाम/आस्था/२०२४-२५/256 दिनांक : ०४.०७.२०२४

श्रीमती कांबळे नेहा सुग्रीव,

०१. आपली **वनस्पतीशास्त्र** विषयाचे तासिका तत्वावरील अधिव्याख्याता म्हणून निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक** ०४.०७.२०२४ पासून तात्पुरत्या स्वरूपाची असून नियमीत अधिव्याख्याता निवडीची प्रक्रिया पुर्ण होताच किंवा ३०.०४.२०२५ यापैकी जी प्रक्रिया अगोदर असेल तेंव्हा संपुष्टात येईल.

०३. आपणास शासनाच्या प्रचलित नियमाप्रमाणे प्रति तासिका मोबदला मिळेल.

०४. तासिका तत्वावरील आपली नेमणूक स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ व शिक्षण सहसंचालक, उच्च शिक्षण, नांदेड यांच्याकडून मान्यता मिळण्याच्या अटीवर राहील तसेच त्यांनी वेळोवेळी निर्गमित केलेले आदेश व सूचना आपणास लागू राहतील.

०५. महाविद्यालयातील सेवा काळात आपणास इतर कुठलेही पुर्णवेळ/अर्धवेळ नौकरी अथवा खाजगी शिकवणी वर्ग घेता येणार नाही.

०६. तासिका तत्वावरील नियुक्ती ही तात्पुरत्या स्वरुपातील नियुक्ती असल्याने त्यास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही. तसेच या महाविद्यालयातील सेवाकाळात आपण इतर महाविद्यालयात काम करणार नाहीत, असे हमीपत्र रु. १००/- च्या स्टॅम्प पेपरवर रुजू होतेवेळी सादर करावे.

०७. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्वसूचना न देता सेवामुक्त केले जाईल.

०८. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०९. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

१०. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

११. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वाक्षरी)

प्रति,
श्रीमती कांबळे नेहा सुग्रीव,
वनस्पतीशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

G:\2024-25 (PC-2)\Appointment Letter\Granted CHB Appointment\(41)

Scanned with ACE Scanner

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya (Autonomous),

Near Central Bus Stand, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC Accredited B++ Grade (3rd Cycle) with CGPA 2.99

ESTD. : 1968

Dr. Gopalrao Patil — President
Anirudh Jadhav — Secretary
Dr. Mahadev Gavhane — Principal

राशाम/आस्था/२०२३-२४/ 6147 दि. ०४.०१.२०२४

**प्रतीमा गोरे,**

१. आपली **वनस्पतीशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात नियुक्ती करण्यात येत आहे.

२. आपली नियुक्ती २०२३-२४ या शैक्षणिक वर्षासाठी दिनांक ०४.०१.२०२४ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत किंवा जास्तीत जास्त ३०.०४.२०२४ यापैकी जी प्रक्रिया अगोदर घडेल तेंव्हा आपोआप संपुष्टात येईल.

३. आपणास रु.४००/- (अक्षरी रु. चारशे फक्त) प्रती तासिका मोबदला मिळेल.

४. महाविद्यालयातील सेवाकाळात आपणास इतर ठिकाणी पुर्णवेळ सेवा अथवा खाजगी शिकवणी वर्ग घेता येणार नाहीत.

५. आपणास नियमित सेवेचे कोणतेही हक्क प्राप्त होत नाहीत. त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमित सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

६. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्वसूचना न देता सेवामुक्त केले जाईल.

७. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

८. विभागप्रमुख व प्राचार्यांनी सोपविलेली सर्व कामे करणे बंधनकारक आहे.

९. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चीत केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

१०. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य

प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
**प्रतीमा बापू गोरे,**
वनस्पतीशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय,
लातूर (स्वायत्त).

केल्याने होत आहे रे । आधि केलेची पाहिजे ।।
जय किसान शिक्षण संस्था पळशी द्वारा संचलित

युडायस क्र.-२७२८०२०४७०२
ज्यु.कॉ.कोड नं.-६२.०८.०३
शाळा कोड नं.-६२.०८.११

# भगतसिंग माध्यमिक व उच्च माध्यमिक विद्यालय, पळशी

ता. रेणापूर जि. लातूर-४१३५२७ ramakantjadhav8322@gmail.com

संस्थापक
श्री दैवदासराव (भाऊ) जाधव

मुख्याध्यापक / प्राचार्य
श्री जाधव आर.के. एम.ए.,बी.एड
मो.9763310228

जा.क्र. बी.स्की.जी/२६३/२०२४-२५

दिनांक : १८/०९/२०२४

प्रति,

शिक्षणाधिकारी साहेब (मा.)
शिक्षण विभाग, जिल्हा
परिषद लातूर

विषय :- मुख्यमंत्री युवा कार्य प्रशिक्षण योजना अंतर्गत शिक्षक प्रशिक्षणार्थी म्हणून काम करण्या बाबत.

संदर्भ :- आपले पत्र क्रं क्र जिपलो/मा शि/कार्यो-०५/३१८५/२०२४ दि.०२/०९/२०२४ नुसार

महोदय

उपरोक्त संदर्भीय विषयानुसार आपणास या पत्राद्वारे कळविण्यात येते की, आपल्या जिल्हास्तरात मुख्यमंत्री युवा कार्य प्रशिक्षण योजना अंतर्गत आपण पाठविलेल्या यादीतील क्र. २६७ चा प्रशिक्षणार्थी शेख हाकर अंबेवाली नाईकवाडा वा. मुरढव ता. रेणापूर जि लातूर मो. नं 9623692111 (यादी क्र ०१ ते ३११) यांना दि १९/०९/२०२४ रोजी गुरुवार दिलेल्या प्रहारात आमच्या शाळेत रुजू करुन घेण्यात यावे.

सदरील माहिती सादर.

आपला विश्वासू

मुख्याध्यापक
भगतसिंग विद्यालय, पळशी
ता रेणापूर जि. लातूर

13/9/24

Rajarshi Shahu Maharaj Shikshan Sanstha's

# R. N. MOTEGAONKAR VIDYALAYA, LATUR

## Jadhav Shweta Shivaji

Asst. Teacher

Signature

# NARAYANA

e- TECHNO SCHOOL, LATUR

Address: Opp. Krushnkunj Complex
Near Bus Stand No. 2, Papvinashi
Road, Latur

## STAFF ID- CARD

2024-25

**Shweta Kamble**

Employee ID: 174900051

Designation: Science Teacher

Department: ACADEMIC

Mobile: 7875857018

Principal

Janseva Sevabhavi Pratisthan Bhopani's

# ABASAHEB ENGLISH SCHOOL

Deoni Tq.Deoni Dist.Latur

## ID CARD

Name : Dongare Shradha Babura

D.O.B. : 30/06/1999

Designation : Teacher

Mob.No. : 9175198194

Principal Sign.

Reg.No.A-2050(Osmanabad) Est :- 1973

# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PST/Appo. order / B.Pharm./2023/154A Date: - 20 /05/2023.

## Appointment Order

To,
**Mr. Wangaskar Vishal Mahadev**
**At.Masal post.Bhise Wagholi ,**
**Tq.Dist.Latur.413511.**

You have been appointed as **Account Clark** in the Trust's **Channabasweshwar Pharmacy college (Degree), Basweshwar Chouk, Kava Road, Latur.** in the Pay scale prescribed by State Government / AICTE / Panchakashari Shivacharya Trust with effect from your joining the duties.

01. Your services shall be governed by the rules of State Govt. of Maharashtra and Panchakashari Shivacharya Trust, Aloor.
02. Your services will be on probation for the period of **Two years** from the date of joining the duties.
03. You should discharge your duties as per the instruction of the Head of the institute and Panchakashari Shivacharya Trust, Aloor.
04. You should fulfill the conditions laid down by the Director, Directorate of Technical Education, M.S. *Mumbai-400001* and Government of Maharashtra.

Kindly make it convenient to report for duties at College Office on or before date **20.05.2023.**

Secretary

**Secretary**
Panchakashari Shivacharya Trust
Aloor

Copy to :

Principal, Channabasweshwar Pharmacy college (Degree) , Basweshwar Chouk, Kava Road, Latur.

नांक | कार्यालयीन अहवाल / आदेश पत्र Br. Nalegaon | शेरा

क.२६/२३-२४
गाव

प्रति,

मा. चिफ मॅनेजिंग डायरेक्टर साहेब,

बुलडाणा अर्बन को-ऑप क्रेडीट सोसायटी म. बुलडाणा.

रंजि. नं. 267 (मल्टिस्टेट)

**विषय :- शाखा नळेगाव येथील रूजू झाले बाबत.**

महोदय,

वरील विषयास अनुसरून कु. गुगळगावे मानसी सतिश लातूर विभागाअंतर्गत येणारी शाखा नळेगाव येथे विभागीय व्यवस्थापक साहेब यांच्या आदेशानुसार लिपीक या पदावर शाखा नळेगाव येथे दि 17-06-2023 रोजी सकाळी 10.15 वाजता रूजू करून घेण्यात आले.

करीता माहितीस्तव सविनय सादर.

आपला विश्वासू

Branch Manager
Buldana Urban Co-op.Credit Society
Ltd. Buldana (Multistate) R.No. 267
P: Nalegaon Ta. Chakur Dist. Latur

VISHWAKARMA INSTITUTES
Pune VI
Latur Campus

STMEI'S
**Sandipani Technical Campus faculty Of Engineering**
Affiliated to DBATU, Lonere & M.S.B.T.E.,Mumbai (Second Shift Polytechnic)
Nanded Road , Kolpa, Latur - 413512(M.S.)
www.sandipani.ac.in / principal@sandipani.ac.in / sandipanitech@gmail.com

Approved by
AICTE New Delhi
-Govt, Of Maharashtra
DTE Code : 2522
MSBTE 1675

Trust : U80301Mh2011 Npl212938 BATU/Affilation/1406/2018/460

NAAC Accredited

STMEI/ Joining report/2022-23/2334

## JOINING REPORT

Date:16/11/2022

To,
The Chairman/Principal,
Sandipani Technical & Medical Education Institute ,
Sandipani Technical Campus - Faculty of Engg.
Kolpa - Tq. & Dist. Latur.

**Sub: JOINING REPORT For the Post of Clerk.**

*Respected Sir,*

With reference to the above, I am very happy to receive the appointment order given to me for the post of **Clerk** in the Sandipani Technical Campus - Faculty of Engg., Kolpa, Latur. I have the honour to accept the offer. As per the content of the appointment order I am joining my duties on 17/11/2022. I express my deep sense of thanks for the opportunity given to me and I shall abide by the terms and conditions of this appointment and discharge my duties with full sincerity and devotion.

Sandipani Technical Campus * Faculty of Engineering * SANDIPANI LATUR

Yours faithfully,

Linge Sharad Vitthal

At. Post. Babhalgaon TQ.Dist. Latur

Principal
Sandipani Technical Campus
Faculty of Engineering
Latur

✆ +91 9822551333
02382-252926

Pawankumar Kalyani
Certified Auditor for Co-operative Societies
Charitable Trusts & Tax Consultant.

# P. M. Kalyani & Associates

## Certified Auditors & Tax Consultants

111/165, New Gandhi Market, Near Bhalchandra Blood Bank,
Opp. Manjara Ayurvedic College, Latur-413512.

EXPERIENCE CERTIFICATE.

TO WHOMSOEVER IT MAY CONCERN.

This is to certify that **Shri Manoj Prashant Bidve,** R/O. Anand Nivas, Moti Nagar, Latur Dist. Latur has a working experience of Three Years from 01/04/2019 To 28/02/2022 in our office as Accounts Audit Assistant. During the tenure of his service he has worked part time and has gained good experience in process of Accounting in Tally, Income Tax – Individual Cases, GST, Co-operative Trust Audits and Tax Audits.

He has handled all the functions carried out by our Organisation also he has handled the Accounting and Auditing works to our entire satisfaction.

According to best of our knowledge and belief he bears good moral character.

This certificate is issued on his request without any liability on our part whatsoever.

Kalyani & Associates
Regd. No. ITP-ABD/P-2/12/05-06
. STP-M-11936
Latur Ph. 252926
Certified Auditors & Tax Consultants

(Pawankumar Kalyani)
For P.M. Kalyani & Associates,
Certified Auditor & Tax Consultant,

**Date : 18/07/2022**
**Place : Latur.**

E-Mail : pmkalyaniandassociates@gmail.com

MACLEODS

MAC/TRAINEE/DIR/2023
19/07/2023

To,
Mr DHONDUTATYA KAMBLE
TRAINEE
Q.C
SARIGAM PLANT
H031617

Dear Mr DHONDUTATYA KAMBLE

Further to our offer letter dated 11/07/2023, we are pleased to appoint you to the position of TRAINEE in our Q.C Department - SARIGAM PLANT The terms and conditions of this offer of Trainee appointment are as under:

1. Your training period will be for 9 months from the date of your joining i.e. 19/07/2023

2. You will be paid a salary of Rs.18784/- ( EIGHTEEN THOUSAND SEVEN HUNDRED EIGHTY-FOUR ONLY) per month during the period you are retained for training.

3.On completion of your successful training period, your performance will be assessed and if found suitable, your trainee appointment letter will be regularized and you will be taken on probation basis for a period of six/ three months.

4. In case your work is found unsatisfactory during the period of training, this period may be extended at the discretion of the company to enable you to achieve the expected standard of performance or at the end of training period, subject to availability of vacant post, you will be either regularized in the service of the company or if your performance is not upto the expected standard, your trainee services will be terminated.

5. During the period of training, your services can be terminated without any notice or notice pay in lieu of notice without assigning any reason. In such cases management's decision will be final binding.

6. Your trainee services are liable to be transferred either part time or whole time to any other department or sister concern of the company without payment of extra salary.

7. You shall observe whole rules of discipline and decorum prevalent in the company.

8. You will not be entitled to any type of paid leave during training period.

9. That all disputes and differences are to be inquired and to be dealt with and are to be settled at Mumbai. And that the courts, tribunals and/or authorities at Mumbai only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this appointment.

Saidutta Nanda

Signature valid
Digitally signed by SAIDUTTA NRUSINGHA NATH NANDA
Date: 2023.07.20 10:49:09 +05:30

MACLEODS PHARMACEUTICALS LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049

Works :
Plot No. 2209, GIDC,
Sarigam, Dist - Valsad,
State : Gujarat - 396155, India

MAC/OFF/SG/06682/23

11/07/2023

Mr SANJAY RAMCHANDRA SURYAWANSHI

* Scan to verify

Dear Mr SANJAY SURYAWANSHI

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of TRAINEE in our Q.C department in our organization at our SARIGAM PLANT on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 13/07/2023

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

i) Four passport size photographs.

ii) Copies of educational/professional qualifications and experience certificates.

iii) Relieving letter from your present & two previous employers incase applicable.

iv) Certificates in support of date of birth.

v) PAN Card & AADHAR Card Copy.

vi) Copy of permanent address proof.

vii) Medical Certificate of fitness duly signed by a qualified Doctor (Not less than a MBBS).

We look forward for your long & happy association with Macleods Pharmaceuticals Limited.

With best regards.

For Macleods Pharmaceuticals Limited

SAIDUTTA NANDA
PRESIDENT HR

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 19/07/2023.

Signature Not Verified
Digitally signed by SAIDUTTA NRUSINGHA NATH NANDA
Date: 2023.07.18 10:12:26 +05:30

* Scan the QR code to verify the authenticity of the offer letter.

Mr SANJAY RAMCHANDRA SURYAWANSHI

# INDOCO REMEDIES LIMITED

Plant-II, L-32, 33, 34, Verna Industrial Estate, Verna, Goa 403 722 ■ Tel. No.: (0832) 6624 242

**REF: HR/GOA-II/Offer_ltr/2023/217**

**December 01, 2023**

Mr. Rushikesh Radheshyam Kumthekar
Latur, Maharashtra

Dear Rushikesh,

**Sub: Your selection for the post of 'Jr. Officer – Microbiology'**

We have for reference your application for the above post and the subsequent meetings you have had with us. We are now pleased to inform you of your selection as 'Jr. Officer – Microbiology organization. You will be located at Goa Plant. Your detailed letter of appointment will follow in due course.

We expect you to join with us at the earliest possible but not later than **"14th December 2023"** as per our discussion. Your appointment is subject to your being found medically fit by our Company's doctor. For doing pre-employment medical test you need to visit **Divine Medical Center, S, S2, S5, S7 & S8, Kamat Commercial, Near Hari Mandir, Margao Salcete, Goa - 403601 Dr. Phillip Mascarenhas (MBBS) Reception Mob-9673113296 (0832-2711140)**

Please note that your resignation letter duly acknowledged from your company is expected within 03 days of receipt of this offer letter failing which this offer letter will no longer remain valid.

You are requested to submit following documents on the day of joining in the organization.

- 06 photographs
- 2 attested copies of board certificates (X, XII, graduation, post-graduation & convocation certificate)
- Copy of resignation & relieving letter.
- Copy of salary slip of last 3 months
- Proof of birth & Aadhar Card
- Copy of PAN card & Photo Identity proof
- Appointment letter & revised salary letter of current employer
- Police verification form(Only for Non Goan)
- Alternate Bank Account Passbook/
- Tax computation sheet if applicable

We look forward to your long and successful association with us.

Thanking you,

Yours faithfully,
**For Indoco Remedies Ltd.**

**Karunakar Bisoyee**
**Manager – HR**
ap/-

**For any query / clarification you may call on: 7030051326 (Ankita Patkar)**

AB-mBer Qualify DT 13/12/24 A12272014 Pass@1234

# APPRENTICE PERSONAL INFORMATION

## A) GENERAL INFORMATION

1. Candidate type *(tick appropriate)*: Fresher / ITI passed / MES / Placement candidate / PMKVY
2. Date of Birth *(dd/mmm/yyyy format)*: 15/08/2000
3. Type of certificate: (NCVT / SCVT)
4. Candidate type *(in case of ITI pass out)*: Regular / Private ITI
5. ITI Certificate no: _____
6. ITI Trade: _____
7. PMKVY Number (if applicable): _____

## B) PERSONAL INFORMATION

8. Name *(in block letters, as per the birth / school certificate)*:
TOSHT SHRUTT SHARADRAO
9. Gender: Male / Female
10. Father / Guardian Name: SHARADRAO TOSHI
11. Mother Name: ARCHANA TOSHI 12. Spouse's Name: _____
13. Aadhar card no (UID no): 353687783148
14. Category: General / OBC / Schedule Castes / Schedule Tribes
15. Is person with disability: No / Yes

## C) CONTACT INFORMATION

16. Address *(mention tal, district, state and pin code)*:
17. At: GANGAKHED 18. Post: GANGAKHED
19. Tal: GANGAKHED 20. District: PARBHANI
21. State: MAHARASHTRA 22. Pin Code: 431514
23. Contact no: 7709571508
24. E mail ID: Ishruti508@gmail.com

## D) QUALIFICATION DETAILS

25. Academic qualification: 8th / 10th / 12th / BA / B.Com / BSc / ITI / M Com / MA / MSc / Others
26. Details:
Name of the Institute: SANT TANABAI SENIOR College
Name of Council / University: SRTMUN
Name of the trade / course: BSC
Start date (dd/mmm/yyyy): 2018 End date (dd/mmm/yyyy): 2021

## E) Bank Details:

27. Bank Name: IDBI 28. Account No: 1571104000065256
29. IFSC Code: IBKL0001571 30. Branch Name: GANGAKHED

Sign of the Apprentice: Shruti

**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor, No.18, Banaswadi Main Road, Maruthiseva Nagar Bangalore 560005

**optum.com**

**16-08-2023**

**Pratiksha Ghogare,**
**Survey No. 128,At.Borvati.tq,,**
**Ambejogai road ,,**
**Latur, Maharashtra, 413512**

Dear **Pratiksha Ghogare,**

Further to your recent meetings and discussions with us, we are pleased to offer you employment with **Optum Health and Technology (India) Private Limited** ("the Company") in the position of **Trainee - MCC** at the Company's office located at **Pune**, on the terms and conditions set out hereinafter:

**EMPLOYMENT**

Your effective date of joining shall be no later than **16-08-2023.** Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

Any reference to the Company’s policies in this offer letter means OHT-Epi Source policies.

**PROBATION**

You shall serve a minimum probation period as follows from the date of your joining the Company (“Probation”) following which your employment with the Company shall be confirmed.

- 4-6 months for Trainees & Medical Coders
- 6 months for Executive coder to Team coach/QA and support functions
- 6-9 months for TL to AM

The Company reserves the right to extend the Probation period for an additional 60 days in the event of your performance being dissatisfactory. You shall be deemed to continue on Probation until you are confirmed and your confirmation has been communicated to you.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company’s regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company’s regulations/policies, hardcopies whereof shall be made available to you upon request, but which otherwise are available on the Company’s website or HRMS portal

During the period of Probation, either the Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, One Month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of Appendix 3 to this letter of appointment.

**PLACE OF POSTING**

Your initial place of posting shall be at the Company's office located at **Awfis Quespaces.** However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

**PERFORMANCE OF DUTIES**

You shall be assigned with all the duties and responsibilities of the Project Coordinator and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

**COMPENSATION**

As compensation for services to be rendered, you shall be paid an annual fixed salary of **INR 2,11,397.** Your cost to the company (CTC) shall be per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

**TERMINATION OF EMPLOYMENT**

During Probation period, either the Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (One) months' notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, **60 days**' notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3

**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor, No.18, Banaswadi Main Road, Maruthiseva Nagar Bangalore 560005

**optum.com**

and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of **Optum Health and Technology (India) Private Limited.** We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join us.

Congratulations and welcome to Optum Health and Technology (India) Private Limited. On your first day of employment, please report to our office located at **Awfis Quespaces** at **Pune** along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

**Pratiksha Ghogare**, we thank you for considering Optum Health and Technology (India) Private Limited as your future employer! We have bold objectives:

- Improve the lives of others;
- Change the landscape of health care forever;
- Leave the world a better place than we found it.

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do **your life's best work.**℠

**For Optum Health and Technology (India) Private Limited**

Manjulaa Palanisamy
Vice President - Human Resources

I accept this letter of appointment on the terms and conditions as described herein.

**ACKNOWLEDGEMENT**:

_____ Date: _____

**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor, No.18, Banaswadi Main Road, Maruthiseva Nagar Bangalore 560005

**optum.com**

## Current Compensation Structure

| Component | ANNUAL (INR) | MONTHLY (INR) |
|---|---|---|
| Basic | 71,875 | 5,990 |
| HRA | 52,850 | 4,405 |
| Statutory Bonus | 7,000 | 583 |
| Provident Fund | 18,186 | 1,516 |
| Gratuity | 3,458 | 289 |
| Mediclaim Insurance | 7,044 | 584 |
| ESIC | 5,751 | 479 |
| Other Allowances | 45,234 | 3,770 |
| **CTC** | **2,11,397** | **17,616** |
| **Total CTC** | **2,11,397** | |

**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor, No.18, Banaswadi Main Road, Maruthiseva Nagar Bangalore 560005

**optum.com**

**Appendix 1**

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
iv. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
v. Leave encashment will be processed as per the internal policy of the Company.
vi. In case of female employee, key maternity benefits shall be given as provided under Maternity Benefit Act, 1961, read along with amendments/ state rules, as amended from time to time.

**Appendix 2**

Please come prepared with the following documents (photocopies & originals) on your first day of joining:

- HIGHEST DEGREE CERTIFICATE
- PAN CARD
- DATE OF BIRTH PROOF - CLASS Xth CERTIFICATE OR PAN CARD
- 2 PASSPORT SIZE PHOTOGRAPHS
- RELIEVING LETTER / EXPERIENCE CERTIFICATE FROM ALL THE ORGANIZATIONS WORKED IN LAST 5 YEARS

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 30 (thirty) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

**Appendix 3**

**STANDARD TERMS AND CONDITIONS OF EMPLOYMENT**

**This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.**

**1. CONFIDENTIALITY**

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outsiders at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence, and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you, within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

**2. NON-SOLICITATION**

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity: (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

**3. NON-COMPETITION**

3.1 You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment, you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of one year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any manner in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services and products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

3.2 Notification Requirement: Until 6 (six) months after the period set forth in Section 3.1, you undertake to notify the Company in writing of any change in your address and of each new job or other business activity in which you plan to engage, at least 30 days prior to beginning such job or activity. Such notice shall state the name and address of any new employer and the nature of your position/designation.

**4. INTELLECTUAL PROPERTY RIGHTS**

You shall disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all times belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. If and when required by the Company, you shall at the Company's expense take out or apply for patents, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which

may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

You shall not use the name and/or logo of the Company for any purpose whatsoever nor shall you use any copyright, patent, trademark, trade name, registered design or any other like right vested in the Company except for performing services stipulated in the letter of appointment.

**5. DISCIPLINARY ACTION PROCEDURE**

Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee shall be regarded as a disciplinary or capability matter. Your immediate superior shall normally deal with minor disciplinary matters. The procedure for more serious offences including major misconduct shall be dealt in the manner set out under the Company's regulations/policies.

**6. COMPANY'S REGULATIONS/POLICIES**

You shall abide and be bound by the Company's regulations/policies, and the same shall form part of this letter of appointment. The Company's regulations/policies may be changed / amended at any time at the discretion of the Company and the changed Company regulations/policies shall thereupon bind you. You shall also carry out and abide by any instruction, policies, 'house rules' and 'office orders' issued by the Company from time to time.

**7. TERMINATION OF EMPLOYMENT**

7.1 During Probation period either the Company or you may at any time terminate your employment with the Company, without cause, by giving in writing to the other party, 1 (one) months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition set forth in Section 7.6 below.

7.2 After completion of the Probation period, either the Company or you may at any time terminate your employment, without cause, by giving in writing to the other party, 60 days notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice.

7.3 After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

7.4 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in Section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the

Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

i. Breach by you of any of the terms of this letter of appointment; Breach of any clauses of the Company's Regulations/policies as referenced in Section 6 hereinabove;
iii. Unauthorized absence beyond a period of seven consecutive days;
iv. Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
v. Physical or mental incapacitation to perform your duties;
vi. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
vii. Commission of any act detrimental to the interests of the Company;
viii. Commission of any act of moral turpitude;
ix. Misconduct;
x. Commission of an act of insolvency;
xi. Conviction in any court of law for the commission of any crime; or
xii. Your performance is continuously measured as below expectation.

Notwithstanding anything contained in Section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

**8. REPRESENTATION**

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

**9. INTERPRETATION**

If any of the provisions of this letter of appointment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of appointment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

**10. DISPUTES**

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a senior officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company.

**11. WAIVER OF BREACH**

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

**12. EMPLOYEE PERSONAL INFORMATION**

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel,

administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, record maintenance and payroll administrators), legal counsel, regulatory authorities, potential or future employers and potential purchasers of the Company or the business in which you work provided that the transfer is for one of the purposes referred to above, even where the recipient of the data is located in a country or territory which does not maintain adequate data protection standards but where the Company has nevertheless installed reasonable technical safeguards to avoid unauthorized access.

12.3. I further consent to my Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries and territories which do not maintain adequate data protection standards. For the purposes of this consent, "Personal Data" includes, but is not limited to: name, address and contact details, date of birth, marital status, educational background, employment application, history with the company, job title, areas of expertise, details of salary and benefits, social security number, bank details, performance appraisals, salary reviews, records relating to holiday and other leave, working time records, details of any shares of common stock or directorships of the Company or any other member of the UnitedHealth Group held by you, details of all stock options, phantom stock options, or any entitlement to shares of common stock of the Company or any other member of the UnitedHealth Group awarded, cancelled, exercised, vested, unvested or outstanding in your favor and other management records. Personal Data also includes Sensitive Personal Data relating to your health (including information in the employee medical questionnaire, records of sickness absence, medical certificates and reports).

## 13. OTHERS

13.1.You shall be bound by the Company's regulations/policies, and all other rules, instructions, and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Company's regulations/policies, rules, instructions, etc. were part of this letter of appointment. In case of any conflict between this letter of appointment and Company's regulations/policies, the terms and conditions herein shall override/prevail.

13.2. You shall inform the Company as soon as possible about any change in your residential address.

13.3. Survival: Section 1, 2, 3, 4 & 12.3 shall survive the termination of this letter of appointment.

CMS
CRYSTAL MANAGEMENT SERVICES
(AN ISO 9001:2015 CERTIFIED COMPANY)

## ANNEXURE

Ref No : 411017
Name : HUNDE SOMNATH MADHAVRAO
Designation : OFFICER
Department : QC

### MONTHLY EARNINGS(A)

| Salary Components | Monthly(Rs.) | Annual(Rs.) |
|---|---|---|
| Basic | 8400.00 | 100800.00 |
| HRA | 5600.00 | 67200.00 |
| **GROSS SALARY** | **14000.00** | **168000.00** |

### STATUTORY & ANNUAL BENEFITS (B)

| Salary Components | Monthly(Rs.) | Annual(Rs.) |
|---|---|---|
| LTA | 333.00 | 4000.00 |
| PF | 1008.00 | 12096.00 |
| ESI | 455.00 | 5460.00 |
| Bonus | 1400.00 | 16800.00 |
| **TOTAL** | **3196.00** | **38356.00** |

| | | |
|---|---|---|
| **Total CTC(A+B)** | **17196.00** | **206356.00** |

VERIFIED BY

APPROVED BY

CRYSTAL MANAGEMENT SERVICES HYDERABAD

#102, SRI MANI SAI KALYAN ARCADE, NEAR ANGARA RESTAURANT, MIYAPUR 'X' ROADS, HYDERABAD - 500049.
Phone No : 040-40216204, 6301254223 email: cmsskills2017@gmail.com

Scanned with CamScanner

CMS
CRYSTAL MANAGEMENT SERVICES
(AN ISO 9001:2015 CERTIFIED COMPANY)

# Appointment Letter

To

Mr. HUNDE SOMNATH MADHAVRAO
H.NO:AT POST KHERDA B, BIDAR, KARNATAKA-585326.

**Subject: Appointment for the Post of "OFFICER"**

Dear Mr. HUNDE SOMNATH MADHAVRAO

On the basis of your interview, we are pleased to appoint you in our Client/Organization **ASPIRO PHARMA LIMITED** on the following Terms and Conditions with effect from **28-07-2023.**

**1. Job Title/Designation/Post:** You have been appointed on the post of **"OFFICER"** in **"QC"** and shall be designated as such.

**2. Posting/Place of posting]:** You will be posted at **"ASPIRO PHARMA LIMITED"**. You may however be posted, relocated or required to work at any place of business which the Company has, or may later acquire.

**3. Commencement of Employment/Joining:** Your employment will be effective from the date of joining as of "**28-07-2023".**

**4. Joining/Reporting:** You will report on "**28-07-2023"** at 9.00 a.m. at the aforesaid Office. Your immediate reporting officer will be RAMANAIAH GANJI.

**5. Salary/Monthly Compensation and Benefits:** You will be entitled to such salary, compensation and benefits (CTC) Rs. **206356** with Including of all allowances.

**6. Working Hours:** The company runs on four shifts and you are expected to report only decided by Management.

**Four Shifts as below mentioned:**

| | |
|---|---|
| General Shift | 08:30 AM to 05:30 PM |
| A Shift | 06:00 AM to 02:00 PM |
| B Shift | 02:00 PM to 10:00 PM |
| C Shift | 10:00 PM to 06:00 AM |



Scanned with CamScanner

CMS
CRYSTAL MANAGEMENT SERVICES
(AN ISO 9001:2015 CERTIFIED COMPANY)

**23. Acceptance of our Offer/Appointment:** Please confirm that above Terms and Conditions are acceptable to you by signing a copy of this Letter of Appointment or Offer Letter. Please confirm your acceptance of this Offer/Contract of Employment by signing and returning the duplicate copy.

We welcome you to M/s. ASPIRO PHARMA LIMITEDLtd. and look forward to receiving your acceptance and working with you and wish you all the best in your career with us.

Thanking you,
Yours Sincerely,

**Authorized Signature**

CRYSTAL MANAGEMENT SERVICES
HYDERABAD

**I agree to accept employment on the Terms and Conditions mentioned in the above Appointment/Offer Letter.**

Signature:
Name: HUNDE SOMNATH MADHAVRAO
Place: Aspiro pharma Limited.
Date: 28-07-23

#102, SRI MANI SAI KALYAN ARCADE, NEAR ANGARA RESTAURANT, MIYAPUR 'X' ROADS, HYDERABAD - 500049.
Phone No : 040-40216204, 6301254223 email: cmsskills2017@gmail.com

Scanned with CamScanner

ICICI Bank

*PRIVATE AND CONFIDENTIAL*

**Reference No. - 1384589769**
**Applicant ID - 6629720**

24-Oct-2023

Patil shital Ramhari

Dear Patil shital,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya (Autonomous),

Near Central Bus Stand, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC Accredited B++ Grade (3rd Cycle) with CGPA 2.99

ESTD : 1968

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


RSM/Cer./2024-25/ 147 Dt. 03.07.2024

## EXPERIENCE CERTIFICATE

This is to certify that **Shinde Shivkanya Dinkar** has worked as a Assistant Professor in Mathematics department as under :

| Sr.No. | Period | Nature |
|---|---|---|
| 1. | 23.12.2021 to 30.04.2022 | C.H.B. |
| 2. | 01.07.2022 to 02.07.2024 | Fix pay |

Hence this certificate.

Principal
PRINCIPAL
Rajarshi Shahu Mahavidyalaya,Latur
(Autonomous)

# Dayanand Science College, Latur.

Appointment/2023-24/ 547 Date : 16.06.2023

**To,**
**Miss. S. L. Chiddrewar,**
**Dept. of Mathematics,**
**Dayanand Science College, Latur.**

You are appointed as a Assistant Professor for **Non-Grant P.G.** Course to teach **Mathematics** Subject w.e.f **01st July, 2023.**

Your appointment is subject to the following conditions.

1) Your appointment is **Purely Temporary for Non Grant P.G.** course.
2) Your appointment stands terminated on **31.05.2024** without any prior notice.
3) You have to engage theory as well as practical classes as per college schedule and other college work alloted to you.
4) You cannot leave the job before **31.05.2024** or without one months prior notice.
5) If your teaching and related work is not satisfactory, your sevices will be terminated at any time with any notice.
6) You will have to remain present for University Practical Examination and paper assesment which will be remunerative as per university guidelines.
7) The curriculum & the college work alloted to you should be completed before the scheduled time as per the term.
8) You will have to engage extra periods in Dipawali vacation if required to complete the syllabus.
9) Your appointment is **Purely Temporary** for Non-grant P. G. course for a period of **01.07.2023** to **31.05.2024.**

**Copy to :**

1 Head of the Department

Principal
Principal
Dayanand Science College
LATUR

Scanned with OKEN Scanner

# Jaikranti Shikshan Prasarak Mandal, Latur

Head office: Majge Nagar, Latur - (02382) 250191, Resi - 242275
MIDC Office Contact No. : (02382) 223380
Website: www. jspmlaturindia.com E- mail : jspmkava@yahoo.com

Hon.Shivajirao Patil Kavekar
President

Letter No:-

Date:- 07 / 06 /2023

Ms. Bhosale Shivani Ganpati
Bastapure Nagar,
Latur

Dear Sir,

With reference to your application for employment in our school and with our subsequent Interview and meeting we are hereby, pleased to offer you an appointment for the post of the **'Mathematics Teacher' "PGT"** at **SWAMI VIVEKANAND INTEGRATION ENGLISH SCHOOL, LATUR, run under the trust M/S JAIKRANTI SHISKHAN PRASARAK MANDAL, LATUR, Maharashtra.**

**1. APPOINTMENT:**

Your date of appointment shall be effective from your date of joining. You are requested to join the school on **16st.June.2023** Initially, this appointment shall remain valid for 02 years since the date of joining. Further continuation in service shall depend on your benchmark performance and the refreshed approval of the JSPM Management Board.

**2. EMOLUMENTS:**

Your emoluments shall be –

**Gross Pay:** Rs.**18000/-** per month

**3. LEAVE:**

Leave shall be granted as per the Rules & Regulations of JSPM Trust.

**4. INCREMENT:**

Increment with the secretion of JSPM Management Committee will be added on your Basic Pay after two years subject to the benchmark performance endered by you towards your efficiency, result produced, punctuality and discipline maintained.

**5. DEDUCTIONS:**

**EPF, TDS** and **Professional Tax** will be deducted as per Govt. rules. One month Salary with all allowances will remain deposited in the school fund as Security Money that will be deducted in ten equal installments w.e.f. the date of joining. This Security Money will be paid back to you at the time of your relieve from the post after final settlement.

**6.TIMING:**

The school timing is 8.00 a.m.to 2.00 p.m. hours. But keeping in view the nature of your job in the day/boarding school, your attendance shall be required occasionally on holidays & Weekly off in the school premises for the benefit of the students and the development of the School.

**7. JOB RESPONSIBILITY:**

Primarily, you are to act as the **PGT Mathematics Teacher.** You will be responsible and accountable for efficient training for all the staffs under your jurisdictions. You will also be responsible for effective, satisfactory and economical discharge of your duties and the instructions assigned by the authority over you from time to time for the development of the Institution.

**8. RESIGNATION:**

If you will desire to be relieved during the period of service then it will be necessary for you to give **two months** notice in writing or will have to deposit two month's salary including all allowances unless and otherwise the Managing Committee permits or relax under special circumstances.

**9. OTHERS:**

In the matters nor specifically stated or in Terms of conditions/Code of Conducts or in service rules, the decision of the JSPM Management Committee and the chairperson of the Institution shall be final and conclusive.

**At the time of joining you are required to produce the followings:**

1. **Medical certificate of fitness from a hospital established or maintained by the govt. Or local authority.**
2. **Two certificates from educationists or any other respectable members of society, not related to the candidate, certifying the character and conduct to the satisfaction of the school authorities.**
3. **Date of birth proof.**
4. **Original certificates and testimonials for verification.**
5. **Identity proof.**
6. **Residence proof.**
7. **Four Passport size Photos**

We welcome you to "JSPM FAMILY" and hope that we will have a long and happy association. Kindly acknowledge your acceptance of the post with above mentioned terms and conditions by 16st June 2023. This offer is subject to accuracy of testimonials, documents submitted as mentioned above.

**Best Wishes!**

**Principal**
**(SVIES)**

**Authorised Signatory**
**(J.S.P.M.)**

**UNDERTAKING**

I do hereby agree to remain abide by the Rules and Regulations of the School/College, all the Terms and Conditions as mentioned above as well as applicable to me vide service Rules of the JSPM-Latur.

**Date:-9 /8/2023**

**Name and Signature of employee**

Shri Vishweshwar Shikshan Prasarak Mandal's
**Vishweshwarayya Abhiyantriki Padvika Mahavidyalaya**
Approved by AICTE New Delhi, DTE Mumbai & Affiliated to MSBTE Mumbai
Accreditated by National Board of Accreditation, New Delhi
Dilip Nagar, Almala Tq. Ausa Dist. Latur-413520 (M.S.)

Ref.No. VAPM/appointment order/2023-24/981 Date 01/08/2023

# Appointment Order

Vishweshwarayya Abhiyantriki Padvika Mahavidyalaya Almala Tq. Ausa Dist.Latur

To,
**Miss. Malshette Rutuja Rajkumar**
**Moti Nagar, Latur**

**Sub: - Regarding the appointment as a Lecturer..**

With reference to your application dated 31st July 2023 for the post as a Lecturer in First Year Department I am informing you that you are appointed to the post of a Lecturer in First Year Department at **Vishweshwarayya Abhiyantriki Padvika Mahavidyalaya, Dilip Nagar Almala, Tq. Ausa, Dist. Latur** as per State Government norms with effect from 01st August 2023.

1. Your Service shall be governed by the State Govt. & Shri. Vishweshwar Shikshan Prasarak Mandal's Society rules enforce time to time.
2. Your appointment is subjected to approval from Director of Technical Education Mumbai.
3. You should discharge your duties as per the instructions of the head of institute & Society.

Kindly make it confirm to report at college office as before 01st August 2023.

PRINCIPAL
Vishweshwarayya Abhiyantriki
Padvika Mahavidyalaya
Almala Tq. Ausa Dist.Latur

Copy to:-

1. Account Section, Vishweshwarayya Abhiyantriki Padvika Mahavidyalaya, Dilip Nagar Almala, Tq. Ausa, Dist. Latur.
2. The Applicant.
3. Personal File.

vedanta
transforming elements

malco energy

**Name: Gokul Sirsat**

**Date: 01-01-2024**

Dear Gokul,

## LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee**.

Your **Total Target Remuneration** is **INR 4,65,000** /- (Rupees Four Lakhs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000**/- (Rupees Three Lakhs Twenty-Five Thousand only) per annum and Annual Target Bonus up to **INR 1,40,000**/- (Rupees One Lakh Forty Thousand only) (Refer Annexure A for details)

A detailed Offer cum Appointment Letter will be issued to you on joining the company and completion of all required formalities. The place of posting and onboarding date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in 10th, 12th, Graduation and Post-Graduation, without any backlogs at the time of selection and joining.
- No other gap in regular course of studies is allowed. Not more than 1 year gap between 12th and graduation is allowed.
- B.Com. / B.Sc. regular full time completed in three years.

You are required to submit the following documents at the time of joining:

- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

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

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

**For Vedanta Limited**

**Ashok Kharbe**
**CHRO – Nickel Business**

vedanta
transforming elements

malco energy

## Annexure A: Compensation Breakup

*Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms, and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.*

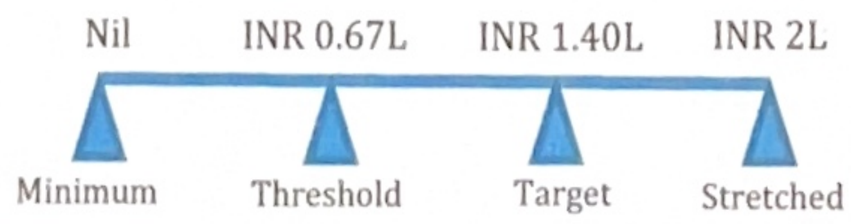
**Date: 01-01-2024**

| | |
|---|---|
| **Name** | Gokul Sirsat |
| **Company / Business Unit** | Vedanta Limited |
| **Position / Title** | Graduate Trainee (M9) |
| **Training Period** | 12 Months |
| **Probation Period** | 6 Months |
| **Confirmation** | Post 18 months |

## Compensation Scheme

### I. Total Target Remuneration from Date of Joining

| **Fixed Pay** | | | |
|---|---|---|---|
| **#** | **Particulars** | **Amount (INR) Per Annum** | **Notes** |
| **I** | **Basic** | 1,30,000 | Basic is paid on a monthly basis.<br>Retirals are linked to this. Subject to tax. |
| **II** | **House Rent Allowance ("HRA")** | 65,000 | House Rent Allowance is paid on a monthly basis.<br>HRA is provided to meet the cost of accommodation. HRA is calculated at 50% of the Basic pay as per location. HRA is an allowance is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules. |
| **III** | **Personal Allowance** | 53,317 | Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax. |
| **IV** | **Statutory Bonus** | 26,000 | Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax. |
| **V** | **Uniform Allowance** | 12,000 | Uniform Allowance is paid on a monthly basis.<br>It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable. |
| **VI** | **Leave Travel Allowance ("LTA")** | 10,833 | Leave Travel Allowance is paid on a monthly basis with tax deduction. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The tax exemption can be claimed annually with submission of required documents. |

| # | Particulars | Amount (INR) per annum | Notes |
|---|---|---|---|
| VII | **Provident Fund ("PF")** | 21,600 | As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll. |
| VIII | **Gratuity** | 6,250 | The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972. |
| **Fixed Pay** | | **3,25,000** | **Sum of all above** |
| **Performance Pay Scheme** *(As currently applicable and subject to change as per company rules from time to time)* | | | |
| **Target Annual Bonus** | | **1,40,000** | The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout on completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.<br>  <br> |
| **Total Target Remuneration** | | **4,65,000** | **Sum of all above** |

**The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.**

**Other terms & conditions**

1. Target Annual Bonus: In case you leave the organization before completion of 1 year from date of joining, you will not be eligible for annual bonus.
2. LTIP and Target Annual Bonus pay out is governed by company policy
3. 100% compliance of company's rules, regulations, code of conduct and Group Values
4. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the company policy up to a maximum of **INR 50,000/-** This is not applicable in Corporate and Non-Unit Locations
5. You will be entitled to certain benefits as per company policy

**For Vedanta Limited**

**Ashok Kharbe**
**CHRO – Nickel Business**

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME] Gokul Sirsat

[SIGNATURE]

[DATE]

## Annexure B: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities /premises:

1. Physical Examination, vision, eye (color blindness test), dental check up
2. HB. WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. L F T
8. Urine Routine Exam
9. Chest X-ray PA View
10. ECG & T M T
11. Ultrasound abdomen
12. Lung Functioning Test
13. Audiometry and Spirometry Test

- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.

**For Vedanta Limited**

**Ashok Kharbe**
**CHRO – Nickel Business**

Sai Make it better together

Ref: OL//2023-24//728
12 January 2024

Bhagvat R Dhulgande
Bidar,Bidar, Karnataka, India, (Bidar)

Dear Bhagvat R Dhulgande,

**PROVISIONAL OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Production"** department, **Manufacturing**Business Unit at **"Bidar, Karnataka"** Unit of our Organization. The Offer is subject to Successful Completion of your course.

We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 3,00,000** (Three Lakh Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis (after the end of Each Financial Year) subject to your being on rolls of the Organization on 31st March, for that Financial Year. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Successful Completion of Course:** You need to clear / pass all your exams in first attempt.
3. **Background verification (BGV) clear report.** Your acceptance of this offer shall be considered as your permission to conduct BGV through a third party. The Offer is subject to the data/documents/information provided by you during the Interview/Selection process, being true.
4. **Upon acceptance of this offer, you shall receive an Onboarding Link on your email. As a part of onboarding process, you are required to upload all the following documents/certificates. The Onboarding should be completed minimum 14days prior to your Date of Joining**
    - Aadhaar Card
    - PAN Card
    - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available. Highest education completion proof to be submitted within 3 months from Date of Joining.
    - Passport size photograph

Please get a photocopy of the following documents on the day of joining;

- Offer Letter
- If you already have an account with HDFC / SBI / ICICI / Indus Ind / Standard Chartered, please provide Cancelled Cheque (with Printed name) / Bank Statement for preferred Salary Account.
- Aadhaar, PAN and 4 Passport Size Photographs, if you do not have an account with the above-mentioned Banks. We shall help you with opening an account with one of these Banks.

**Notable Points:**

- Please note reimbursement such as relocation expenses will be recovered in full, in case of your separation within 2 years from Date of Joining.

- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.

You are hereby requested to accept this Offer Letter by replying to this email formally and your date of joining shall be communicated after discussing mutually which shall be post completion of your final year exams and after the completion of pre-employment medical check-up.

This Offer is valid till **08 July 2024**. If you are unable to join on the specified date, then this offer shall be automatically withdrawn. Incase of any changes pertaining to your Date of Joining, you are requested to consult your respective recruiter, these changes are subject to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please note that you must not directly report to any of the Sai units for Joining, without prior confirmation by the recruiter.

Please feel free to contact **Sundeep** on **8121001588** or mail to **sundeep.m@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours Sincerely,

Rajesh Vinodrai Naik
Senior Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

Sai Make it better together

## ANNEXURE I

| | |
|---|---|
| Name of the Associate | Bhagvat R Dhulgande |
| Designation, Department & Level | Trainee , Production & 0 |
| CTC | 3,00,000 |

| SALARY COMPUTATION | | |
|---|---|---|
| **Components** | **Per Annum** | **Per Month** |
| **A Monthly Components** | | |
| Basic | 2,00,000 | 16,667 |
| Special Allowance | 42,400 | 3,533 |
| Bonus | 36,000 | 3,000 |
| **Total A** | **2,78,400** | **23,200** |
| **B Annual Benefit** | | |
| Provident Fund | 21,600 | 1,800 |
| **Grand Total** | **3,00,000** | |

* Depending upon your role, site, function and applicable policies, you may have potential to earn an additional amount of up to Rs.6,100/- per month. Your eligibility under various polices shall be explained to you upon joining.

Sai Make it better together

**ANNEXURE II**

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of Agilus centers is attached in the mail. If any Agilus Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this letter, to be presented at Agilus Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

**On Previous day**

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

**On the day of check-up**

- Do not eat anything. Observe fasting.
- Report to the Agilus Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL//2023-24//728
Dear Agilus Team,

Kindly conduct the pre-employment medical test for Mr.Bhagvat R Dhulgande.
Share the soft copy of the report with us and send hard copy to Our Address:
Sai Life Sciences Limited, 4th Floor, SLN Terminus, Gachibowli,
Hyderabad – 500034.

**Client code: -**

| | | | |
|---|---|---|---|
| C000056857 | WE | SAI LIFE SCIENCES LTD | Hyderabad |

**Test Code:**

| | |
|---|---|
| HM3731A | SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP |

HR Name: Sundeep
HR Email ID: sundeep.m@sailife.com

For Sai Life Sciences

Authorized Signatory

**This is Computer generated Sheet and signature not required**

Sai Make it better together

Ref: OL//2023-24//726
12 January 2024

Datake Balaji Surendra
Bidar,Bidar, Karnataka, India, (Bidar)

Dear Datake Balaji Surendra,

**PROVISIONAL OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Production"** department, **Manufacturing**Business Unit at **"Bidar, Karnataka"** Unit of our Organization. The Offer is subject to Successful Completion of your course.

We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 3,00,000** (Three Lakh Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis (after the end of Each Financial Year) subject to your being on rolls of the Organization on 31st March, for that Financial Year. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Successful Completion of Course:** You need to clear / pass all your exams in first attempt.
3. **Background verification (BGV) clear report.** Your acceptance of this offer shall be considered as your permission to conduct BGV through a third party. The Offer is subject to the data/documents/information provided by you during the Interview/Selection process, being true.
4. **Upon acceptance of this offer, you shall receive an Onboarding Link on your email. As a part of onboarding process, you are required to upload all the following documents/certificates. The Onboarding should be completed minimum 14days prior to your Date of Joining**
    - Aadhaar Card
    - PAN Card
    - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available. Highest education completion proof to be submitted within 3 months from Date of Joining.
    - Passport size photograph

Please get a photocopy of the following documents on the day of joining;

- Offer Letter
- If you already have an account with HDFC / SBI / ICICI / Indus Ind / Standard Chartered, please provide Cancelled Cheque (with Printed name) / Bank Statement for preferred Salary Account.
- Aadhaar, PAN and 4 Passport Size Photographs, if you do not have an account with the above-mentioned Banks. We shall help you with opening an account with one of these Banks.

**Notable Points:**

- Please note reimbursement such as relocation expenses will be recovered in full, in case of your separation within 2 years from Date of Joining.

- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.

You are hereby requested to accept this Offer Letter by replying to this email formally and your date of joining shall be communicated after discussing mutually which shall be post completion of your final year exams and after the completion of pre-employment medical check-up.

This Offer is valid till **08 July 2024**. If you are unable to join on the specified date, then this offer shall be automatically withdrawn. Incase of any changes pertaining to your Date of Joining, you are requested to consult your respective recruiter, these changes are subject to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please note that you must not directly report to any of the Sai units for Joining, without prior confirmation by the recruiter.

Please feel free to contact **Sundeep** on **121001588** or mail to **sundeep.m@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours Sincerely,

Rajesh Vinodrai Naik
Senior Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

Sai Make it better together

## ANNEXURE I

| | |
|---|---|
| Name of the Associate | Datake Balaji Surendra |
| Designation, Department & Level | Trainee , Production & 0 |
| CTC | 3,00,000 |

| SALARY COMPUTATION | | |
|---|---|---|
| **Components** | **Per Annum** | **Per Month** |
| **A Monthly Components** | | |
| Basic | 2,00,000 | 16,667 |
| Special Allowance | 42,400 | 3,533 |
| Bonus | 36,000 | 3,000 |
| **Total A** | **2,78,400** | **23,200** |
| **B Annual Benefit** | | |
| Provident Fund | 21,600 | 1,800 |
| **Grand Total** | **3,00,000** | |

* Depending upon your role, site, function and applicable policies, you may have potential to earn an additional amount of up to Rs.6,100/- per month. Your eligibility under various polices shall be explained to you upon joining.

Sai Make it better together

**ANNEXURE II**

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of Agilus centers is attached in the mail. If any Agilus Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this letter, to be presented at Agilus Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

**On Previous day**

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

**On the day of check-up**

- Do not eat anything. Observe fasting.
- Report to the Agilus Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL//2023-24//726
Dear Agilus Team,

Kindly conduct the pre-employment medical test for Mr.Datake Balaji Surendra.
Share the soft copy of the report with us and send hard copy to Our Address:
Sai Life Sciences Limited, 4th Floor, SLN Terminus, Gachibowli,
Hyderabad – 500034.

**Client code: -**

| | | | |
|---|---|---|---|
| C000056857 | WE | SAI LIFE SCIENCES LTD | Hyderabad |

**Test Code:**

| | |
|---|---|
| HM3731A | SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP |

HR Name: Sundeep
HR Email ID: sundeep.m@sailife.com

For Sai Life Sciences

Authorized Signatory

**This is Computer generated Sheet and signature not required**

# TMPCON062453453

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : ATISH MARUTI KALE (A062494775) |
| | (b) Father's/Mother's /Spouse's Name | : Maruti Kale |
| 3. | Address of apprentice | : at takli Maharashtra Latur 413531, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 05-05-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Obc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 21-06-2024 to 15-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 1 months and 13 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062453453

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

# TMPCON062434570

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : VIVEKANAND JANAK SURYAWANSHI (A062458271) |
| | (b) Father's/Mother's /Spouse's Name | : JANAK |
| 3. | Address of apprentice | : null, null, null, null, Maharashtra, Lat<br>: ur, 413521, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 02-01-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Obc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 18-06-2024 to 12-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 5 months and 10 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062434570

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

# TMPCON062459949

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : DHUMAL DATTATRYA DEVIDAS (A0624109942) |
| | (b) Father's/Mother's /Spouse's Name | : Devidas Dhumal |
| 3. | Address of apprentice | : null, null, ta shirur anantpal, null, Ma<br>: harashtra, Latur, 413544, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 09-02-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : No |
| | (b) Name of the Category | : General |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 25-06-2024 to 19-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 4 months and 11 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062459949

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

# TMPCON062459367

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : DAKARE AKSHAY RAJKUMAR (A0624108808) |
| | (b) Father's/Mother's /Spouse's Name | : Rajkumar Dakare |
| 3. | Address of apprentice | : null, null, null, null, Maharashtra, Lat<br>: ur, 413544, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 20-02-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Sc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 25-06-2024 to 19-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 4 months and 0 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062459367

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

GPCLifeSciencesPvtLtd
Website:
www.gpclifesciences.comTel:+91-9923797930,+91-9765800487

**Date:June01,2024**

**Name:Mr, Kiran Vijay Shinde**
**At.Gansargaon;Tal-Renapur; Dist:Latur, Maharastra, Pin- 413 527**

## OFFERLETTER

Dear**Mr, Shinde,**

Congratulations on your selection. We are pleased to offer you position of**Trainee Chemist (E0)**in theResearch and development at GPC Life sciences Pvt. Ltd., NCL-Innovation Park, Dr. HomiBhabha Road,Pashan,Pune,Maharashtra- 411008

**1. Validity ofoffer:**Thisofferisvalidsubjecttoyoursuccessfulterminalexaminationsinthefirstattemptwithaggregatemarks60%or above

**2. Remuneration:** Detailssheetisattached

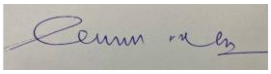
**3. Trainingperiod:**Yourtrainingperiodisforsixmonths.Oncompletionofsuccessfultrainingperiod&yourperformance, youwillbeabsorbed asjuniorChemist(E1)

**4. Leave:** Duringyourtrainingperiod, youwillbeeligiblefor6daysleave

**5. Noticeperiod:**Duringyourtrainingperiod,eitherpartycanterminateagreementofservicebygivingonemonth's Notice periodorpayingone month'sstipend

**6. JoiningDate:**
Youneedtoreportwithin7daysof offer letterorelseourofferwouldstandcancelled

Yourstruly



For**GPCLifeSciencesPvt.Ltd.**
PCRay
Founder&Director

**Note:Kindlyreturntheduplicatecopyofthisletterwithyouracceptance**

Iagreetoacceptemploymentonthetermsandconditionsmentionedinaboveletter.Ishallbereportingfordutyon……..

GPCLifeSciencesPvtLtd
Website:
www.gpclifesciences.comTel:+91-9923797930,+91-9765800487

*Encl.:*Remunerationpackageeffectivefromdateofjoiningon*prorata*basis

| **Grade** | **TraineeChemist(E0)** | |
|---|---|---|
| **Designation** | **TraineeChemist** | |
| | PM | PA |
| Basic | 10000 | 120000 |
| AdhocAllowance | NA | NA |
| HRA | NA | NA |
| EducationalAllowance | NA | NA |
| Conv.Allow | NA | NA |
| SpecialcityAllowance | NA | NA |
| Medical | NA | NA |
| LeaveTravelAllow | NA | NA |
| Bonus | NA | NA |
| **GrossMonthly/Annum** | **10000** | **120000** |
| PF | NA | NA |
| Gratuity | NA | NA |
| Retirals | NA | NA |
| **FixedCTC** | | **120000** |
| AverageperformanceIncentive | | NA |
| **GrandTotal** | | **NA** |

*** ** ****

CIN-U72214MH1998PLC121048

# NATURAL SUGAR & ALLIED INDUSTRIES LTD.

An ISO 9001 : 2015 Company

Ref.:- N.SAI/GAD/Promotion/794 /2024

DATE :- 30/06/2024

To,
**Mr.Palkar Hanumant Navnath**
Natural Sugar & Allied Industries Ltd.
Sainagar Ranjani, Tq. Kallam,
Dist. Dharashiv.

**Sub :- Promotion as 'Bio - Chemist'.**
**Ref :- Your Appointment Order No.NSAI/GAD/Appointment/427/2023,Dt.30/04/2023.**

We are pleased to inform you that, the management of the Company have decided to promote you as **'Bio - Chemist'** in Bio-gas Department, considering your qualification, experience, performance with our Company and your overall abilities and capabilities for the post of **'Bio - Chemist'.** You will have to work as per the requirement of vacancies either of our Unit No. 1 or Unit No. 2 as directed by the management.

Your promotion for the post of **'Bio - Chemist'** will be w.e.f. 1st July 2024. Other terms and conditions of the service will remain as per the above referred appoint order.

We wish you every success in your future career & expect the whole heartedly devotion & dedication for the Company's growth & prosperity.

( B. B. THOMBARE )
**Chairman & Managing Director.**

**Regd. Office & Works Unit No.1 -** Sainagar, Ranjani, Tq. Kallam, Dist. Osmanabad - 413 528 (MS)
PH : (02473) 265503,4,5, 265700 Fax : (02473)265000 E-mail : naturalgad@gmail.com
Corporate Office : A-70/3, Textile Complex, MIDC Latur - 4[illegible] Ph. [illegible]
E-mail : naturalcmd@gmail.com Web: www.naturalsugar.in GSTN : 27AABCN0674 D1ZO

HNP ❤️ | 22 June 2025 at 21:18

# Offer Letter - Trainee R & D

1 message

**Tushar Gharat** <tushar@nglfinechem.com> Sat, 15 Jun, 2024 at 3:27 pm
To: omkargaikwad7650@gmail.com <omkargaikwad7650@gmail.com>
Cc: Rahul Naik <rahul.naik@nglfinechem.com>

Dear Mr. Omkar Gaikwad,

With reference to your application and based on our subsequent discussions with you, we are glad to inform you that you have been selected as **Trainee R & D** for our unit **M/s. NGL Fine Chem Ltd**., **Plot No. F-11, Tarapur MIDC Industrial Area, Kalode Naka, Boisar.**

Your Annual Compensation would be as per Annexure 1 which has been acknowledged by you.

Your date of joining is **20.06.2024,** You need to report at the mentioned unit along with this email and other undermentioned documents for verification.

1. Age Proof - Copy of PAN Card
2. Address proof - Aadhar Card.
3. All Educational Qualification Certificates (Originals & Photo Copy).SSC/ HSC / Graduation or certification
4. Two Photographs (Passport size – Colour).
5. Offer Letter and Appointment Letter of Previous 2 Companies.
6. Last six months salary slips & Bank statement
7. Copy of Bank Passbook/Cancelled Cheque
8. Employees Provident Fund - UAN (Universal Account Number) (if applicable).
9. ESIC ID No. ( if applicable)
10. All Experience and Relieving letters from Previous Companies.

Offer stands canceled in case of any deviations in information or your medical report is unfit.

On reaching the unit, you will report to Mr. Tushar Gharat –Sr. Executive - HR (Mobile No. 9158888253) for verification of the above documents and completion of joining formalities.

Please revert with acceptance of this offer email within the next 24hrs or this offer will be considered as forfeited.

Warm Regards,
Team Human Resource
NGL Fine Chem Ltd.

Sai Make it better together

Ref: OL/2024-25/195
23 May 2024

Vishal Vyankatrao Deshmukh
Shameerpet,Hyderabad, Telangana, India, (Shameerpet)

Dear Vishal Vyankatrao Deshmukh,

**OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as **"Senior Research Chemist"** in **"P R&D"** department, **SSRL**Business Unit at **"Shameerpet, Telangana"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 5,00,000** (Five Lakh Indian Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis (after the end of Each Financial Year) subject to your being on rolls of the Organization on 31st March, for that Financial Year. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV) clear report.** Your acceptance of this offer shall be considered as your permission to conduct BGV through a third party. The Offer is subject to the data/documents/information provided by you during the Interview/Selection process, being true.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Upon acceptance of this offer, you shall receive an Onboarding Link on your email. As a part of onboarding process, you are required to upload all the following documents/certificates. The Onboarding should be completed minimum 14days prior to your Date of Joining**
    - Aadhaar Card
    - PAN Card
    - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
    - Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
    - Last three months' Pay Slips from the latest/previous employer and Increment Letter, if Applicable.
    - Passport size photograph
    - P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
    - Last 6 months bank statement of the salary account.

Please get a photocopy of the following documents on the day of joining;

- Offer Letter

- If you already have an account with HDFC / SBI / ICICI / Indus Ind / Standard Chartered, please provide Cancelled Cheque (with Printed name) / Bank Statement for preferred Salary Account.
- Aadhaar, PAN and 4 Passport Size Photographs, if you do not have an account with the above-mentioned Banks. We shall help you with opening an account with one of these Banks.
- **Relieving/Service Letter of the Last Organization worked if applicable.**

**Notable Points:**

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.

You are hereby requested to confirm the date of joining along with a copy of your resignation to the current employer, within 10 working days from the date of offer after the completion of pre-employment medical check-up.

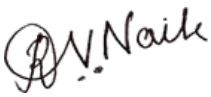
This Offer is valid till **16 September 2024**. If you are unable to join on the specified date, then this offer shall be automatically withdrawn. Incase of any changes pertaining to your Date of Joining, you are requested to consult your respective recruiter, these changes are subject to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please note that you must not directly report to any of the Sai units for Joining, without prior confirmation by the recruiter.

Please feel free to contact **Swetha** on **6366226772** or mail to **swetha.p@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours Sincerely,



Rajesh Vinodrai Naik
Senior Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

Sai Make it better together

## ANNEXURE I

| | |
|---|---|
| Name of the Associate | Vishal Vyankatrao Deshmukh |
| Designation, Department & Level | Senior Research Chemist , P R&D & 1 |
| CTC | 5,00,000 |

| SALARY COMPUTATION | | |
|---|---|---|
| **Components** | **Per Annum** | **Per Month** |
| **A Monthly Components** | | |
| Basic | 2,00,000 | 16,667 |
| HRA | 1,20,000 | 10,000 |
| Telephone Reimbursement | 6,000 | 500 |
| Internet Broadband Reimbursement | 6,000 | 500 |
| Special Allowance | 75,733 | 6,311 |
| Bonus | 54,000 | 4,500 |
| **Total A** | **4,61,733** | **38,478** |
| **B Annual Benefit** | | |
| Provident Fund | 21,600 | 1,800 |
| LTA | 16,667 | |
| **Grand Total** | **5,00,000** | |

* Depending upon your role, site, function and applicable policies, you may have potential to earn an additional amount of up to Rs.6,100/- per month. Your eligibility under various polices shall be explained to you upon joining.

Sai Make it better together

**ANNEXURE II**

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of Agilus centers is attached in the mail. If any Agilus Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this letter, to be presented at Agilus Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

**On Previous day**

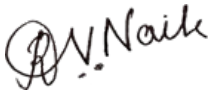
- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

**On the day of check-up**

- Do not eat anything. Observe fasting.
- Report to the Agilus Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences



Authorized Signatory

Ref: OL/2024-25/195
Dear Agilus Team,

Kindly conduct the pre-employment medical test for Vishal Vyankatrao Deshmukh.
Share the soft copy of the report with us and send hard copy to Our Address:
Sai Life Sciences Limited, 4th Floor, SLN Terminus, Gachibowli,
Hyderabad – 500034.

**Client code: -**

| | | | |
|---|---|---|---|
| C000056857 | WE | SAI LIFE SCIENCES LTD | Hyderabad |

**Test Code:**

| | |
|---|---|
| HM3731A | SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP |

HR Name: Swetha
HR Email ID: swetha.p@sailife.com

For Sai Life Sciences

Authorized Signatory

**This is Computer generated Sheet and signature not required**

Sai Make it better together

Ref: OL//2023-24//720
12 January 2024

Pallavi Pratap Somwanshi
Bidar,Bidar, Karnataka, India, (Bidar)

Dear Pallavi Pratap Somwanshi,

**PROVISIONAL OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Production"** department, **Manufacturing**Business Unit at **"Bidar, Karnataka"** Unit of our Organization. The Offer is subject to Successful Completion of your course.

We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 3,00,000** (Three Lakh Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis (after the end of Each Financial Year) subject to your being on rolls of the Organization on 31st March, for that Financial Year. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Successful Completion of Course:** You need to clear / pass all your exams in first attempt.
3. **Background verification (BGV) clear report.** Your acceptance of this offer shall be considered as your permission to conduct BGV through a third party. The Offer is subject to the data/documents/information provided by you during the Interview/Selection process, being true.
4. **Upon acceptance of this offer, you shall receive an Onboarding Link on your email. As a part of onboarding process, you are required to upload all the following documents/certificates. The Onboarding should be completed minimum 14days prior to your Date of Joining**
    - Aadhaar Card
    - PAN Card
    - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available. Highest education completion proof to be submitted within 3 months from Date of Joining.
    - Passport size photograph

Please get a photocopy of the following documents on the day of joining;

- Offer Letter
- If you already have an account with HDFC / SBI / ICICI / Indus Ind / Standard Chartered, please provide Cancelled Cheque (with Printed name) / Bank Statement for preferred Salary Account.
- Aadhaar, PAN and 4 Passport Size Photographs, if you do not have an account with the above-mentioned Banks. We shall help you with opening an account with one of these Banks.

**Notable Points:**

- Please note reimbursement such as relocation expenses will be recovered in full, in case of your separation within 2 years from Date of Joining.

- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.

You are hereby requested to accept this Offer Letter by replying to this email formally and your date of joining shall be communicated after discussing mutually which shall be post completion of your final year exams and after the completion of pre-employment medical check-up.

This Offer is valid till **08 July 2024**. If you are unable to join on the specified date, then this offer shall be automatically withdrawn. Incase of any changes pertaining to your Date of Joining, you are requested to consult your respective recruiter, these changes are subject to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please note that you must not directly report to any of the Sai units for Joining, without prior confirmation by the recruiter.

Please feel free to contact **Sundeep** on **8121001588** or mail to **sundeep.m@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours Sincerely,

Rajesh Vinodrai Naik
Senior Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

Sai Make it better together

## ANNEXURE I

| | |
|---|---|
| Name of the Associate | Pallavi Pratap Somwanshi |
| Designation, Department & Level | Trainee , Production & 0 |
| CTC | 3,00,000 |

| SALARY COMPUTATION | | |
|---|---|---|
| **Components** | **Per Annum** | **Per Month** |
| **A Monthly Components** | | |
| Basic | 2,00,000 | 16,667 |
| Special Allowance | 42,400 | 3,533 |
| Bonus | 36,000 | 3,000 |
| **Total A** | **2,78,400** | **23,200** |
| **B Annual Benefit** | | |
| Provident Fund | 21,600 | 1,800 |
| **Grand Total** | **3,00,000** | |

* Depending upon your role, site, function and applicable policies, you may have potential to earn an additional amount of up to Rs.6,100/- per month. Your eligibility under various polices shall be explained to you upon joining.

Sai Make it better together

**ANNEXURE II**

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of Agilus centers is attached in the mail. If any Agilus Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this letter, to be presented at Agilus Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

**On Previous day**

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

**On the day of check-up**

- Do not eat anything. Observe fasting.
- Report to the Agilus Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL//2023-24//720
Dear Agilus Team,

Kindly conduct the pre-employment medical test for Mr.Pallavi Pratap Somwanshi.
Share the soft copy of the report with us and send hard copy to Our Address:
Sai Life Sciences Limited, 4th Floor, SLN Terminus, Gachibowli,
Hyderabad – 500034.

**Client code: -**

| | | | |
|---|---|---|---|
| C000056857 | WE | SAI LIFE SCIENCES LTD | Hyderabad |

**Test Code:**

| | |
|---|---|
| HM3731A | SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP |

HR Name: Sundeep
HR Email ID: sundeep.m@sailife.com

For Sai Life Sciences

Authorized Signatory

**This is Computer generated Sheet and signature not required**

Sai Make it better together

Ref: OL//2023-24//722
12 January 2024

Shashi Subramannam Madliyar
Bidar,Bidar, Karnataka, India, (Bidar)

Dear Shashi Subramannam Madliyar,

**PROVISIONAL OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Production"** department, **Manufacturing**Business Unit at **"Bidar, Karnataka"** Unit of our Organization. The Offer is subject to Successful Completion of your course.

We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 3,00,000** (Three Lakh Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis (after the end of Each Financial Year) subject to your being on rolls of the Organization on 31st March, for that Financial Year. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Successful Completion of Course:** You need to clear / pass all your exams in first attempt.
3. **Background verification (BGV) clear report.** Your acceptance of this offer shall be considered as your permission to conduct BGV through a third party. The Offer is subject to the data/documents/information provided by you during the Interview/Selection process, being true.
4. **Upon acceptance of this offer, you shall receive an Onboarding Link on your email. As a part of onboarding process, you are required to upload all the following documents/certificates. The Onboarding should be completed minimum 14days prior to your Date of Joining**
    - Aadhaar Card
    - PAN Card
    - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available. Highest education completion proof to be submitted within 3 months from Date of Joining.
    - Passport size photograph

Please get a photocopy of the following documents on the day of joining;

- Offer Letter
- If you already have an account with HDFC / SBI / ICICI / Indus Ind / Standard Chartered, please provide Cancelled Cheque (with Printed name) / Bank Statement for preferred Salary Account.
- Aadhaar, PAN and 4 Passport Size Photographs, if you do not have an account with the above-mentioned Banks. We shall help you with opening an account with one of these Banks.

**Notable Points:**

- Please note reimbursement such as relocation expenses will be recovered in full, in case of your separation within 2 years from Date of Joining.

- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.

You are hereby requested to accept this Offer Letter by replying to this email formally and your date of joining shall be communicated after discussing mutually which shall be post completion of your final year exams and after the completion of pre-employment medical check-up.

This Offer is valid till **08 July 2024**. If you are unable to join on the specified date, then this offer shall be automatically withdrawn. Incase of any changes pertaining to your Date of Joining, you are requested to consult your respective recruiter, these changes are subject to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please note that you must not directly report to any of the Sai units for Joining, without prior confirmation by the recruiter.

Please feel free to contact **Sundeep** on **8121001588** or mail to **sundeep.m@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours Sincerely,

Rajesh Vinodrai Naik
Senior Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

Sai Make it better together

## ANNEXURE I

| | |
|---|---|
| Name of the Associate | Shashi Subramannam Madliyar |
| Designation, Department & Level | Trainee , Production & 0 |
| CTC | 3,00,000 |

| SALARY COMPUTATION | | |
|---|---|---|
| **Components** | **Per Annum** | **Per Month** |
| **A Monthly Components** | | |
| Basic | 2,00,000 | 16,667 |
| Special Allowance | 42,400 | 3,533 |
| Bonus | 36,000 | 3,000 |
| **Total A** | **2,78,400** | **23,200** |
| **B Annual Benefit** | | |
| Provident Fund | 21,600 | 1,800 |
| **Grand Total** | **3,00,000** | |

* Depending upon your role, site, function and applicable policies, you may have potential to earn an additional amount of up to Rs.6,100/- per month. Your eligibility under various polices shall be explained to you upon joining.

Sai Make it better together

**ANNEXURE II**

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of Agilus centers is attached in the mail. If any Agilus Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this letter, to be presented at Agilus Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

**On Previous day**

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

**On the day of check-up**

- Do not eat anything. Observe fasting.
- Report to the Agilus Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL//2023-24//722
Dear Agilus Team,

Kindly conduct the pre-employment medical test for Mr.Shashi Subramannam Madliyar.
Share the soft copy of the report with us and send hard copy to Our Address:
Sai Life Sciences Limited, 4th Floor, SLN Terminus, Gachibowli,
Hyderabad – 500034.

**Client code: -**

| | | | |
|---|---|---|---|
| C000056857 | WE | SAI LIFE SCIENCES LTD | Hyderabad |

**Test Code:**

| | |
|---|---|
| HM3731A | SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP |

HR Name: Sundeep
HR Email ID: sundeep.m@sailife.com

For Sai Life Sciences

Authorized Signatory

**This is Computer generated Sheet and signature not required**

# METROCHEM API PRIVATE LIMITED

**Corporate Office:** The Watermark, 3rd Floor, Plot No 11, Survey No 9, Whitefields, Kondapur, Hitech City, Hyderabad 500084, Telangana State, India. Tel: +91-40-69069999
CIN: U24239TG2002PTC039223 | contact@metroapi.com | www.metroapi.com


## OFFER LETTER

Date: 29-05-2024

To

Ms. Dagade Kavita Ram

At Shivani, Taluka

Latur, Maharashtra

Dear **Ms. Dagade Kavita Ram,**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Trainee Chemist, R&D** department at our **R&D - I** and you will be paid for a CTC of **INR 2,10,000.00/-** all inclusive Per Annum as per the Annexure-I. You shall join the services of the Company not later than **12-06-2024** subject to the submission of medical reports and required documents as mentioned in Annexure-II. You are requested to report to the HR Department at the address mentioned below on any working day for completing the joining formalities.

**R&D-I: Plot No 298/P, D No. 01-173/3/1, Pipeline Road, Phase 1, I.D.A., Jeedimetla, Quthbullapur, Medchal–Malkajgiri 500055, Telangana State, India.**

The letter of appointment including all terms and conditions would be issued to you at the time of your joining. Please note that this offer is valid subject to the information furnished by you being found true & correct. On scrutiny, if found otherwise, the company reserves the right to terminate the offer.

In case you wish to leave the services after joining the company, you need to give three months' prior notice in writing. The company will not accept salary payment in lieu of notice by the employee and thus the resignee has to necessarily serve the three months' notice. The Organization may choose to release the employee in case of termination without notice period of service at its sole discretion.

Please acknowledge the receipt of this letter and confirm us your acceptance and date of reporting immediately.

With Best wishes,

**For Metrochem API Pvt. Ltd**

29/05/2024

**Rajesh Karicherla**
Associate Vice President
Corporate Human Resources

# METROCHEM API PRIVATE LIMITED

**Corporate Office:** The Watermark, 3rd Floor, Plot No 11, Survey No 9, Whitefields, Kondapur, Hitech City, Hyderabad 500084, Telangana State, India. Tel: +91-40-69069999
CIN: U24239TG2002PTC039223 | contact@metroapi.com | www.metroapi.com


| Annexure -I | |
|---|---|
| Name | Ms. Dagade Kavita Ram |
| Designation | Trainee Chemist |
| Department | R&D |
| Approved CTC Per Annum | INR 2,10,000.00 |

| **EARNINGS** | **MONTHLY** | **YEARLY** |
|---|---|---|
| Basic | 9,455.00 | 1,13,462.00 |
| HRA | 3,782.00 | 45,385.00 |
| Special Allowance | 2,520.00 | 30,237.00 |
| SUB TOTAL (A) | 15,757.00 | 1,89,084.00 |
| PF - Employer | 1,135.00 | 13,620.00 |
| PF - Other Charges | 95.00 | 1,140.00 |
| ESI Employer | 513.00 | 6,156.00 |
| TOTAL | INR 17,500.00 | INR 2,10,000.00 |
| **DEDUCTIONS** | **MONTHLY** | **YEARLY** |
| PF Employee | 1,135.00 | 13,620.00 |
| ESI | 119.00 | 1,428.00 |
| TOTAL DEDUCTIONS (B) | INR 1,254.00 | INR 15,048.00 |
| TOTAL (A-B) | INR 14,503.00 | INR 1,74,036.00 |

**Note:**

1. The salary breakup Total(A-B) is Net Salary, Sub Total (A) is Gross Salary and Total is a CTC.
2. Mediclaim premium changes every year starting from the month of November.

**For Metrochem API Pvt. Ltd**

29/05/2024

**Rajesh Karicherla**
Associate Vice President
Corporate Human Resources

# METROCHEM API PRIVATE LIMITED

**Corporate Office:** The Watermark, 3rd Floor, Plot No 11, Survey No 9, Whitefields, Kondapur, Hitech City, Hyderabad 500084, Telangana State, India. Tel: +91-40-69069999
CIN: U24239TG2002PTC039223 | contact@metroapi.com | www.metroapi.com


## Annexure-II

## Documents to be submitted at the time of Joining

Date - 29-05-2024

You are requested to submit the following self-attested documents at the time of joining along with Original documents for verification as given below:

| S.No | Documents to be presented as Mandate |
|---|---|
| 1. | Educational Qualifications<br>• Xth class Certificate<br>• XIIth Certificate<br>• Graduation OD Certificate & Semester/Year wise Marks Sheet<br>• Post Graduation OD Certificate & Semester/Year wise Marks Sheet<br>• Any additional qualified certificates with supporting documents |
| 2. | Latest 3 months salary slips & 6 months bank statement |
| 3. | Relieving & Service letter from present organization |
| 4. | Service certificate/Proof of employment from all the previous employers |
| 5. | Four Passport sized photographs (In white back ground Only) |
| 6. | Present Residence Proof |
| 7. | Copy of PAN Card , Aadhar Card, Driving License, Passport, Voter Card |
| 8. | Previous UAN Number / PF Number & Previous ESI Number (If Applicable) with registered Bank account and mobile number |
| 9. | Family members Aadhar copy (Spouse, Children, Parents) |
| 10. | Any Self Personal Bank account passbook copy &<br>also passport photo of Spouse / Nominee & Bank account passbook copy |
| 11. | One Rs 100 or two Rs 50 stamp or bond paper (All Operational Level) |
| 12. | Medical Test reports from Metrochem Approved Diagnostic center |

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/ certificates given by you as proof in support of the above, the company reserves the right to revoke the offer at any time during your service.

**For Metrochem API Pvt. Ltd**

Sivisha. V 29/05/2024

Corporate Human Resources

# METROCHEM API PRIVATE LIMITED

**Corporate Office:** The Watermark, 3rd Floor, Plot No 11, Survey No 9, Whitefields, Kondapur, Hitech City, Hyderabad 500084, Telangana State, India. Tel: +91-40-69069999
CIN: U24239TG2002PTC039223 | contact@metroapi.com | www.metroapi.com


Date - 29-05-2024

To
M/s. Apple Diagnostic & Medical Center
#266. Main Road, Near Andhra bank
Vivekananda Nagar, Kukatpally
Hyderabad – 500072
Ph: 040-23161120/8008804014

Sir,

Please have the Medical test done and submit the reports to **Ms. Dagade Kavita Ram – R&D - I – R&D** who would be carrying this letter.

Please verify the name with the Aadhar Card of the Candidate.

**Kindly get the below tests done:**

1. Eye Examination
2. Colour Blindness/Xerapthalmia
3. T.B/Mantoux test
4. Skin and other contagious diseases
5. Complete blood examination with grouping
6. Liver functioning test
7. Audiometry test
8. CUE (Complete Urine Examination)
9. ECG
10. HIV Test
11. Physician Report

Payment for the same to be billed on Metrochem API Pvt. Ltd and attach the reports along with this letter while submission of bills.

Regards

Sirisha. N 29/05/2024

Corporate Human Resources

Metrochem API Pvt. Ltd. HR Hyderabad

# METROCHEM API PRIVATE LIMITED

**Corporate Office:** The Watermark, 3rd Floor, Plot No 11, Survey No 9, Whitefields, Kondapur, Hitech City, Hyderabad 500084, Telangana State, India. Tel: +91-40-69069999
CIN: U24239TG2002PTC039223 | contact@metroapi.com | www.metroapi.com


Date: 29-05-2024

## Consent Letter for Employment Background Verification

I Ms. Dagade Kavita Ram , selected as Trainee Chemist in R&D at Metrochem API Pvt Ltd (the "Company") for which I had submitted my resume and the relevant documents pertaining to my employment, education, identity, bank and residence as required by the company.

I hereby authorize the Company and/or its agents to make investigation of my background, current and/or past employment, education, references, character and criminal history record information which may be available with other organisations, state or any other agency/authorities to confirm and verify documents and details contained therein.

I further confirm that I understand that any document or details provided by me are found to be false, fake or misrepresented, the Company reserves the right to take any suitable action including withdrawal of the offer or termination of employment without any further reason or explanation.

Name of the candidate: Ms. Dagade Kavita Ram
Mobile Number: +91 9699764994
E-mail ID: dummy1@gmail.com

Signature of the candidate:

Date:

Vivimed

Ref.: VLL/CORP/Unit-I/SP/F.No.1075
Date: August 5th, 2024

Sangve Pooja Devanand,
Algarwadi Latur
Maharashtra- 413513.

Mob: 8625016436

---

Dear Sangve Pooja Devanand,

**Subject: Appointment Letter**

You may please refer to the discussions we had earlier, we are pleased to appoint you for the position of **"Executive – Quality Control"** We convey our hearty compliments to you.

Your place of posting initially will be at **Vivimed Labs Ltd, 90E,IDA Jeedimetla, Srinivasa Nagar, Hyderabad, Telangana - 500055.** You will report to **"Manager –Quality Control"** or any other assigned person.

**Following are the Terms & Conditions of Appointment:**

**1) Remuneration & Other Benefits**

You will be paid CTC of **Rs.4,40,000/- (In Rupees Four Lakh and Fourty Thousand Only)** per annum, which will be payable subject to the Company's
Performance and your achievement of deliverables and **KRAs** (Key Result Areas).
Your CTC Sheet, with details of various components is attached.

a) Your next compensation review will be as per the Compensation Policy & Performance Review process.
b) You will be entitled to Leave and other benefits as per the policies framed by the Company from time to time, as applicable.
c) Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.

**2) Duties & Responsibilities**

a) You shall efficiently discharge your duties, entrusted to you from time to time, to the satisfaction of the Management.
b) The Company may send you on deputation, lend or transfer your services to any of its Departments, Affiliates, Subsidiaries or Associate Companies or transfer you to Company's establishment in other locations existing at present or which may be established in future. Upon such transfer, you will be governed by the terms & conditions as applicable to that place of work.
c) During the course of employment in our Company, you shall not carry on any business of your own or engage yourself in any other business / service.

**3) Probationary Period**

**August 29, 2024**

**Vishakha Narayan Surkute**
Tanaji Chowk Anand Nagar, Latur,
Maharashtra - 413512

**OFFER OF APPOINTMENT**

Dear **Vishakha,**

This is in reference to the interview and discussions you had with us. We are pleased to offer you the position of **"Research Associate"** under the grade of **"Professional"** in level **"P1"** in **"Synthesis - 2"** of our organization and you will be based at **Mallapur, Hyderabad.**

Your Annual **Cost to Company (CTC)** will be **INR. 5,20,000/- (Rupees Five Lakhs Twenty Thousand per annum only)**, detailed CTC breakup is given in Annexure.

Please note that you are required to join the organization on or before **Nov 27, 2024**, failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo a pre-employment medical checkup before the date of your joining.

Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.
2. Clearance in the background verification checks may be required as per the company policy.
3. Submission of all the following documents at the time of joining:

   i. Relieving letter and service certificate from current employer
   ii. Last 3 months pay slips.
   iii. Form-16 if applicable
   iv. Four copies of your latest passport size photographs
   v. Copies of all Service certificates from past employment
   vi. Copies of all the educational certificates
   vii. PAN Card
   viii. Aadhar Card

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

Yours Sincerely
For ARAGEN LIFE SCIENCES LIMITED.

**Suresh Anubolu**
**Chief Human Resources Officer**

I accept the offer of appointment on the above terms.

**Signature of the candidate:** _____ **Date:** _____

**Registered & Corporate Office**
**Aragen Life Sciences Limited**
28A, IDA Nacharam, Hyderabad-500076, India
T: +91 40 6692 9999 F: +91 40 6692 9900
W: aragen.com CIN: U74999TG2000PTC035826

**Annexure**

**Salary Structure – Vishakha Narayan Surkute**

| Salary Components | Per Month (INR.) | Per Annum (INR.) |
|---|---|---|
| **A. Gross Salary** | | |
| Basic | 14,721 | 1,76,656 |
| HRA | 5,888 | 70,662 |
| Special Allowance | 16,193 | 1,94,322 |
| **Gross Salary (A)** | **36,803** | **4,41,640** |
| **B. Retiral & Other Benefits** | | |
| Provident Fund | 1,800 | 21,600 |
| Statutory Bonus | 2,460 | 29,522 |
| Group Medical Insurance Premium | 1,562 | 18,744 |
| Gratuity | 708 | 8,497 |
| **Benefits (B)** | **6,530** | **78,360** |
| **Total Cost to Company (A+B)** | **43,333** | **5,20,000** |

1. PF & Group Medical Insurance mentioned are employer's contribution.
2. Statutory Bonus & Gratuity is an annualized amount and payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policy.

Yours Sincerely
For ARAGEN LIFE SCIENCES LIMITED.

**Suresh Anubolu**
**Chief Human Resources Officer**

I accept the offer of appointment on the above terms.

**Signature of the candidate:** _____ **Date:** _____

**Registered & Corporate Office**
**Aragen Life Sciences Limited**
28A, IDA Nacharam, Hyderabad-500076, India
T: +91 40 6692 9999 F: +91 40 6692 9900
W: aragen.com CIN: U74999TG2000PTC035826

# MODERN EDUCATION SOCIETY, PUNE

19, Late Principal V. K. Joag Path,
Pune - 411 001 Maharashtra (India)

Registered under Society's Registration Act XXI, 1860, SR.No. 619 of 1931-1932
and Bombay Public Trust Act, 1950 Bearing No. F-29 (Pune)

(020) 26164117 info@mespune.org www.mespune.org


**Ref.: A-32/AJR/JR/NWC/24-25/68-A/41** **26th August 2024**

**To,**
**Ms. Sayali Deshmukh**
**Pune.**

**Sir / Madam,**

Pursuant to your application and subsequent interview before the Selection Committee constituted by the Management; we have the pleasure to inform you that you are appointed as **Full-Time Assistant Teacher in Chemistry on purely Temporary Ad-hoc Basis at Modern Education Society's Nowrosjee Wadia College (Junior College) Pune - 411001 w.e.f. 26th August 2024** till end of the Academic Year 2024-25 on the following conditions:

1) You will be paid **consolidated salary of Rs. 21000/- (Rs. Twenty One Only) per month.**
2) You will not be entitled to any other allowances.
3) Your appointment is subject to the minimum number of students and the workload prescribed for the post.
4) You will not entitle to receive vacation salary.
5) You will not conduct or engage yourself in any private tuition or private coaching classes, any other assignment and any other job paid full-time / part-time or otherwise, during the tenure of your appointment in the college without prior permission from the Modern Education Society, Pune.
6) You will strictly follow the instructions / orders issued by the Management of Modern Education Society, Pune or Principal of the College from time to time, will be binding on you. The ignorance or failure to follow the same will be treated as violation of terms and conditions of service, which may lead to termination of this order.
7) Your services shall automatically stand terminated on completion of the period by efflux of time. No separate letter of termination or completion or secession of the appointment shall be given to you and you shall not claim any right to continue in the services thereafter.
8) Your services will be governed by the provisions of the University Statutes, Ordinance, Government Resolutions, Maharashtra Public Universities Act, 2016 / Secondary School Code, and Rules and Regulations of Modern Education Society as applicable to you.
9) You may be granted maximum One leave per month during the Academic Year 2024-25 on pro-rata basis. Long leaves more than 3 days will not be entertained under any circumstances.
10) You shall not claim permanency in service at any time during the period of this term or after the expiration of the period due to continuation for some time, in any manner whatsoever, and shall not claim automatic re-appointment to the said post after expiry of the period of term and you will not be eligible any gratuity or retirement benefits.
11) In case you continue on the same post after the expiry of the period of appointment the same shall be on month-to-month basis and it cannot be treated as continuation under the present appointment letter. Your appointment is subject to the workload available for the said post and your services shall be terminate from either side by giving one calendar month notice or month's salary in lieu of notice.
12) During your service with the Society, you may be transferred to any other institute run by the society anywhere in India without any additional remuneration.
13) During the period of your service, you shall not directly or indirectly do such things, which are subversive to the interests of the Society / University / Institute / College / Students.
14) You will be entitled to conduct extra lectures and practical during the winter vacation as per the workload allotted by Vice-Principal Junior College.

1)

Date: 21st June 2024

To,

Mr. Thorat Pratham Bhagwat

**Sub: Letter of Offer**

Dear Mr. Thorat Pratham Bhagwat

With reference to the interview had with us, we are happy to offer you a position of **"Trainee – QC-Biologics"** as per the terms agreed by us.

Please sign, send the duplicate copy of this offer letter as a token of your acceptance within five days of receipt, and confirm your date of joining. Please ensure to bring the following (Sl.No.1 & 2) documents at the time of joining for our verification.

1. Original certificates of educational qualifications, experience, relieving letter etc. together with the address proof and a set of Xerox of the same.
2. Six latest passport size photographs.
3. You shall be governed by the Rules & regulations of the Company framed from time to time.
4. The detailed Appointment Letter will be issued to you upon your joining.

Yours faithfully,

For **Ichor Biologics Private Limited,**

**(S. Anand Reddy)**
**Managing Director**

Accepted & I confirm my date of joining on or before 05th July 2024

Thorat Pratham Bhagwat

Biological E. Limited

BE/HR/VACCINE/2024/APG/VRP/MPR. 6577 01st Apr,2025

**Mr. Vishnu Ramesh Pawar**
S/O Ramesh Pawar,
Ramanaik Tanda Post Kurula,
Dt. Nanded – 431742,
Maharashtra.

Dear **Vishnu Ramesh Pawar,**

Sub: Offer of Employment with Biological E. Limited

This has reference to discussion you had with us based on your interest in pursuing an opportunity for employment with Biological E. Limited. We are pleased to extend an offer of employment to you for the position of **Associate PG in Manufacturing – Hep. B Department** at **Shameerpet.**

You will be paid an **annual** compensation of **Rs.2,75,000/-** (Rupees Two Lakhs Seventy Five Thousand only) as detailed in Annexure A.

You need to execute a service agreement for three years on the date of joining.

Biological E. Limited reserves the right to cancel the offer of employment at any time if facts conveyed by you are found to have been either misrepresented or falsified about yourself, your employment history, your past compensation details, your accomplishments, your academic qualifications or any other matters that may have had a significant bearing on the decision of an offer of employment in your favor.

You will be required to respond back with your acceptance of the offer of employment no later than **02-Apr-25,** failing which this offer will automatically stand cancelled. None of the contents of this communication will have any bearing thereafter.

This offer of employment is contingent to remain in force after your acceptance of the same as long as you are able to join Biological E. Limited and report to your supervisor on or before **07-Apr-25**, failing which, this offer will automatically stand cancelled.

This offer letter is valid subject to you being found medically fit in the pre-employment medical examination.

This offer of employment when sent via e-mail, it will suffice for you to respond back via e-mail confirming your acceptance therein.

A signed hardcopy of the letter of appointment and detailed terms & conditions will be issued to you upon your joining of duties on a designated day that is mutually acceptable. When the hardcopy of the offer of employment is presented to you, you will be required to sign your acceptance on a duplicate copy and return the same to the BE HR representative.

Biological E. Limited

As you would be already aware, communication containing compensation details is considered strictly personal and confidential in nature. You are expected to keep matters concerning compensation strictly confidential in general and discuss the same only with authorized personnel from Biological E. Limited.

Please indicate the probable date of joining by **02-Apr-25** so that suitable onboarding plans and follow on activities thereupon can be initiated within the organization to facilitate your joining.

We look forward to have you onboard Biological E. Limited and wish you to have a very successful and fulfilling career. We hope you will be able to contribute significantly and positively influence the work culture and the people within for a great future ahead for the organization!

**With best Wishes**
**For BIOLOGICAL E. LTD**.

**Vinod Gopishetty**
**Dy. General Manager – HR**

**Accepted**:

Biological E. Limited

**ANNEXURE – A**

(Breakup of compensation for the year 2024-25)

Date of issue: 02-Apr-25

**Mr. Vishnu Ramesh Pawar**

**Nanded**

Position/Designation**: Associate PG in Manufacturing – Hep. B Department** at **Shameerpet.**

| **Salary Components** | **Per Month** | **Per Annum in Rupees** |
|---|---|---|
| Basic Salary | 10542 | 126500 |
| House Rent Allowance | 4217 | 50600 |
| Uniform Allowance | 0 | 0 |
| Education Allowance | 200 | 2400 |
| Special Allowance | 2948 | 35377 |
| Bonus/Exgratia | 1400 | 16800 |
| **Gross Salary** | **19306** | **231677** |
| **Annual Benefits** | | |
| LTA | 878 | 10542 |
| ESI | 582 | 6984 |
| **Total** | **1460** | **17525** |
| **Retirement Benefits** | | |
| Provident Fund | 1643 | 19713 |
| Gratuity* | 507 | 6085 |
| **Fixed CTC** | **22917** | **275000** |
| **Total CTC Including Benefits** | **22917** | **275000** |

*Gratuity payable as per Gratuity Act.

# Letter of Appointment

**05.08.2024**

**Dear Mr. Amir Rajumiya Shaikh,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Research Associate – R&D Biologics** our organization with the following terms and conditions.

**Date of Joining**: **05.08.2024**

**Salary:** Your CTC salary would be Rs 2.2 Lakhs per annum. (Rupee Two Lakh Twenty Thousand only).

**Probation/Confirmation**: You will be on probation for Six months. Based on your performance your services will be confirmed with the company in written after six months. During the probation period your services can be terminated, or individual can submit his/her resignation without any notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on three month notice on either side. During the period of your employment with the Company, you will devote full time to the work of the company. Further, you will not take up any other employment of assigned or any office, honorary or for any consideration, in cash or in kind of otherwise without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture of broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, Commercial offer, Design documents, Project cost &estimation, Technology, Software packages license, Company's polices Company's patterns & Trade Mark and Company's Human assets profile.

VIRCHOW BIOTECH PVT. LTD. Hyderabad

3. You will be required to company with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the management.
7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

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

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

**FOR VIRCHOW BIOTECH PVT. LTD.,**

VIRCHOW BIOTECH PVT. LTD. Hyderabad

**K.V.S Ramakrishna Rao**
**DGM – HR & Admin**

महाराष्ट्र शासन
सहाय्यक संचालक आरोग्यसेवा (हिवताप), कोल्हापूर

| | | |
|---|---|---|
| | कार्यालय व फॅक्स ☎ ०२३१- २६५३००७ | राजर्षि छत्रपती शाहू महाराज शासकिय वैद्यकिय महाविद्यालय आवार शेंडापार्क कोल्हापूर |
| आरोग्य सेवा | MAIL adhsmkpr@gmail.com | |


स्वातंत्र्याचा अमृत महोत्सव

ससंआसेहिको/आस्था/आरोग्य निरिक्षक/गट-क /नि.आदेश/ 2699-2705 /२०२४,
दिनांक :-११-१०-२०२४

आदेश

विषय :- आरोग्य निरिक्षक, गट-क या पदावरील स्वच्छता निरिक्षक प्रमाणपत्राच्या संस्था पडताळणीकरीता स्थगित ठेवण्यात आलेल्या उमेदवार नियुक्ती बाबत...

संदर्भ :-१) सार्वजनिक आरोग्य विभाग शासन अधिसूचना दि.२९ सप्टेंबर २०२१

२) आरोग्य सेवा आयुक्तालयाचे दिनांक २८/८/२०२३ रोजी प्रसिध्द जाहिरात.

३) मे.टिसीएस-आयओएन यांचेकडील दिनांक ०२.०२.२०२४ रोजीचे प्रसिध्द निवड यादी.

४) सार्वजनिक आरोग्य विभाग शासन निर्णयक्र.निप्राधिकारी२०२१/ प्र.क्र.६१३ / सेवा ५ दि.१६ फेबुवारी २०२४

५) मा.संचालक आरोग्य सेवा पुणे-१ यांचेकडील परीपत्रक जाक्र.संआसे/ आस्था/कक्ष्-५५/नियुक्ती प्राधिकारी/गट-क व गट ड संवर्ग/नक्र.८०/ ७९६५-७५/२४ दि.१७/०२/२०२४.

६) मा.सह संचालक, आरोग्य सेवा (हिवताप,हत्तीरोग व जलजन्य रोग) आरोग्य संचालनालय पुणे यांचेकडील पत्र जा.क्र./ससंआसे/भरती/माजी सैनिक /आरक्षण/२४०९३-१४६/कक्ष-५२अ/२४, दि.०६-०८-२०२४.

७) समुपदेशन दिनांक २६-०२-२०२४ , व दि.२६-०८-२०२४

८)मा.कार्यासन अधिकारी,महाराष्ट्र राज्य सार्वजनिक आरोग्य विभाग मंत्रालय, मुंबई यांचे पत्र क्र. पदभ-२०२४/प्र.क्र.१७२/ सेवा-५, दि.१०-१०-२०२४

९) निवड समिती सभा दिनांक ११-१०-२०२४

उपसंचालक आरोग्य सेवा, कोल्हापूर मंडळ कोल्हापूर यांना प्रदान केलेल्या अधिकारांचा वापर व संदर्भ क्र.८ च्या शासन पत्रामधील मुद्दा क्र.२ व ३ अटींचे अधिन राहून करुन या कार्यालयाच्या अस्थापनावरील "आरोग्य निरिक्षक, गट-क"या पदावर वेतनस्तर एस् -०९ (२६४००-८३६००) निवळ तात्पुरत्या स्वरुपात नियुक्तीचे आदेश खालील प्रमाणे निर्गमीत करण्यात येत आहेत.

| अ.क्र. | उमेदवाराचे नांव व पत्ता | नियुक्तीचा प्रकार | नियुक्ती प्रवर्ग | नियुक्तीचे ठिकाण |
|---|---|---|---|---|
| १. | श्री.सदानंद शिवाजी गोरे | सरळसेवा | आ.दु.घ् ( पदविधर अंशकालीन ऐवजी ) | प्राथमिक आरोग्य केंद्र फूणगूस, ता. संगमेश्वर, जिल्हा .रत्नागिरी |

सदरचे आदेश खालील अटी व शर्तींचे अधीन राहून निर्गमित करण्यात येत आहेत :-



Scanned with OKEN Scanner

महाराष्ट्र शासन

आज़ादी का अमृत महोत्सव

## उपसंचालक आरोग्य सेवा,लातूर मंडळ,लातूर.

| | |
|---|---|
| दुरध्वनी क्र - कार्यालय २२०३११<br>वैयक्तिक २२०३१२ | पत्ताः आरोग्य संकुल,शासकिय वसाहत,बार्शी रोड,लातूर.<br>ई-मेल - ddhslatur2008@yahoo.com<br>ddhslatur3@yahoo.in |
| आरोग्य सेवा<br>नियुक्ती आदेश | जा.क्र.उसंआसे/आस्था/ससेभ-२०२३/प्रतिक्षा सुची-२/आरोग्य निरिक्षक/ /२४<br>दिनांक २४ सप्टेंबर २०२४ 36324 - 33 |

विषय :- आरोग्य निरिक्षक गट-क या पदावरील नियुक्ती बाबत.....

संदर्भ :- १. आरोग्य सेवा आयुक्तालयाचे दिनांक २८.०८.२०२३ रोजी प्रसिध्द जाहिरात.
२. मे.टिसीएस-आयओएन यांचे कडील दिनांक १३.०२.२०२४ रोजीची निवड यादी
३. मा.कक्ष अधिकारी,सार्वजनिक आरोग्य विभाग,मंत्रालय मुंबई यांचे पत्र नस्ती क्र.संकिर्ण २०२४/प्र.क्र.२४२ /सेवा ५ दिनांक १३.०३.२०२४
४. या कार्यालयाकडुन दिनांक २३.०८.२०२४ व १०.०९.२०२४ रोजी प्रसिध्द करण्यात आलेली प्रतिक्षा सुचीची निवड यादी
५. दिनांक १९.०९.२०२४ रोजीचे समुपदेशन

उपसंचालक,आरोग्य सेवा,लातुर मंडळ,लातुर यांना प्रदान केलेल्या अधिकारांचा वापर करुन या कार्यालयाच्या आस्थापनावरील आरोग्य निरिक्षक गट-क या पदावर वेतनस्तर (वेतन स्तर (Paymatrix) S –9 : 26400-83600) निवळ तात्पुरत्या स्वरुपात नियुक्तीचे आदेश खालील प्रमाणे निर्गमीत करण्यात येत आहेत.

| अ.क्र. | उमेदवाराचे नांव व पत्ता | नियुक्तीचा प्रकार | नियुक्ती प्रवर्ग | नियुक्तीचे ठिकाण |
|---|---|---|---|---|
| १ | श्री अभय विलासराव पाटील,<br>पाटील चौक मंडीबाजार अंबाजोगाई<br>जि.बीड-४३१ ५१७ | सरळसेवा | खुला<br>(सर्वसाधारण) | प्राथमिक आरोग्य केंद्र,वलांडी<br>ता.देवणी जि.लातुर |

सदरचे आदेश खालील अटी व शर्तींचे अधीन राहून निर्गमित करण्यात येत आहेत :-

१) सदर नेमणुकीचे आदेश प्राप्त होताच ८ दिवसांचे आंत आपणांस दिलेल्या नियुक्तीच्या ठिकाणी हजर व्हावे व रुजू अहवाल सर्व संबंधितांना सादर करावा. आपण विहीत कालावधीत हजर न झाल्यास आपण हजर होण्यास इच्छुक नाही, असे गृहीत धरुन आपली नेमणुक रद्द करण्यांत येईल.

२) आपली नेमणुक जिल्हा शल्य चिकित्सक यांचेकडून प्राप्त होणा-या शारिरीकदृष्टया पात्र असल्याच्या आधारावर अवलंबून राहील. सदर प्रमाणपत्राव्दारे आपणांस शासकिय सेवेस अपात्र ठरविल्यास आपली सेवा तात्काळ समाप्त करण्यात येईल.

३) आपली नियुक्ती ही पोलीस खात्याकडून आपले पुर्व-चारित्र्य व वर्तणूक अहवाल प्राप्त होण्याच्या अधिन राहून करण्यात येत असून, सदर अहवालामध्ये काही आक्षेपार्ह नोंदी आढळल्यास आपली सेवा तात्काळ समाप्त करण्यात येईल.

४) आपली नियुक्ती सादर केलेल्या नॉन क्रिमिलेअर (एन.सी.एल.) प्रमाणपत्राच्या पडताळणीच्या अधिन राहून देण्यात येत आहे. सदर प्रमाणपत्र अवैध ठरल्यास आपली सेवा समाप्ती रदद करण्यात येत आहे.



Scanned with OKEN Scanner

एमएसीएस - आघारकर अनुसंधान संस्थान, पुणे
(विज्ञान और प्रौद्योगिकी विभाग, भारत सरकार के अधिन स्वायत्त संस्थान)
MACS - Agharkar Research Institute, Pune
(An Autonomous Institute under
Department of Science & Technology, Govt. of India)

No. 01/RecT/08/SP-361/2024-25 - 473

Date: 9th October 2024

10 OCT 2024

**MEMO**

**Sub.: Offer for Temporary Position of 'Project Assistant' under DRDO-NRML, Ambernath Sponsored Project (SP-361) being operated in the Bioenergy Group.**

1. With reference to his application dated 21.08.2024 and on the basis of interview held on 1st & 3rd October 2024, the Competent Authority is pleased to offer **Mr. Pruthviraj Rajabhau Dhaygude** as a 'Project Assistant' on purely temporary basis under **DRDO-NMRL, Ambernath Sponsored Project (SP-361)** as per details mentioned below:

| | |
|---|---|
| **Name of Position offered:** | **Project Assistant** |
| **Funding Agency:** | **DRDO-NRML, Ambernath Sponsored Project (SP-361):** Titled "*A comprehensive feasibility study on bio-hydrogen production from organic waste at psychrophilic, mesophilic and thermophilic temperature*" |
| **Name & Designation of P.I.** | Dr. P.K. Dhakephalkar, Director, ARI<br>Dr. S.S. Dagar, Scientist-E<br>Dr. Tushar Lodha, Scientist-B |
| **Group / Unit:** | Bioenergy |
| **Period of Appointment:** | **Upto 01/07/2026** or the termination of the project, whichever is earlier. |
| **Amount of Monthly Stipend:** | ₹ 20,000/- + HRA (as applicable)<br>(Subject to availability of funds/receipt of funds from concerned funding agency.) |

2. The appointment shall be subject to fulfilment of the terms & conditions (Part-I) and on production of copies of the certificates (Part-II) mentioned below.

| **PART-I** |
|---|
| **1.** This offer is a contractual engagement and not for any type of appointment in A.R.I. temporary or otherwise and therefore, it would not confer any right implicit or explicit for consideration against any ARI or funding agency's post. |
| **2.** The appointment may be terminated at any time by one month's notice by the Institute without assigning any reason. In case of resignation from the post, the Project Assistant has to give one month's prior notice in writing also follow the guidelines of DST. The notice period may be waived off at the discretion of the Director. Before relieving the post, he/~~she~~ should complete the NO DUES etc. formalities. |
| **3.** On the date of joining, he/~~she~~ should remit through DD/Bank Deposit/Online transfer an amount equal to one month's pay i.e. ₹ 20,000/- towards Caution Deposit/Security Deposit. The same shall be refunded on successful completion of tenure. |
| **4.** During the appointment, he/~~she~~ will be governed by the rules followed in this Institute from time to time. Other terms and conditions of appointment will be as per the relevant rules and orders in force from time to time in this Institute. |
| **5.** During the tenure of his/~~her~~ appointment at the Institute, applications for outside employment/transfer of his/~~her~~ Project Assistant/ Research Student/ Project to other Institutes prior to the approval of the Competent Authority or NOC Should be obtained. |

Cont.. 2/-

| PART-II<br>(Attested copies of certificate to be produced along with original certificates/documents while joining) |
|---|
| 1. Documentary evidence in support of birth date and educational qualifications. (SSC/HSC/B.Sc./M.Sc./PhD and other qualifications) |
| 2. Reliving certificate from present employer, if employed anywhere. |
| 3. Character Certificate from Class-I / Gazetted Officers. |
| 4. Marriage declaration in the prescribed format. (Format will be made available at the time of joining.) |
| 5. One attested identity-size photograph. |
| 6. Caste Certificate issued by the competent authority in case of SC/ST/OBC category. |
| 7. Aadhaar Number issued by Unique Identification Authority of India, Government of India. |
| 8. Bank mandate form/copy of cancelled cheque for transfer of Fellowship/ Stipend/ Salary |

3. If any declaration given or information furnished by the candidate proves to be false or if he/~~she~~ is found to have wilfully suppressed any material information, he/~~she~~ is liable for removal from appointment without notice and such other action as the Institute may deem necessary.

4. If, **Mr. Pruthviraj Rajabhau Dhaygude** accepts the offer on the above terms, he/~~she~~ should communicate his/~~her~~ acceptance in writing and report for duty within 15 days to the Administration Unit at 9.00 a.m. from the date of issue of this letter. If no reply is received or he/~~she~~ fails to join within the prescribed period, the offer will be treated as withdrawn and cancelled and no further correspondence will be entertained thereafter.

No traveling allowance will be admissible for joining.

Administrative Officer

**Mr. Pruthviraj Rajabhau Dhaygude**
Lakhamapur
Tal.- Renapur Dist.-Latur
Maharashtra-413 516
E-mail: dhaygudepruthviraj6001@gmail.com
Mob No.: (+91) 90964 40160

Ref: PTPL/HRD/OJT/24-25/090

Date:14 Oct 2024

**Mr. Aditya Gajanan Dhupkari ,**

**Soot Girni Pusad, Yavatmal,**

**Shrirampur,**

**Maharashtra - 445215.**

**Dear Mr. Aditya Gajanan Dhupkari,**

**Training Offer Letter (OJT)**

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected for **Promea Therapeutics Pvt Ltd** as **"Trainee-Molecular R&D"** located at Plot No: M4, Medical Device Park, Sultanpur (V), Patancheru(M), Sangareddy(D), Telangana.

As per the company policy the first 3 months you will be under an observation period. In this period you will get Stipend of **Rs.12,000/-** Per month. After 3 months we will evaluate your performance and upon satisfaction of your performance you will be getting of an annual CTC **INR 2,30,000.00.** Your date of Joining should be before **17-10-2024.**

On your date of joining, you are required to submit the photocopies of the following documents along with the originals for verification and records. You will also be required to sign a Confidentiality Agreement at the time of joining duty.

- Photo copies of certificates (Including marks sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Passport size Photographs – 4 No's.
- Copy of PAN card & Aadhar Card, Self, Mother & Father's Aadhar card photo copies.
- Bank account pass book photo copy

Please confirm your acceptance of our offer and also the date of joining. This offer stands valid up to **16-10-2024**. if we do not get your response on or before **16-10-2024** this offer stands cancelled.

Yours faithfully,

**For Promea Therapeutics Pvt Ltd**

Dr Rajesh Tummuru

**Candidate Signature:_____**

**Date: _____**

**Date: 05-03-2024**

**To,**
**- Ms. Chidrawar Mrunal Mahendra**
**Contact number**: 7218326637
**Email Id**: chidrawarmrunal3@gmail.com

**Sub: Offer Letter**

Dear **Chidrawar,**

Consequent to your interview, we are pleased to offer you a purely contractual appointment as **"Junior Trainee"**, for a fixed period from **06-03-2024** to **05-03-2025.** During this period of contractual appointment, you will be deputed to our client, M/s. **"Lupin Ltd, Pune."**

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on completing onboarding formalities on LSS HRMS portal and submission of following documents on the portal:

- CV
- Passport size Photo
- Aadhaar Card (Mandatory)
- PAN Card Copy (Mandatory)
- Certificate of Educational Qualifications (10th, 12th and Degree)
- Experience Certificates, Relieving Letter & Salary slips from previous employer
- 1 cancelled chq of the bank in which you want the salary to be transferred
- Previous UAN no & ESIC No. (Mandatory)

Kindly note in any case if you fail to upload documents or if we found any of the documents submitted are false then this offer will become invalid. This offer is open up to **06-03-2024** and will stand withdrawn thereafter automatically.

Kindly digitally sign the copy of this letter as a token of your acceptance.

With warm regards,

For Lobo Staffing Solutions Pvt. Ltd.

Authorized Signatory.

---

I hereby accept the above-mentioned terms and conditions.

Name: Chidrawar Mrunal Mahendra Signature:

Date: 05-03-2024

# TMPCON032519850

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : VIJAY VITTHAL BORKAR (A032533979) |
| | (b) Father's/Mother's /Spouse's Name | : Vitthal Borkar |
| 3. | Address of apprentice | : Vitthal Borkar, At.Mahalngra, null, Maha<br>: rashtra, Latur, 413513, Latur<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 15-09-1999 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Obc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Non-Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 18-03-2025 to 12-03-2026 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 25 years, 5 months and 19 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON032519850

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

## Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

STAFFING SOLUTIONS
PRIVATE LIMITED
*Tomorrow's People Solutions Today*

**Date: 11-03-2024**

**To,**
**- Ms. Kamakshi Rajkumar Tarwadge**
**Contact number**: 7796011972
**Email Id**: tarwadgekamakshi@gmail.com

**Sub: Offer Letter**

Dear **Kamakshi,**

Consequent to your interview, we are pleased to offer you a purely contractual appointment as **"Junior Trainee"**, for a fixed period from **13-03-2024** to **12-03-2025.** During this period of contractual appointment, you will be deputed to our client, M/s. **"Lupin Ltd, Pune."**

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on completing onboarding formalities on LSS HRMS portal and submission of following documents on the portal:

- CV
- Passport size Photo
- Aadhaar Card (Mandatory)
- PAN Card Copy (Mandatory)
- Certificate of Educational Qualifications (10th, 12th and Degree)
- Experience Certificates, Relieving Letter & Salary slips from previous employer
- 1 cancelled chq of the bank in which you want the salary to be transferred
- Previous UAN no & ESIC No. (Mandatory)

Kindly note in any case if you fail to upload documents or if we found any of the documents submitted are false then this offer will become invalid. This offer is open up to **13-03-2024** and will stand withdrawn thereafter automatically.

Kindly digitally sign the copy of this letter as a token of your acceptance.

With warm regards,

For Lobo Staffing Solutions Pvt. Ltd.

Authorized Signatory.

---

I hereby accept the above-mentioned terms and conditions.

Name: Kamakshi Rajkumar Tarwadge Signature: {{employee_sign}}

Date: 11-03-2024

LUPIN LIMITED
B-15, Phase 1A, Verna Industrial Area
Verna, Salcette, Goa – 403 722
Tel: +91-832-6682222

# OFFER OF APPOINTMENT

Date: 07/06/2023

**Mr. Abhijeet Suryakant shinde,**
S/O Suryakant Shinde, at, tadki, Rameshwar, Latur, Maharashtra, 413511

Dear Mr.Abhijeet Suryakant shinde**,**

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

1. **LOCATION & DATE OF JOINING:** You would be based at **Goa.** You would be required to join as early as possible as but not later **than 12/06/2023.** If you do not join your duty on the said date, this Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us

2. **DESIGNATION & GRADE:** You would be designated as ***Tr.Officer*** in Grade ***Tr.***

3. **COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.

4. **PROBATION PERIOD:** You will be on probation for a period of **Twelve Months** from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.

5. **NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this contract by giving **30 notice** during the probation and **90 Days on confirmation** without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.

6. **LEAVE:** You will be eligible for **30** working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,
For ***Lupin Limited***

**Akshaya Naik**
**Executive - Human Resource**

*I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on*

*……*

*Signature:* _____

# Compensation and Benefit Sheet

| | |
|---|---|
| Name :- | Abhijeet Suryakant shinde |
| Grade :- | Tr |
| Designation :- | Tr.Officer |
| Department :- | Production |

| | GRADE | Tr | |
|---|---|---|---|
| | **Compensation Detais** | **PM (Rs.)** | **Annualized Amount (Rs.)** |
| A | Basic | 13890 | 166680 |
| | Adhoc Allowance | | |
| | House Rent Allowance | 2906 | 34872 |
| | Education Allowance | | |
| | **TOTAL [A]** | **16796** | **201552** |
| **B** | **Annual** | | |
| | LTA | | |
| | Telephone | | |
| | **TOTAL [B]** | | |
| C | **Retirals** | | |
| | ESIC (3.25% of Gross) | | 6551 |
| | Provident Fund (12% of Basic) | | 20002 |
| | Gratuity (4.81% of Basic) | | 8017 |
| | **TOTAL [C]** | | **34570** |
| **D** | **TOTAL FIXED CTC [A+B+C]** | | **236122** |
| E | Bonus / Exgratia | | 38304 |
| F | Performance Incentive | | |
| **G** | **COST TO COMPANY [D+E+F]** | | **274426** |

*Pt a.) Over and above this, you shall also be entitled to:*

1 Mediclaim Policy: This policy covers self, parents, spouse and 2 children.
This policy is subject to a limit of Rs. 1,25,000/- as defined by the policy

2 Group Accident Insurance Policy : The Insurance coverage for this grade is Rs.10,00,000/- as per Company Policy.

3 Group Term Life Insurance Scheme : The Insurance coverage for this grade is Rs. 6,00,000/- as per Company Policy.

**Akshaya Naik**
Executive- Human Resources

**Received and Accepted**

Abhijeet Suryakant shinde

# CN072248484

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : MYLAB DISCOVERY SOLUTIONS PVT. LTD (E06212700037) |
| | with Telephone no. & E-mail address | : FLAT NO. 4, PARK AVENUE, NEAR SHRADHA HOSPITAL, BHANGARWADI, LONAVALA, PunePune, Maharashtra |
| | | : 020-67182091 |
| | | : N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : PUJARI AKSHAY TRIMBAK (A0722146705) |
| | (b) Father's/Mother's /Spouse's Name | : Trimbak |
| 3. | Address of apprentice | : Latur, Latur, Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 14-06-1998 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : No |
| | (b) Name of the Category | : General |
| 7. | Educational Qualification (Highest) | : Post Graduate - M.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Lab Technician-Research and Quality Control: Wet Lab |
| 9. | (a) Whether Basic Training is to be provided as part of Apprenticeship | : No |
| | (b) If Basic Training is exempt – reason for exemption | |
| | (i) Name of the Course | : Post Graduate |
| | (ii) Duration of Training/Course | : N/A |
| | (iii) Name of the Institute | : Rajarshi shahu mahavidyalaya latur |
| | (iv) Name of the Sector Skill Council (if applicable) | : N/A |
| 10. | Apprenticeship Training duration (Total) | : 2160 Hours |
| | (a) Duration of Basic Training | : N/A |
| | Period of Basic Training | : N/A |
| | (b) Duration of On-the-Job Training | : 2160 Hours |
| | Period of On-the-Job Training | : From 26-07-2022 to 26-07-2023 |
| | (c) Training Type | : Sequential |
| 11. | Apprenticeship Training Location | : Lonavala, Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : MYLAB DISCOVERY SOLUTIONS PVT. LTD<br>Lonavala, Pune<br>Pune<br>Maharashtra |
| 12. | (a) Date of execution of contract | : 09-08-2022 |
| | (b) Age of Apprentice on the date of execution of contract | : 24 years, 1 months and 11 days |
| 13. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |
| 14. | Monthly stipend amount | |
| | (a) During 1st year of training | : 17000 |
| | (b) During 2nd year of training | : 18700 |

(c) During 3rd and 4th year of training : 20570

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

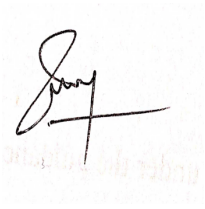
15. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

16. (a) Whether Apprentice was identified through approved Third Party Aggregator : No

    (b) Name of TPA (if applicable) : N/A

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
19. We, the Establishment, have examined the Apprentice’s information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the Employer with seal

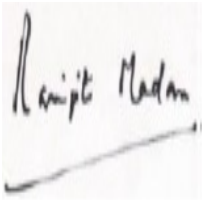
Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : CN072248484

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)



Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

## Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

**MSN Laboratories Private Limited**
MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

August 17, 2023

**Mr.Aniket Hanumant Gaware**
S/O Hanumant Gaware
Paranda
Osmanbad
Maharashtra 413502
Mobile No: 8788010142

**Dear Mr.Aniket Hanumant Gaware,**

**Sub: Offer and Appointment Letter**

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

**1. Designation:**
You will be designated as **"Junior Executive-Trainee",** Grade **"G01",** in **production** Department based at **MSN Laboratories Private Limited - MSNL-I-Rudraram** Location.

**2. Remuneration:**

Detailed compensation structure as Total Cost to Company **Rs.210000/-** is mentioned in the Annexure-I.

**3. Documents to be Submitted:**
Please bring all the following documents in original with Photostat copies of the same at the time of joining.

a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
b. All Educational Certificates and any other Certificates related to specific Training and Skills
**c. Updated/ latest E- Aadhaar Cards of self and dependent family members**
d. PAN Card
e. Passport / Driving License
f. A cancelled cheque leaf of active bank account
g. Medical Certificate with Reports

K L N Murty

Name: Aniket Hanumant Gaware

**4. Medical Fitness:**

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center.

**5. Terms & Conditions:**

a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.

b. As discussed, you need to join us on or before **August 21, 2023,** failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. S Kiran Kumar Contact No. 7075986153

Email ID: Kiran.su@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
**For MSN Laboratories Private Limited**

K L N Murty

**K L N Murty**
**Senior General Manager- HR**

August 17, 2023

**Annexure-I**

**Mr.Aniket Hanumant Gaware**
**Designation**: Junior Executive-Trainee
**Grade :** G01
**Department:** production

**TOTAL COST TO COMPANY**

**All figures in INR**

| Salary Components | Per Month | Per Annum | Payment Frequency |
|---|---|---|---|
| **A. Monthly Salary** | | | |
| Basic Pay | 10270 | 123235 | Monthly |
| House Rent Allowance | 4108 | 49296 | Monthly |
| Education Allowance | 0 | 0 | Monthly |
| Minimum Guaranteed Bonus | 0 | 0 | Monthly |
| Statutory Bonus (Advance Pay Out) | 700 | 8400 | Monthly |
| **A - Monthly Gross Total** | **15078** | **180931** | |
| | | | |
| **B. Statutory Benefits** | | | |
| PF (Employer Contribution) | 1232 | 14788 | Monthly |
| ESI (Employer Contribution) | 490 | 5880 | Monthly |
| Bonus / Ex-gratia | 700 | 8400 | Annual |
| **B - Statutory Benefits Total** | **2422** | **29068** | |
| | | | |
| **C. Fixed Total Cost to Company (A+B)** | **17500** | **210000** | |
| | | | |
| **D. Gratuity (As per the Gratuity Act, 1972)** | 494 | 5928 | |
| | | | |
| **Total Cost to Company (C+D)** | **17994** | **215928** | |

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

**For MSN Laboratories Private Limited**

K L N Murty

**K L N Murty**
**Senior General Manager- HR**

Name: Aniket Hanumant Gaware

**Annexure- II**

**TERMS & CONDITIONS OF THE EMPLOYMENT**

1. The effective date of joining shall not be later than **August 21, 2023**, failing which this offer and Appointment Letter stands withdrawn.

2. Your initial place of posting shall be at **MSN Laboratories Private Limited - MSNL-I-Rudraram** Location However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.

3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.

4. Your Date of Birth is recorded as **May 06, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment**.** You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.

5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.

6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.

**7.** You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

K L N Murty

Name: Aniket Hanumant Gaware

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.

9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.

11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

12. As per the Company's policy, the age of superannuation is **58** years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.

13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.

14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

K L N Murty

Name: Aniket Hanumant Gaware

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.

17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.

18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

K L N Murty

---

**Acknowledgement for the Acceptance of the Offer and Appointment Letter**

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

**Signature:** **Date**

# इंडियन इम्यूनोलाजिकल्स लिमिटेड
# INDIAN IMMUNOLOGICALS LIMITED

IIL/GHR/TA/AL/2023 01.09.2023

Shri. Dinesh Dagdu Rathod
Sevalal Colony, MIDC Road,
Osmanabad, Maharashtra:-413501.

**Dear Shri. Dinesh Dagdu Rathod,**

APPOINTMENT LETTER

We are pleased to inform you that you have been appointed as **Trainee** in **AH-Production** department on the following terms and conditions w.e.f. **01.09.2023.**

1. You will be on training for a period of one year with effect from **01.09.2023**. The period of training may be extended at the sole discretion of the Management.

2. You will be paid a consolidated stipend of **Rs.25,000/-(Rupees Twenty Five Thousand only)** per month during the training period. During your training period, you will not entitle to any other benefits other than stipend.

3. Your initial place of posting will be at **Indian Immunologicals Limited, Production - Plant, Gachibowli.** However, you can be transferred to any other position or department or establishment (existing or proposed) of the Company, anywhere in India or abroad.

4. You are liable to be posted to any Department/Section and required to work in shifts from time to time.

5. Apart from work in the office/plant, you can be called upon to perform field duties (outdoor duties) as and when required.

6. While in the services of Indian Immunologicals Limited or at any time thereafter you will not divulge any information or knowledge gained or acquired by you during the period of your training in Indian Immunologicals Limited, which may prove detrimental to the interest of Indian Immunologicals Limited. You are also required to enter into a confidentiality agreement with Indian Immunologicals Limited in the prescribed form at the time of your joining.

Contd 2...

स्थित : रक्षापुरम, गच्चीबौली पोस्ट, हैदराबाद 500 032, तेलंगाणा, भारत EPABX Nos : +91-9948298622, +91-9948298522 • दूरभाष +91-40-23000211 • फैक्स +91-40-23000213
nt: 'Rakshapuram', Gachibowli Post, Hyderabad 500 032, Telangana, India. • EPABX Nos: +91-9948298622, +91-9948298522 • Phone : +91-40-23000211 • Fax : +91-40-23000213
CIN: U72200TG1999PLC032666 • Website : www.indimmune.com • E-mail : info@indimmune.com
पंजीकृत कार्यालय रोड नंबर. 44, जूबिली हिल्स, हैदराबाद - 500 033 तेलंगाणा, भारत • दूरभाष +91-8466924444, +91-7997915555, 040-67682200
Regd. Office : Road No. 44, Jubilee Hills, Hyderabad - 500 033, Telangana, India. • Phones : +91-8466924444, +91-7997915555, 040-67682200
CIN: U72200TG1999PLC032666 • Website : www.indimmune.com • E-mail : info@indimmune.com

7. You will also be governed by Indian Immunologicals Limited Disease Security Regulations. Any violation of these regulations on your part may result in termination of your training without notice and/or assigning any reason thereof.

8. Your appointment is subject to verification of all details furnished by you at the time of joining. The company reserves the right to verify at any time prior to joining, during service and after leaving the services of the company with the concerned parties, regarding conduct, character and employment particulars etc.,

9. If you leave the services of the organization during your training period, you will be liable to pay to IIL, the cost of training expenses incurred on you during your training.

10. In case the particulars furnished in the application are found to be false or unsatisfactory, your service would be liable for termination immediately without any notice or reason.

11. Your training is liable to be terminated at any time without giving any notice and/or assigning any reason. The decision of the Management will be final.

12. On termination, resignation or superannuation from service, you are advised to contact your immediate reporting superior, handover the charge, obtain a clearance and also obtain No Liability Certificate, during your service period.

13. You will immediately give up at the time of leaving the organization all correspondence, inventions, specifications, formulae, belonging to the company or relating to its business and shall not retain or make copies of these items.

14. Any dispute arising between the company and you with regard to the interpretations of this letter or in the matter with regard to the appointment, termination or dismissal and with regard to any claim or payment or damages, etc. shall be dealt with and adjudicated upon by the courts functioning in Hyderabad.

On successful completion of your training, if selected, you may be absorbed in a suitable grade.

MSN Laboratories Private Limited
MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

July 31, 2023

**Mr.Dipak Rajendra Jadhav**
S/o Rajendra Jadhav
Kanadi Borgaon
Latur 413511
Mobile No: 9834473075

**Dear Mr.Dipak Rajendra Jadhav,**

**Sub: Offer and Appointment Letter**

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

**1. Designation:**

You will be designated as **"Executive-Trainee",** Grade **"G01",** in **Microbiology** Department based at **MSN Laboratories Private Limited - MSNF-V-R K Puram** Location.

**2. Remuneration:**

Detailed compensation structure as Total Cost to Company **Rs.250000/-** is mentioned in the Annexure-I.

**3. Documents to be Submitted:**

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
b. All Educational Certificates and any other Certificates related to specific Training and Skills
c. Previous employment Service Certificate / Relieving Letter, if any
d. Last Six Months Bank Statement
e. Latest/Updated Aadhaar Cards of self and dependent family members
f. PAN Card
g. Passport / Driving License
h. A cancelled cheque leaf of active bank account
i. Medical Certificate with Reports

Srikanth Rachamalla

Name: Dipak Rajendra Jadhav

**4. Medical Fitness:**

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

**5. Terms & Conditions:**

a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.

b. As discussed, you need to join us on or before **August 07, 2023,** failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Potturu Arjun, Contact No. 040-30438701 , Email ID: arjun.potturu@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
**For MSN Laboratories Private Limited**

Srikanth Rachamalla

**R Srikanth**
**Senior General Manager -HR**

July 31, 2023

**Annexure-I**

**Mr.Dipak Rajendra Jadhav**
**Designation**: Executive-Trainee
**Grade :** G01
**Department:** Microbiology

**TOTAL COST TO COMPANY**

**All figures in INR**

| Salary Components | Per Month | Per Annum | Payment Frequency |
|---|---|---|---|
| **A. Monthly Salary** | | | |
| Basic Pay | 12399 | 148789 | Monthly |
| House Rent Allowance | 4960 | 59516 | Monthly |
| Education Allowance | 0 | 0 | Monthly |
| Minimum Guaranteed Bonus | 0 | 0 | Monthly |
| Statutory Bonus (Advance Payout) | 700 | 8400 | Monthly |
| **A - Monthly Gross Total** | **18059** | **216705** | |
| | | | |
| **B. Statutory Benefits** | | | |
| PF (Employer Contribution) | 1488 | 17855 | Monthly |
| ESI (Employer Contribution) | 587 | 7043 | Monthly |
| Bonus / Ex-gratia | 700 | 8400 | Annual |
| **B - Statutory Benefits Total** | **2775** | **33298** | |
| | | | |
| **C. Fixed Total Cost to Company (A+B)** | **20834** | **250000** | |
| | | | |
| **D. Gratuity (As per the Gratuity Act, 1972)** | 596 | 7157 | |
| | | | |
| **Total Cost to Company (C+D)** | **21430** | **257157** | |

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

**For MSN Laboratories Private Limited**

Srikanth Rachamalla

**R Srikanth**
**Senior General Manager -HR**

Name: Dipak Rajendra Jadhav

**Annexure- II**

**TERMS & CONDITIONS OF THE EMPLOYMENT**

1. The effective date of joining shall not be later than **August 07, 2023**, failing which this offer and Appointment Letter stands withdrawn.

2. Your initial place of posting shall be at **MSN Laboratories Private Limited - MSNF-V-R K Puram** Location However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.

3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.

4. Your Date of Birth is recorded as **January 05, 1997**, by the Company on the basis of documentary evidence produced by you at the time of your appointment**.** You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.

5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.

6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.

**7.** You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

Srikanth Rachamalla

Name: Dipak Rajendra Jadhav

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.

9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.

11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

12. As per the Company's policy, the age of superannuation is **58** years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.

13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.

14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

Srikanth Rachamalla

Name: Dipak Rajendra Jadhav

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.

17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.

18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

Srikanth Rachamalla

---

**Acknowledgement for the Acceptance of the Offer and Appointment Letter**

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

**Signature:** **Date**

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya (Autonomous),
Near Central Bus Stand, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC Accredited B++ Grade (3rd Cycle) with CGPA 2.99

ESTD : 1968

**Dr. Gopalrao Patil** — President
**Anirudh Jadhav** — Secretary
**Dr. Mahadev Gavhane** — Principal

जा.क्र. : राशाम/आस्था/२०२१-२२/ 7861 दिनांक : ०८.०४.२०२२

// सुधारीत //

**श्रीमती धनश्री विलासराव कुलकर्णी**

०१. आपली **जैवतंत्रज्ञान** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२१-२२ या शैक्षणिक वर्षासाठी **दिनांक** ११.०२.२०२२ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२२ पर्यंत राहील.

०३. आपणास रू. ३००/- (अक्षरी तिनशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
प्राचार्य
राजर्षी शाहू महाविद्यालय
लातूर

प्रति,
श्रीमती धनश्री विलासराव कुलकर्णी
जैवतंत्रज्ञान विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

F:\2021-22 (PC-2)\Appointment Letter\Non Grant CHB Appointment Letter 2021-22\(25)

Scanned with OKEN Scanner

MSN Laboratories Private Limited
MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

July 31, 2023

**Mr.Lakhan Narsing Kare**
S/o Narsing Kare
Barashi Road
Prakash Nagar
Latur 413512
Mobile No: 7057306604

**Dear Mr.Lakhan Narsing Kare,**

**Sub: Offer and Appointment Letter**

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

**1. Designation:**

You will be designated as **"Executive-Trainee",** Grade **"G01",** in **Microbiology** Department based at **MSN Laboratories Private Limited - MSNF-V-R K Puram** Location.

**2. Remuneration:**

Detailed compensation structure as Total Cost to Company **Rs.250000/-** is mentioned in the Annexure-I.

**3. Documents to be Submitted:**

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
b. All Educational Certificates and any other Certificates related to specific Training and Skills
c. Previous employment Service Certificate / Relieving Letter, if any
d. Last Six Months Bank Statement
e. Latest/Updated Aadhaar Cards of self and dependent family members
f. PAN Card
g. Passport / Driving License
h. A cancelled cheque leaf of active bank account
i. Medical Certificate with Reports

Srikanth Rachamalla

Name: Lakhan Narsing Kare

**4. Medical Fitness:**

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

**5. Terms & Conditions:**

a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.

b. As discussed, you need to join us on or before **August 07, 2023,** failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Potturu Arjun, Contact No. 040-30438701 , Email ID: arjun.potturu@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
**For MSN Laboratories Private Limited**

Srikanth Rachamalla

**R Srikanth**
**Senior General Manager -HR**

July 31, 2023

**Annexure-I**

**Mr.Lakhan Narsing Kare**
**Designation**: Executive-Trainee
**Grade :** G01
**Department:** Microbiology

**TOTAL COST TO COMPANY**

**All figures in INR**

| Salary Components | Per Month | Per Annum | Payment Frequency |
|---|---|---|---|
| **A. Monthly Salary** | | | |
| Basic Pay | 12399 | 148789 | Monthly |
| House Rent Allowance | 4960 | 59516 | Monthly |
| Education Allowance | 0 | 0 | Monthly |
| Minimum Guaranteed Bonus | 0 | 0 | Monthly |
| Statutory Bonus (Advance Payout) | 700 | 8400 | Monthly |
| **A - Monthly Gross Total** | **18059** | **216705** | |
| | | | |
| **B. Statutory Benefits** | | | |
| PF (Employer Contribution) | 1488 | 17855 | Monthly |
| ESI (Employer Contribution) | 587 | 7043 | Monthly |
| Bonus / Ex-gratia | 700 | 8400 | Annual |
| **B - Statutory Benefits Total** | **2775** | **33298** | |
| | | | |
| **C. Fixed Total Cost to Company (A+B)** | **20834** | **250000** | |
| | | | |
| **D. Gratuity (As per the Gratuity Act, 1972)** | 596 | 7157 | |
| | | | |
| **Total Cost to Company (C+D)** | **21430** | **257157** | |

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

**For MSN Laboratories Private Limited**

Srikanth Rachamalla

**R Srikanth**
**Senior General Manager -HR**

Name: Lakhan Narsing Kare

**Annexure- II**

**TERMS & CONDITIONS OF THE EMPLOYMENT**

1. The effective date of joining shall not be later than **August 07, 2023**, failing which this offer and Appointment Letter stands withdrawn.

2. Your initial place of posting shall be at **MSN Laboratories Private Limited - MSNF-V-R K Puram** Location However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.

3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.

4. Your Date of Birth is recorded as **January 26, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment**.** You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.

5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.

6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.

**7.** You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

Srikanth Rachamalla

Name: Lakhan Narsing Kare

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.

9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.

11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

12. As per the Company's policy, the age of superannuation is **58** years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.

13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.

14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

Srikanth Rachamalla

Name: Lakhan Narsing Kare

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.

17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.

18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

Srikanth Rachamalla

---

**Acknowledgement for the Acceptance of the Offer and Appointment Letter**

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

**Signature:** **Date**

एमएसीएस - आघारकर अनुसंधान संस्थान, पुणे
(विज्ञान और प्रौद्योगिकी विभाग, भारत सरकार के अधिन स्वायत्त संस्थान)
MACS - Agharkar Research Institute, Pune
(An Autonomous Institute under
Department of Science & Technology, Govt. of India)

O.O. No.091/2022-23

June 30, 2022

04 JUL 2022

## OFFICE ORDER

***

On the basis of the acceptance of the terms & conditions communicated, vide Offer letter No. 01/SP-337/2022-23/Adm/246 dated 02.06.2022 and his joining report dated 06.06.2022, Mr.Lokesh Mane has been appointed as ' Project Assistant ' on purely temporary basis, with the following details:-

| | | |
|---|---|---|
| 1 | Name | Mr.Lokesh Mane |
| 2 | Designation | Project Assistant (Ad-Hoc basis) |
| 3 | Employee Code | 5225EXSP |
| 4 | Name & No. of the Project | **GPS Renewables Private Limited, Bangalore Sponsored Project "(SP-337).:** "Demonstration of ARI process for biomethanation of rice straw at 25 0L scale and process improvement for enhanced biomethanation at higher solid loading rates at 10000 L scale". |
| 5 | Group | Bioenergy Group. |
| 6 | Name & Designation of Project Investigator | Dr.P.K.Dhakephalkar,Director<br>Dr.S.S.Dagar, Scientist-D |
| 7 | Period of Appointment | 06.06.2022 to 05.09.2022, or termination of the project whichever is earlier. |
| 8 | Monthly Stipend | Rs. 20,000/- + HRA(Subject to availability of funds) |
| 9 | Hostel facility | - |
| 10 | Caution money / Security Deposit. | Appointment is subject to remittance of refundable Caution money / Security Deposit @ Rs. 20,000/- |
| 11 | Previous Correspondence | Offer letter No. 01/SP-337/2022-23/Adm/246 dtd. 02.06.2022 |
| 12 | Other Information (if any) | - Other terms and conditions of the offer remain unchanged. |

File No.4/967/2022-23/Adm/I- 235

(A. Rahman)
Administrative Officer

**Distribution:**

1. Mr.Lokesh Mane, Bioenergy Group
2. Dr.S.S.Dagar, Bioenergy Group,ARI (P.I. SP-337)
3. Bioenergy Group Incharge, ARI.
4. Accounts Section (Caution money / Security Deposit @ Rs.20,000/- may be collect from First & second Salary and recorded at your end.)
5. Personal File
6. Hindi Translation
7. Director's Office
8. Office Order File (English Version)
9. Security

Offer Date : 10/07/2023
Offer No : GS20014101

**FIXED TERM EMPLOYMENT CONTRACT**

Dear **Manoj Mahavir Patil**

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

**DEPUTATION:**
You are deputed to **BHARAT BIOTECH INTERNATIONAL LIMITED** under this Contract. The terms of employment are exclusively with Quess, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from **JUL 10,2023** be deputed by Quess, to work at client's office / premises at any of their locations.

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

**TENURE:**
The term of your Contract shall be valid from **JUL 10,2023** to **JUL 09,2024**.

**COTERMINOUS:**
Not with standing the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

**LOCATION:**
You are required to work at client's location at **Hyderabad** .


This is a system generated letter

**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

**POSITION:**
You are appointed as **Entry Level Trainee** .

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

**EXTENSION:**
Unless otherwise notified to you in writing this contract of employment would be valid from JUL 10,2023 to JUL 09,2024 This contract may be considered for an extension depending on the client and Quess' requirements. The extension of contract period would be considered on fresh terms as agreed between you and Quess through a separate mutually executed contract of employment. Quess shall inform you in writing of the extension requirements

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

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

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



**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

---

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

**NOTICE PERIOD:**
In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing. The Contract can be terminated at the discretion of Quess / Client subject to 30 days' notice. However due to breach of code of conduct, misbehavior or indiscipline etc., then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

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

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

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

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

**BACKGROUND VERIFICATION:**
The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated with immediate effect.



**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

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

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

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

**JURISDICTION:**
Not with standing the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

**DEEMED CANCELLATION OF CONTRACT:**

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



**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

You shall report to work on **JUL 10,2023** at the clients place.

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

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 Passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card
10. Complete Application Form with Bio Data/Resume

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

With Warm Regards,
For **Quess Corp Limited.**

**Tej Hans Raj Singh**
Deputy CEO



This is a system generated letter

**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

---

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

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

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

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



This is a system generated letter

**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

## Compensation Sheet

**Offer No** : GS20014101 **Associate Name :** Manoj Mahavir Patil

**Designation :** Entry Level Trainee **Location** : Hyderabad

| Pay Heads | Rs. Monthly Pay | Rs. Annual Pay |
|---|---|---|
| Basic | 11000 | 132000 |
| House Rent Allowance | 4400 | 52800 |
| Statutory Bonus | 916 | 10992 |
| **Gross Salary** | **16316** | **195792** |

| Employer's Contribution | Rs. Monthly Pay | Rs. Annual Pay |
|---|---|---|
| Attendance Bonus | 1500 | 18000 |
| Employer Esi | 580 | 6960 |
| Employer Pf | 1430 | 17160 |
| **Total Contribution** | **3510** | **42120** |
| **Cost To Company: (Ctc)** | **19826** | **237912** |

| Deduction: (Subjected to change) | Rs. Monthly Pay | Rs. Annual Pay |
|---|---|---|
| Employee Esi | 134 | 1608 |
| Provident Fund | 1320 | 15840 |
| Professional Tax | 150 | 1800 |
| **Total Deduction** | **1604** | **19248** |
| **Net Take Home** | **14712** | **176544** |
| Incentive | 1000 | 12000 |
| Total Ctc | 20826 | 249912 |

For **Quess Corp Limited.**

**Tej Hans Raj Singh**
Deputy CEO



This is a system generated letter

**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

---

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

Dear Associate,

Please download the **WorQ App** on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by **SMS** to your registered mobile No.

For any issues in login to WorQ app, please email to **help@quesscorp.com**.

Please mention your

- Offer No : GS20014101
- Name : Manoj Mahavir Patil
- Mobile No : 7020623093

Link to download WorQ
Play Store (Android) - https://goo.gl/rqsMnr
App Store (iOS) - https://goo.gl/DmHpEj



This is a system generated letter

**QUESS Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

---

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

इंडियन इम्यूनोलाजिकल्स लिमिटेड
INDIAN IMMUNOLOGICALS LIMITED

**IIL/GHR/TA/OA/2023/186** **September 28, 2023**

**Shri. Rajmane Ganesh Vishwanath**
**At:- Wangji, Ausa, Latur,**
**Maharashtra:-413520.**

**Dear Shri. Rajmane Ganesh Vishwanath,**

OFFER OF APPOINTMENT

This has reference to your application for a Fixed term employment in our organization and the subsequent interview you had with us. We are pleased to offer you appointment as **Trainee** in **HH-QA** Department in our organization on the terms and conditions explained and as agreed by you.

You will be issued detailed appointment letter on the day you join our organization. Your initial place of posting shall be **Human Biologicals Quality Assurance – Plant, Gachibowli.**

You will be in employment for a period of three years from the date of joining in services.

Your appointment is subject to verification of all details furnished by you at the time of joining. The company reserves the right to verify at any time prior to joining, during service and after leaving the services of the company with the concerned parties, regarding conduct, character and employment particulars etc.,

In case the particulars furnished in the application are found to be false or unsatisfactory, your service would be liable for termination immediately without any notice or reason.

The offer of appointment is subject to you being medically fit, for which you have to undergo medical examination by the company's designated medical practitioner / diagnostic centre.

You have to report for duty at **9.00 AM** on or before **09/10/2023 at Plant, Gachibowli** and ensure that you come prepared with the following:

a) **Original certificates of all educational qualifications (from 10th onwards) with a set of photo copies of all such certificates / documents.**

Contd..2

संयंत्र : रक्षापुरम, गच्चीबॅवली पोस्ट, हैदराबाद 500 032, तेलंगाणा, भारत EPABX Nos : +91-9948298622, +91-9948298522 • दूरभाष +91-40-23000211 • फैक्स +91-40-23000213
Plant: 'Rakshapuram', Gachibowli Post, Hyderabad 500 032, Telangana, India. • EPABX Nos: +91-9948298622, +91-9948298522 • Phone : +91-40-23000211 • Fax : +91-40-23000213
CIN: U72200TG1999PLC032666 • Website : www.indimmune.com • E-mail : info@indimmune.com
पंजीकृत कार्यालय रोड नंबर. 44, जूबिली हिल्स, हैदराबाद - 500 033 तेलंगाणा, भारत • दूरभाष +91-8466924444, +91-7997915555, 040-67682200
Regd. Office : Road No. 44, Jubilee Hills, Hyderabad - 500 033, Telangana, India. • Phones : +91-8466924444, +91-7997915555, 040-67682200
CIN: U72200TG1999PLC032666 • Website : www.indimmune.com • E-mail : info@indimmune.com

..2..

b) **If you have worked earlier or been working:**
**Original certificates in proof of work experience (from 1st employer onwards) i.e., appointment letter, relieving certificate, service certificate, latest pay slip, and form 16 as per Income Tax Act from the employers with a set of Xerox copies of all such certificates / documents.**
c) **Copy of the Offer of appointment.**
d) **Four pass port size colour photographs.**
e) **Information of your blood group.**
f) **For opening of bank account along with one of the following document. PAN Card, Voter ID / Ration card / Pass port / Driving License/Aadhar Card.**
g) **Copy of Aadhar Card and PAN card**
h) **Poof of bank account either cancelled cheque or 1st page of passbook**

If you fail to report for duty as above this offer automatically stands cancelled without intimation to you.

This Offer letter is issued in duplicate and you are requested to return the duplicate copy duly signed by you as a token of your acceptance of the offer, within seven days of receipt of this offer failing which the offer automatically stands cancelled without any further intimation.

We look forward to have a long and professionally rewarding association with you. Please acknowledge the receipt of the letter.

**for Indian Immunologicals Limited**

28/9/13

**M C Muthiah**
**Vice President – Human Resources**

---

Acknowledgement:
I acknowledge the receipt of this letter and agreed the terms and conditions mentioned as above and I will report to the duty on _____

Signature: Name: Place:

LUPIN LIMITED (BIOTECHNOLOGY DIVISION)
Gat No.-1156, Village-Ghotawade,
Tal - Mulshi, Pune - 412 115
Tel : +91-20-66549800
Fax : +91-20-66549870

LUPIN

**Offer Letter**

**Date: 26-November-20**

**Pratap Kurund**
**Gadiya Estate,**
**Nandanvan Society,**
**Kothrud, Pune 411038**

**Dear Pratap Kurund,**

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

1. **LOCATION & DATE OF JOINING:** You would be based at **Lupin Biotech**. You need to report on or before **11-December-20.** This Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us.
2. **DESIGNATION & GRADE:** You would be designated as ***Officer* at Grade – *E1*** in ***Production*** Department.
3. **COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
4. **PROBATION PERIOD:** You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.
5. **NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this agreement by giving 30 day's notice during the probation period or by paying one month's basic; and 60 day's notice on confirmation without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.
6. **LEAVE:** You will be eligible for **30** working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.
This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.
Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,
For ***Lupin Limited***

**Swapnil Joshi**
**Manager – Human Resources**

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on ..... Signature: _____

LUPIN LIMITED (BIOTECHNOLOGY DIVISION)
Gat No.-1156, Village-Ghotawade,
Tal - Mulshi, Pune - 412 115
Tel : +91-20-66549800
Fax : +91-20-66549870

LUPIN

| COMPENSATION STRUCTURE | | | |
|---|---|---|---|
| | **Name** | **Pratap Kurund** | |
| | **Department** | **Production** | |
| | **Grade** | **E1** | |
| | **Designation** | **Officer** | |
| | | **PM** | **PA** |
| A. | Basic | 16,613 | 199,356 |
| | HRA (50% of Basic) | 8,307 | 99,678 |
| | Adhoc | 2,643 | 31,714 |
| | **Total [A]** | **27,562** | **330,748** |
| B. | Provident Fund (12%) | | 23,923 |
| | Gratuity (4.81%) | | 9,589 |
| | **Total Retirals [B]** | | **33,512** |
| **C.** | **Fixed Cost To Company [A+B]** | | **364,260** |
| D. | Bonus / Exgratia | | 25,740 |
| | **Total Cost To Company [C+D]** | | **390,000** |

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:
   a. Mediclaim Policy : This Policy covers self, parents, spouse and two children, subject to a limit of Rs.125000/- as defined by the policy
   b. Group Accident Insurance Policy : The Insurance coverage for this grade is Rs.1000000/- as per Company Policy
   c. Group Term Life Insurance Scheme : The Insurance coverage for this grade is Rs.600000/- as per Company Policy
2. All payments are subject to the provisions of Income Tax Act.

**Swapnil Joshi**
**Manager-HR**

Acknowledged by raveenagaikwad9@gmail.com (Raveena Gaikwad on 11/1/2022 9:57:15 AM)

amazon | Development Centre India

# OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Raveena Gaikwad
a-3-51 Indira nagar, Ramanthapur
Hyderabad – 500001
AP
IN

Dear Raveena,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **Transportation Specialist I** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

## 1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **07-Nov-2022** and shall end as per the provisions contained in Section 14 herein below.

## 2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion,



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

**3. Duties**

3.1 You will be employed in the position of **Transportation Specialist I**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

**4. Hours of Work**



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

**5. Place of Work**

Your initial place of work will be at Amazon India's in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

**6. Remuneration**

6.1 Your Annual Base Pay will be Rs.**343,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your salary will compensate you for all hours worked.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies , or your failure to return Amazon India's property.

6.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

**7. Contribution to Employees' Provident Fund**

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

**8. Leave**

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

**9. Confidential Information and Confidentiality Obligations**

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

**10. Intellectual Property Rights**

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

amazon | Development Centre India

**11. Non-Solicitation**

11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

**12. Employee Data Protection**

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

**13. Exclusivity of Services**

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

**14. Termination of Employment**

14.1 Your employment with Amazon India shall automatically end on **24-Apr-2023** unless terminated earlier as per the provisions of this Section.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

14.2 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.3 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India

14.4 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

**15. Employee Benefits**

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

**16. New Hire Background Investigation**

16.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

16.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

16.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 6 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

**17. Foreign Nationals**

17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

**18. Representations and Warranties**

You hereby represent and warrant to the Company that:

18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);

18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

18.6 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.

18.7 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

**19. Notices**

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

**20. Waiver**

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

**21. Severability**

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

**22. Assignment**

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

**23. Employer – Employee Relationship**

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

**24. Liability for Breach**

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

**25. Authorization to Notify New Employer**

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

**26. Governing Law and Jurisdiction**

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

**27. Agreement/Modifications**

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

**28. Headings**

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

**29. Survival**

Your obligations under Sections 8, 9, 11, 13, 19, 20, 21, 23, 24, 25 and this Section 28 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

amazon | Development Centre India

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

**AUTHORIZATION**

By

Signed by:RAMESH BABU KADIRI
Date: 2022.11.01 14:00:45 +05:30
Location: India

**ACCEPTANCE**

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.



REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

AUROBINDO

Date: 19-Jul-23

To,
Mr Rutuja Nandkumar Jadhav,
At. Post Mukramabad,
Nanded,
Maharastra 431719.
Ph No: 7218934010.

## OFFER OF APPRENTICESHIP TRAINING

Further to the interview you had with us, we are pleased to engage you as Apprentice under National Apprenticeship Promotion Scheme (NAPS) in our Unit - 5 Plot No.76-91, Ida – Chemical Zone, Pashamylaram, Patancheru Mandal, Medak District, Telangana. Under the provisions of the Apprentices Act 1961 on the following terms and conditions.

1. The training period will be for 12 (Twelve) Months from the date of your joining, on completion of your apprenticeship training shall stand automatically terminated unless otherwise specifically extended further in writing.

2. Basing on the Company's requirement your training will be in Manufacturing and other Departments.

3. You will be paid of Rs. 16500 /-(Rupees Sixteen Thousand Five Hundrend only) per month towards stipend, including all other allowance during the period of apprenticeship training subject to your attendance.

4. During your Apprenticeship training, provisions of EPF & ESI would not be applicable.

5. You will be entitled to the leave benefits as per the provisions of Apprentice Act, 1961.

6. This offer is subject to executing the contract of Apprenticeship and your strict compliance with the obligations prescribed under the Apprentice Act 1961 and the rules framed there under.

7. You will be governed by the standing Orders/Regulations of the Company in all matters relating to discipline, conduct and etc.

8. Any absence from the duty without prior written sanction or permission from the respective reporting supervisor shall be consider as unauthorized absence and attracts appropriate disciplinary actions as per the company's Rules & Regulations as in force in the company from time to time.



Scanned by CamScanner

9. We reserve the right to terminate your apprenticeship training order at any time without notice or compensation in lieu thereof in case of violation of the terms of this letter or the contract of Apprenticeship read with the obligations prescribed for you under the Apprentices Act 1961, or the standing orders/Regulations as in force in the company from time to time.

10. You shall not divulge to anyone, particulars or details of the manufacturing process, Quality, technical product portfolio, ongoing projects, future projects, personnel system passwords, security arrangements and administrative matters by any means of the communication whether confidential or not that may become known/accessible to you for being associated with the company.

11. You are advised to wear your ID card without fail in the company premises.

12. In case of any changes in residential address/e-mail ID/contact number during the tenure of your apprenticeship training period, it shall be your duty to intimate the same to the Company on time to time. Any communication sent to the last informed address is deemed as final and served.

13. Apprenticeship Training Order is subject to verification of the particulars furnished and other documents submitted by you at the time of joining. In case any particulars mentioned by you are found to be false or incorrect your training order stands cancel.

14. Apprenticeship training order is subject to being declared and remaining medically fit by Unit Medical Officer / Doctor specified by the company. Management has right to get you medically examine by any certified Medical Practitioner during the training period. In case you are medically unfit your apprenticeship training order shall stand automatically terminated.

15. It is not obligatory on our part to offer any employment to you on completion of your apprenticeship in our organization and your engagement would stand terminated on complete of your apprenticeship training period.

16. The courts at Hyderabad alone shall have exclusive jurisdiction to try any disputes arising out of this Apprenticeship training order.

17. You should report for training on or before 26-Jul-23, failing which, the offer will be invalid. Please return the duplicate copy of this letter duly signed by you as a token of your acceptance of this offer and the terms and conditions thereof.

For **Aurobindo Pharma Limited**

**P Ashvini Kumar**
**General Manager – HR**

Scanned by CamScanner

# अखिल भारतीय आयुर्विज्ञान संस्थान
## ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Academic Section, Ansari Nagar, New Delhi-29
No.F.5-07/2023-Acad.I (2) / Dated: Monday – 25.09.2023

**MEMORANDUM**

**Sub: Provisional admission to Ph.D. Program at AIIMS, New Delhi for July'2023 session**

With reference to his/her application, the result of entrance examination dated 08.09.2023, 11.09.2023 Final result dated 20.09.2023 and counseling held on 23.09.2023 for the selection for admission to Ph.D. program, **Mr. Achawale Shivam Madhav** is informed that he/she has been recommended/selected for provisional admission to Ph.D. program in the Department of **Biochemistry** for the session of July, 2023with the following terms and conditions:

1. The PhD seat allotment is provisional.
2. All candidates may either:
   a. Accept the seat allotted to them, join the PhD program, and not participate in the 2nd round of seat allotment **OR**
   b. Not accept the seat allotted to them and wait for the second round of seat allotment, if any. These candidates will retain the seat allotted to them in the first round unless a higher choice seat becomes available at their merit level in which case, the seat allotted in the first round will automatically be cancelled and the higher choice seat that is available will be allotted.
3. If, he/she accepts the offer on the above conditions, he/she must report himself/herself for verification in the office of undersigned, between 26/09/2023 to 03/10/2023, failing which the selection shall be treated as cancelled.
4. His/her admission to Ph.D. program is subject to **verification of original Documents/Certificate of Educational Qualifications, Date of Birth Certificate, Fellowship Award letter etc. as per terms and conditions laid down in the Prospectus for July, 2023 session.** He/she is also required to bring the relieving orders in original from the appointing authority at the time of joining if already in service/job.
5. He/she is required to undergo **his/her medical examination to the Central Registration Office (CRO) at New RAK OPD, AIIMS, New Delhi on any working day between 8.00 AM to 10.00 AM (with 2 recent passport size photographs bearing name & date) after confirmation of eligibility as above. Please note that the joining, fees, etc. will be done only after receipt of Medical Fitness Report at Academic Section from CRO.**
6. He /She is required to deposit a sum of ₹ 965/- with the Cashier of the Institute between 11.00 A.M. to 2.00 P.M. on all working days and 10:00 AM to 11:30 AM on Saturday on the day of admission. This may be remitted either by debit/credit card/cash or through Bank Draft payable to the Director, AIIMS, **however, Cheques are not accepted.** Fees once paid including pot fund, caution money are not refundable in any case and no correspondence will be entertained in this respect.
7. The minimum period of registration in respect of all the candidates who are registered for Ph.D. shall be three years. The maximum period of registration shall not exceed five years.



Scanned by CamScanner

8. He/she shall not be paid AIIMS fellowship for the duration of your registration period.
9. Hostel Accommodation will be provided subject to availability as per rules of Hostel Section revised from time to time.
10. The others conditions of service such as benefits of Employee Health Scheme, Leave etc. will be in accordance with rules and regulations of the Institute.
11. If any declaration/information furnished by him/her proves to be false or if it is brought to notice that the candidate has willfully suppressed any material information then his/her registration/admission can be terminated any time. The decision of competent authority in this regard will be final.
12. It would be appreciated, if a reply is sent immediately indicating his/her consent or otherwise to join the program. In case, no reply is received by 03.10.2023, it will be assumed that he/she does not intend to join the program.

**Selected under**
**Advt. Code : OF1**
**Project Code : BT-2180**
**Chief Guide : Dr. Archna Singh**
**(Email: drarchna.biochem@aiims.edu)**
Department of Biochemistry, AIIMS, NewDelhi

**(Dr. G. P. Rath)**
**REGISTRAR**

**Mr. Achawale Shivam Madhav**
Roll No.: 7803184 / Reg. No.: 100610
Email ☎ : shivamachawale@gmail.com
Mobile 📱: 7262854248

**Copy to (through email only):**

1. HOD/Chief, Department of Biochemistry, AIIMS, New Delhi
2. Chief Guide Dr. Archna Singh (***through email id of concerned HOD/Chief at S. No. 1***)
3. Hostel Section
4. B.B. Dixit Library
5. Research Section
6. CRO office



Scanned by CamScanner

**MSN Laboratories Private Limited**
MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

August 17, 2023

**Mr.Swami Ravishankar Baswaraj**
S/o Baswaraj Swami
Narayan Nagar
latur
Maharashtra 413512
Mobile No: 8237833752

**Dear Mr.Swami Ravishankar Baswaraj,**

**Sub: Offer and Appointment Letter**

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

**1. Designation:**
You will be designated as **"Junior Executive-Trainee"**, Grade **"G01"**, in **production** Department based at **MSN Laboratories Private Limited - MSNL-I-Rudraram** Location.

**2. Remuneration:**

Detailed compensation structure as Total Cost to Company **Rs.210000/-** is mentioned in the Annexure-I.

**3. Documents to be Submitted:**
Please bring all the following documents in original with Photostat copies of the same at the time of joining.

a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
b. All Educational Certificates and any other Certificates related to specific Training and Skills
c. **Updated/ latest E- Aadhaar Cards of self and dependent family members**
d. PAN Card
e. Passport / Driving License
f. A cancelled cheque leaf of active bank account
g. Medical Certificate with Reports



K L N Murty



Scanned with CamScanner

Name: Swami Ravishankar Baswaraj

**4. Medical Fitness:**

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center.

**5. Terms & Conditions:**

a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.

b. As discussed, you need to join us on or before **August 21, 2023,** failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. S Kiran Kumar Contact No. 7075986153

Email ID: Kiran.su@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
**For MSN Laboratories Private Limited**

K L N Murty

**K L N Murty**
**Senior General Manager- HR**



Scanned with CamScanner

August 17, 2023

**Annexure-I**

**Mr.Swami Ravishankar Baswaraj**
**Designation**: Junior Executive-Trainee
**Grade :** G01
**Department:** production

**TOTAL COST TO COMPANY**

**All figures in INR**

| Salary Components | Per Month | Per Annum | Payment Frequency |
|---|---|---|---|
| **A. Monthly Salary** | | | |
| Basic Pay | 10270 | 123235 | Monthly |
| House Rent Allowance | 4108 | 49296 | Monthly |
| Education Allowance | 0 | 0 | Monthly |
| Minimum Guaranteed Bonus | 0 | 0 | Monthly |
| Statutory Bonus (Advance Pay Out) | 700 | 8400 | Monthly |
| **A - Monthly Gross Total** | **15078** | **180931** | |
| | | | |
| **B. Statutory Benefits** | | | |
| PF (Employer Contribution) | 1232 | 14788 | Monthly |
| ESI (Employer Contribution) | 490 | 5880 | Monthly |
| Bonus / Ex-gratia | 700 | 8400 | Annual |
| **B - Statutory Benefits Total** | **2422** | **29068** | |
| | | | |
| **C. Fixed Total Cost to Company (A+B)** | **17500** | **210000** | |
| | | | |
| **D. Gratuity (As per the Gratuity Act, 1972)** | 494 | 5928 | |
| | | | |
| **Total Cost to Company (C+D)** | **17994** | **215928** | |

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

**For MSN Laboratories Private Limited**

K L N Murty

**K L N Murty**
**Senior General Manager- HR**

Scanned with CamScanner

Name: Swami Ravishankar Baswaraj

**Annexure- II**

**TERMS & CONDITIONS OF THE EMPLOYMENT**

1. The effective date of joining shall not be later than **August 21, 2023**, failing which this offer and Appointment Letter stands withdrawn.

2. Your initial place of posting shall be at **MSN Laboratories Private Limited - MSNL-I-Rudraram** Location However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.

3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.

4. Your Date of Birth is recorded as **May 29, 2001**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.

5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.

6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.

7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

K L N Murty

Scanned with CamScanner

Name: Swami Ravishankar Baswaraj

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.

9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.

11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.

13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.

14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

K L N Murty

Scanned with CamScanner

Name: Swami Ravishankar Baswaraj

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.

17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.

18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

K L N Murty

---

**Acknowledgement for the Acceptance of the Offer and Appointment Letter**

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

**Signature:** **Date**

Scanned with CamScanner

# शिव छत्रपती शिक्षण संस्था, लातूर

द्वारा : राजर्षी शाहू महाविद्यालय, लातूर - ४१३ ५१२

रजि.नं. : अंतरही २/६८
फोन : ०२३८२-२४५१३३,२५३६४६
फॅक्स : ०२३८२-२५३६४५



डॉ.गोपाळराव पाटील
अध्यक्ष
❖

डॉ.पी.आर.देशमुख
उपाध्यक्ष
❖

अनिरूध्द जाधव
सचिव
❖

श्री. गोपाळ शिंदे
सहसचिव
❖

ॲड. सुनिल सोनवणे
सहसचिव
❖


संदर्भ क्र. : एससीएसएस/राशाम/आस्था/२०२१-२२/३१५ दिनांक : ०१/०९/२०२१

करार पध्दती अंतर्गत नेमणूक आदेश

श्रीमती तेजस्वीनी कोकाटे

आपली संस्थेच्या राजर्षी शाहू महाविद्यालयात जैवतंत्रज्ञान विभागात अधिव्याख्याता म्हणून करारपध्दती अंतर्गत दिनांक ०१.०९.२०२१ पासून नेमणूक करण्यात येत आहे. ही नेमणूक कायम स्वरुपी किंवा अनुदान तत्वावर चालणाऱ्या अभ्यासक्रमासाठी / विभागासाठी आहे. या नेमणूक पत्राच्या दिनांकापासून तीन दिवसाचे आत आपणास सेवेत रुजू व्हावे लागेल. सेवेच्या अटी व शर्ती खालील प्रमाणे राहतील. या नेमणूक आदेशासोबत जोडलेले स्वीकृतीपत्र रुजू होत असताना सादर करणे आवश्यक आहे.

करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती

०१. आपली सेवा विशिष्ट कालावधीसाठी व विशिष्ट वेतनावर पदाचा कार्यभार असेपर्यंत किंवा जास्तीत जास्त ३०.०४.२०२२ पर्यंत सुरु राहील.

०२. शिव छत्रपती शिक्षण संस्थेने कर्मचाऱ्यांसाठी तयार केलेल्या सेवा शर्ती व आचारसंहितेचे पालन करणे बंधनकारक राहील. सेवा शर्ती व आचारसंहितेची प्रत यासोबत देण्यात येत आहे.

०३. या सेवेला शासन / विद्यापीठ अनुदान आयोग / विद्यापीठ यांच्या सेवा शर्ती, वेतनश्रेणी व भत्ते लागू असणार नाहीत.

०४. सेवेत दाखल झाल्यानंतर सेवेत असेपर्यंत आपल्या अर्हतेसंबंधीची मुळ कागदपत्रे कार्यालयात जमा करावी लागतील.

०५. एक महिन्याचे वेतन किंवा एक महिना पूर्व सूचना देऊन आपणास शैक्षणिक वर्षात केंव्हाही सेवामुक्त करता येईल. याच धर्तीवर आपणासही सेवेतून मुक्त होण्याचा अधिकार राहील.

०६. महाविद्यालयात किमान आठ तास उपस्थिती आवश्यक राहील.

०७. आपले वेतन उभयपक्षी (संस्था व आपण) चर्चेमध्ये निश्चित केल्याप्रमाणे दरमहा रु. १८०००/- (अठरा हजार रुपये फक्त) राहील.

०८. संस्थेने ठरविलेले वेतन व वेतनवाढी आपणास मान्य असतील तरच आपण सेवा स्विकाराव्यात.

०९. ग्रंथालयातील पुस्तकांची सुविधा आपणास उपलब्ध करुन देण्यासाठी रु. २,०००/- ची अनामत रक्कम जमा करावी लागेल.

१०. शैक्षणिक वर्षात आपणास केवळ ८ दिवसांची किरकोळ रजा उर्वरीत शैक्षणिक वर्षाच्या प्रमाणात उपलब्ध असेल.

११. संस्थेने निश्चित केलेल्या सार्वजनिक सुट्या दिल्या जातील. अनुदान तत्वावरील प्राध्यापक / कर्मचारी यांना लागू असलेल्या सुट्यांची सुविधा आपणास मिळणार नाही.

१२. करार पध्दती अंतर्गत नेमणूकीमधील अटी व शर्ती बाबत न्यायालयात आव्हान करता येणार नाही.

१३. आठवड्यातील नेमून दिलेल्या दिवशी व राष्ट्रीय सण (१५ ऑगस्ट, २६ जानेवारी, आदी) आणि विशेष प्रसंगी नेमून दिलेल्या गणवेशात उपस्थित राहणे अनिवार्य आहे.

१४. दररोज ओळखपत्र गळ्यात परिधान करणे अनिवार्य आहे.

१५. वरिष्ठांच्या आदेशाचे पालन करणे बंधनकारक राहील

(प्राचार्य अनिरूध्द जाधव)
सचिव

Secretary
Shiv Chhatrapati Shikshan Sanstha
LATUR

प्रति,
श्रीमती तेजस्वीनी कोकाटे
जैवतंत्रज्ञान विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.



Scanned by CamScanner

Date: Sep 01, 2022
Offer No : QS2782869

**VITTHAL AJAY GAWALI**
THURKKAAPLY
TURKAPLLY 470441
TELANGANA

**FIXED TERM EMPLOYMENT CONTRACT**

Dear **VITTHAL AJAY GAWALI**

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

**DEPUTATION:**

You are deputed to BHARAT BIOTECH INTERNATIONAL LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 02, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract,youcan be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

**TENURE:**

The term of your Contract shall be valid from SEP 02, 2022 to SEP 12, 2023.

**COTERMINOUS:**

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


This is a system generated letter

**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

coterminous with the project / work.

**LOCATION:**

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

**POSITION:**

You are appointed as ELT.

**REMUNERATION:**

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

**EXTENSION:**

Unless otherwise notified to you in writing this contract of employment would be valid SEP 12, 2023 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

**WORKING HOURS:**

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

**TERMINATION & SUSPENSION:**

At the time of termination of the employment either due to termination by either you or the



**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

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

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

**NOTICE PERIOD:**

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

**INDEMNITY:**

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

**CODE OF CONDUCT:**

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

**HOLIDAYS:**



**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

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

**ADDRESS FOR COMMUNICATION:**

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

**BACKGROUND VERIFICATION:**

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

**ABSENTEEISM:**

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

**RULES AND REGULATIONS:**

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



**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

**OTHER TERMS OF CONTRACT:**

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

**JURISDICTION:**

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

**DEEMED CANCELLATION OF CONTRACT:**

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

You shall report to work on Sep 02 2022 at the clients place.

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

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

**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

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

With warm regards,

For **QUESS Corp Limited.**

**Tej Hans Raj Singh**
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

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

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

**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

## Compensation Sheet

Offer No: **QS2782869** Associate Name: **VITTHAL AJAY GAWALI**
Designation: **ELT** Location: **TURKAPALLY**

| Pay Heads | Rs. Monthly Pay | Rs. Annual Pay |
|---|---|---|
| Basic | 11000 | 132000 |
| House Rent Allowance | 4400 | 52800 |
| Statutory_bonus | 916 | 10992 |
| **Gross Salary** | **16316** | **195792** |

| **Employer's Contribution** | | |
|---|---|---|
| Employer_esi | 1430 | 17160 |
| Employer Provident Fund | 530 | 6360 |
| Attendance Incentive | 1500 | 18000 |
| Sigmp | 1000 | 12000 |
| **Total Contribution** | **4460** | **53520** |
| **Cost to Company: (CTC)** | **20776** | **249312** |

| **Deduction: (Subjected to change)** | | |
|---|---|---|
| Employee Esi | 122 | 1464 |
| Provident Fund | 1320 | 15840 |
| Professional Tax | 150 | 1800 |
| **Total Deduction** | **1592** | **19104** |
| **Net Take Home** | **14724** | **176688** |

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card


This is a system generated letter

**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.
Please mention your
- Offer No :QS2782869
- Name :VITTHAL AJAY GAWALI
- Mobile No

Link to download WorQ
Play Store (Android) - https://goo.gl/rqsMnr
App Store (iOS) - https://goo.gl/DmHpEj

This is a system generated letter

**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

**DISCLAIMER**

**To whomsoever it may Concern**

I,VITTHAL AJAY GAWALI , Offer ID QS2782869, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/ Client/Background verification Partners.

**Associate Name:**

**Associate Signature:**

**QUESS Corp Ltd**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

STAFFING SOLUTIONS
PRIVATE LIMITED
*Tomorrow's People Solutions Today*

Date: 11-08-2023

To,
Mr. Vivek Dilip Shinde
Vikas Nagar Latur, Latur,
Latur- 413512, Maharashtra.
Mobile no. : 9579431312
Email Id : shindevivek162@gmail.com

Emp Code: - LLD00128

**Sub: - Appointment Letter**

**Dear Vivek Dilip Shinde,**

We are pleased to offer you employment to work as **"Junior Trainee"** on deputation with our client **Lupin Ltd**, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period from **11-08-2023** to **09-08-2024.** Notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period; this contract shall be co-terminus with the aforementioned project/work.

2. Notwithstanding anything above, depending upon the aforementioned project/work, the company reserves its right to extend your temporary assignment for such a period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In the event, the company shall be in writing extend your temporary assignment on the terms as may be indicated in such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.

3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of our client's company or location across India to do work pertaining to or incidental to the client's business.

4. You will not be absent from your duty without sufficient reasons, you will obtain prior written permission / sanction from the supervisor about your absence giving reasons thereof and probable duration immediately, failing which, the same will be treated as loss of Pay and if it continues we shall take appropriate action.

5. You will be governed by the conduct, discipline, rules and regulations as laid down by the management.

6. You will receive remuneration as detailed in Annexure I. The salary for the first month will be paid, subject to furnishing the details mentioned below:

   - CV and 4 passport size photographs
   - 1 PAN card size Family photograph for ESIC
   - PAN Card
   - E Aadhaar Card
   - Certificate of Educational Qualifications (SSC, HSC, Diploma & Degree all semesters and passing certificates)
   - Local Address Proof
   - Bank Proof

7. The salary will be paid to you, subject to the receipt of payment from the Client (Lupin Ltd). You will receive your salary on 7th of every month, but in no case later than 10th.

8. This contract shall be terminable by either party giving one month notice in writing or salary on lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members to the Lobo Staffing Solutions Pvt. Ltd family. As a new entrant, we would like you to whole-heartedly contribute in this process.

As a token of acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

**For Lobo Staffing Solutions Pvt. Ltd**

**Authorized Signatory**

I hereby accept the above-mentioned terms and conditions.

Name : Mr. Vivek Dilip Shinde

Date : 11-08-2023

Signature :

STAFFING SOLUTIONS
PRIVATE LIMITED
*Tomorrow's People Solutions Today*

## Annexure I

Name : Mr. Vivek Dilip Shinde
Designation : Junior Trainee
Department : Quality Control
Location : Pune
Start Date : 11-08-2023
End Date : 09-08-2024

| **SALARY COMPONENT** | **AMOUNT** |
|---|---|
| BASIC+DA | 15,960 |
| HRA | 798 |
| ADVANCE TO SATUTORY BONUS | 1,330 |
| **GROSS SALARY (A)** | **18,088** |
| **Benefits: (B)** | |
| PF EMPLOYER (Gross-HRA-Bonus) | 1,950 |
| ESIC EMPLOYER | 588 |
| **COST TO COMPANY (A+B)** | **20,632** |
| **Deductions: (C)** | |
| PF EMPLOYEE | 1,800 |
| ESIC EMPLOYEE | 136 |
| PROFESSION TAX | 200 |
| **NET TAKE H0ME (A-C)** | **15,952** |

***NOTE: -**

**1. Basic pay indicated above includes Dearness Allowance / Special Allowance as applicable.**

**2. You will be eligible for General Medical Insurance Cover (GMC) and Group Personal Accidental Cover (GPA) for self only of Rs. 100,000/- (Rupees One Lakh Only)**

**For Lobo Staffing Solutions Pvt. Ltd,**

Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name : Mr. Vivek Dilip Shinde

Date : 11-08-2023

Signature :

STAFFING SOLUTIONS
PRIVATE LIMITED
*Tomorrow's People Solutions Today*

**Date: 11-08-2023**

To,
Mr. Vivek Dilip Shinde
Vikas Nagar Latur, Latur,
Latur- 413512, Maharashtra.
Mobile No. : 9579431312
E-mail: shindevivek162@gmail.com

**DEPUTATION**

**Dear Vivek Dilip Shinde,**

We are pleased to inform you that your services are being deputed to **Lupin Ltd** with effect from **11-08-2023** as mentioned under clause 1 of your letter of appointment.

The terms and conditions of your deputation will be as follows:

1. You will, with effect from **11-08-2023**, be required to work at our client's office/ premises at any of their locations across India.
2. During the tenure of deputation, you will continue to be an employee of **Lobo Staffing Solutions Pvt. Limited**.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from **Lupin Ltd** and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by training that may be offered to you by **Lupin Ltd.**
5. You shall be bound by the working hours of Lupin Ltd.
6. You shall take care not to disclose confidential information/trade secrets, etc. that you may come across in the course of your responsibilities to anyone outside **Lupin Ltd** and use such information only in connection with the service provided to **Lupin Ltd .**
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against **Lupin Ltd** . This arrangement is purely a contractual agreement between **Lobo Staffing Solutions Pvt. Limited** and **Lupin Ltd** for the time specified.

8. You shall not engage in any act subversive of discipline in the course of your duty/duties in the property of **Lupin Ltd** or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of **Lupin Ltd** entrusted to you in the due discharge of your duties and shall indemnify **Lupin Ltd** , when there is a loss of any kind to the said property.
10. You will be liable to compensate **Lobo Staffing Solutions Private Limited** in case any claim arises from the Client on account of your willful act or negligence.
11. At the end of deputation period you will report back to **Lobo Staffing Solutions Private Limited** for your Full & Final settlement and service certificate etc.

All other terms and conditions of your employment remain unchanged.

Please sign the duplicate copy of this letter as a token of having read and acknowledged the contents and return it to us.

**For Lobo Staffing Solutions Pvt. Ltd**

**Authorized Signatory**

---

I hereby accept the above-mentioned terms and conditions.

Name : Mr. Vivek Dilip Shinde

Date : 11-08-2023

Signature :

## Form `F'

(See Sub-rule (1) of Rule 6)

NOMINATION

**To : Lobo Staffing Solutions Pvt. Ltd.**

1) Shri/Shrimati/Kumari : Mr. Vivek Shinde Whose particulars are given in the statement below. hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).
2) I hereby certify that the person(s) mentioned is a/are member (s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.
3) I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.
4) (a) My father/mother/parents is/are not dependent on me.
   (b) My husband's father/mother/parents is/are not dependent on my husband
5) I have excluded my husband from my family by a notice dated _____ to the controlling authority in terms of the provision to clause (h) of section 2 of the said Act.
6) Nomination made herein invalidates my previous nominee(s)

### Nominee (s)

| S rN o. | Name in full with address of nominee (s) | Relationship with the employee | Age of nominee | Proportion by which the gratuity will be shared |
|---|---|---|---|---|
| 1 | Dilip Tukaram Shinde | Father | 12-05-1962 | 100 % |
| 2 | - | - | - | - |
| 3 | - | - | - | - |
| 4 | - | - | - | - |

**STATEMENT**

| | | | | | |
|---|---|---|---|---|---|
| 1. Name of employee in full: | Mr. Vivek Shinde | | | | |
| 2. Sex : | male | | | | |
| 3. Religion : | NA | | | | |
| 4. Whether unmarried/ married/ widow / widower | Single | | | | |
| 5. Department/ Branch/ Section/ where employed | Quality Control | | | | |
| 6. Post held with Ticket or Serial No. if any | LLD00128 | | | | |
| 7. Date of Appointment | 11-08-2023 | | | | |
| 8. Permanent address | Vikas Nagar Latur, Latur, Latur, Maharashtra 413512 | | | | |
| Village | Latur | Than a | Latur | Sub-Division | --- |
| Post office | Latur | Distric t | Latur | | Maharashtra |
| Place | Latur | | | | |
| Date | 14-08-2023 | | | | |
| | | | | | Signature/Thump impression of the employee |

**DECLARATION BY THE WITNESSES**

Nomination Signed/thumb impressed before me

| **Name in full and full address of witnesses** | | Signature of witnesses |
|---|---|---|
| **1** | _____ | _____ |
| **2** | _____ | _____ |
| **Place** | _____ | |
| **Date** | _____ | |

**CERTIFICATE BY THE EMPLOYER**

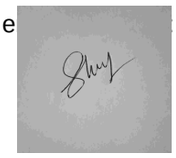
Certified that the particulars of the above nomination have been verified and recorded in this establishment.
Employer's Reference No., if any.

Date : _____ Employer's Signature & Designation

Name & Address of Establishment or Rubber Stamp

**ACKNOWLEDGEMENT BY EMPLOYEE**

Received the duplicate copy of nomination in form `F' filed by me and duly certified by the e
11-08-2023



Signature of the Employee

# Form-2 (Revised)

NOMINATION AND DECLARATION FORM

FOR UNEXEMPTED/EXEMPTED ESTABLISHMENT

Declaration and Nomination for under the Employee's Provident Funds and Employee's Pension Schemes

(Paragraph 33 and 61 (1) of the Employee's Provident Fund Scheme 1952 & Paragraph 13 of the Employee's Pension Scheme, 1955)

1. Name (In Block Letters) Mr. Vivek Shinde

2. Father / Husband Name Dilip tukaram Shinde / -

3. Date of Birth : 28-08-1997 4. Sex : male

5. Marital Status : Single 6. Account No. MH/42857/-

(Married / Unmarried / Widow / Widower)

7. Address Permanent : Vikas Nagar Latur, Latur, Latur, Maharashtra 413512

8. Temporary Address : Infront of siddheshwar mangal karyalay pakarsangvi road, Pakarsangvi , Latur, Maharashtra 413512

PART - A (E.P.F.)

I hereby nominate the person(s)/ cancel the nomination made by me, previously and nominate the person (s) mentioned below to receive the amount standing to my credit in the Employee's Provident Fund, in the event of my death.

| Name of the Nominee (s) | Address of the Nominee (s) | Nominee's relationship with the member | Date of Birth | Total amount of share of accumulations in Provident Fund to be paid to each nominee. | If the nominee is a minor, name and address of the guardian who may receive the amount during the minority of the nominee |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| Dilip Tukaram Shinde | Infront of siddheshwar mangal karyalay pakarsangvi road, Pakarsangvi , Latur, Maharashtra 413512 | Father | 12-05-1962 | 100 % | -- |
| - | - | - | - | - | -- |
| - | - | - | - | - | -- |
| - | - | - | - | - | -- |

1.* Certified that I have no family as defined in para 2(g) of the Employee's Provident Fund scheme, 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.

2. * Certified that my father/mother is/are depended upon me.

* Strike out whichever is not applicable

Signature/or thump impression of the subscriber

**PART - B (E.P.S.)**

**(PARA - 18)**

I hereby furnished below particulars of the members of my family who would be eligible to receive widow / children pension in the event of my premature death.

| Serial No. | Name of the family member | Address | Age | Relationship with the member |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Dilip Tukaram Shinde | Infront of siddheshwar mangal karyalay pakarsangvi road, Pakarsangvi , Latur, Maharashtra 413512 | 12-05-1962 | Father |
| 2 | - | - | - | - |
| 3 | - | - | - | - |
| 4 | - | - | - | - |

** Certified that I have no family as defined in para 2(b) of the Employee's Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly widow pension (admissible under para 16 2 (a) (I) & (ii) in the event of the death without leaving any eligible family member for receiving pension.

| Name & Address of the Nominee | Date of Birth | Relationship with member |
|---|---|---|
| Same as above | Same as above | Same as above |
| | | |

Date : 11-08-2023

Signature of thump impression of the Subscriber

* Strike out whichever is not applicable

**CERTIFICATE BY EMPLOYER**

Certified that the above declaration and nomination has been signed/thump impressed before me by Shri/Smt.Kum. Mr.. Vivek Shinde employed in my establishment after he/she has the entries/the entries have been read over to him/her by me and got confirmed by him/her.

Place: Mumbai

For **LOBO STAFFING SOLUTIONS PVT. LTD.**

_____Authorized Signatories
Signature of the employer or other Authorized Officer
of the establishment

Designation_____
Name & Address of the Factory / Establishment or
Rubber Stamp thereof.

LOBO STAFFING SOLUTIONS PVT. LTD.
212, PRABHADEVI ESTATE,
V.S. MARG, PRABHADEVI,
MUMBAI – 400025

Composite Declaration Form Form -11

*(To be retained by the Employer for future reference)*

## EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

| | | |
|---|---|---|
| 1 | Name of the Member | Mr. Vivek Shinde |
| 2 | Fathers' Name | Dilip tukaram Shinde |
| | Spouse's Name | - |
| 3 | Date of Birth (DD/MM/YYYY) | 28-08-1997 |
| 4 | Gender: (Male/Female/Transgender) | male |
| 5 | Marital Status(Married/Unmarried/Widow/Widower/Divorcee) | Single |
| 6 | (a) Email Id: | shindevivek162@gmail.com |
| | (b) Mobile No.: | 9579431312 |
| 7 | **Present employment details:** | |
| | Date of joining in the current establishment (DD/MM/YYYY) | 11-08-2023 |
| 8 | **KYC Details** (attach self-attested copies of following KYCs) | |
| | a) Bank Account No.: | 34888623091 |
| | b) IFS Code of the branch: | SBIN0012480 |
| | c) AADHAAR Number: | 422200731842 |
| | d) Permanent Account No. (PAN), if available | QWFPS1640F |
| 9 | Whether earlier a member of Employees' Provident Fund Scheme, 1952 ? | Yes |
| 10 | Whether earlier a member of Employees' Pension Scheme, 1995 ? | Yes |

**Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

| | Establishment Name & Address | Universal Account Number | PF Account Number | Date of joining (DD/MM/YYYY) | Date of exit (DD/MM/YYYY) | Scheme Certificate No. (if issued) | PPO Number (if issued) | Non Contributory Period (NCP) Days |
|---|---|---|---|---|---|---|---|---|
| 11 | - | | | 22-07-2023 | 22-07-2023 | | | |

Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts

| | Establishment Name & Address | Universal Account Number | PF Account Number | Date of joining (DD/MM/YYYY) | Date of exit (DD/MM/YYYY) | Scheme Certificate No. (if issued) | Non Contributory Period (NCP) Days |
|---|---|---|---|---|---|---|---|
| 12 | | | | | | | |

| | | | | | |
|---|---|---|---|---|---|
| 13 | a) International Worker: | Yes | | No | √ |
| | b) If yes, state country of origin (India/Name of other country) | | | | |
| | c) Passport No. | | | | |
| | d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)] | | | | |

**Reliance Life Sciences Nashik Pvt. Ltd.**
R-282, TTC Area of MIDC, Thane - Belapur Road,
Rabale, Navi Mumbai - 400 701, Maharashtra, INDIA
Phone: +91-22-3533 800 Fax: +91-22-3533 8099

Reliance
Life Sciences

Date: 8 Dec 2023

Ref: 5185/81066329/30171767/081223/1605

Dear Aishwarya Ubale,

**Letter of Appointment**

With reference to written tests / interview you had with Reliance Group of Companies, we are delighted to appoint you in the position "Young Professional Program- Nashik" in Group , based upon following terms and conditions.

**Documentation**

This appointment letter consists of the below mentioned attachments:

A compensation term sheet
Components of Compensation
Terms and conditions
Other applicable paperwork based upon your specific needs

You are required to read these before you commence your employment

01. Place of Posting

Your initial place of posting will be at the place of your training. During your training period, you may be posted / transferred / to any of the offices / projects / divisions / departments / units of the company existing or to be set up at any location in India or abroad without any additional remuneration. Your services are also liable to be transferred to any of the group companies.

You will report for training on or before **13-Dec-23** failing which this letter of appointment shall automatically stand withdrawn and cancelled.

02. Mandatory Criteria:

i. Score eligibility:
Your appointment is subject to your securing minimum CGPA of 6.0 / 60% & above marks over 8 semesters, wherever applicable.

ii. Pre-employment Medical Check:
Pre-employment Medical Check clearance from RIL certified doctor. System generated information will be received for initiating the same on acceptance of this appointment letter.

03. Confirmation:

You will be under training for a period of from the date of joining the Company. During training you will be undergoing various assessments at the end of which there will be a final assessment. Your confirmation on permanent rolls of the company solely depends on the discretion of the management and the same is not a matter of right in any manner whatsoever.
Management reserves the right to terminate your training either during the training period or on completion of the same without assigning any reasons whatsoever.

**(This letter is computer generated and does not necessarily require a signature)**



**Regd. Office:** Dhirubhai Ambani Life Sciences Centre, R-282, TTC Area of MIDC, Thane Belapur Road, Rabale, Navi Mumbai – 400 701, INDIA. - Phone: +91-22-3533 8000 - Fax: +91-22-3533 8099. - Website: www.rellife.com
CIN – U24100MH2022PTC377003

We would also like to draw your particular attention to our Values and Behaviours. We have six values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. Our values are about delivering customer value, having an ownership mind-set, showing respect and integrity, pursuing excellence and being one team.

**Next Steps**

This is system generated appointment letter based on the offer letter received. Please confirm your acceptance of this appointment letter by clicking 'Accept' button online. This letter of appointment shall automatically stand withdrawn in case we do not receive your acknowledgement online within ten days from receipt of this letter.

This offer of employment is subject to you providing all of the information and documentation requested BEFORE you commence employment with us. All information / documentation submitted by you will be considered as submitted on your own freewill and consent.

This appointment is confidential and you must not discuss this or disclose any documentation related to it with anyone other than your immediate family. Any disclosure of the details of this offer to a third party other than your immediate family may result in withdrawal of the offer.

We reserve the right to withdraw our offer of employment/terminate your employment with us without assigning any reason whatsoever thereof, or delay your start date if you do not provide the required information and documentation within the required timelines or if during this process you intentionally leave out any information or provide any information which is inaccurate or untrue.

In case of any dispute regarding interpretation of any word or clause of this latter, the decision of the management shall be final and binding.

We look forward to your joining out team for a long, successful and pleasant association.

**Sincerely yours,**
**RLS Nashik Pvt. Ltd.**

**Authorized Signatory**

**(This letter is computer generated and does not necessarily require a signature)**

Date: 8 Dec 2023

# ANNEXURE A

## 1.1 Annual Compensation Summary

| ANNEXURE 1.1 - A | | |
|---|---|---|
| **Name: Aishwarya Ubale** | | |
| **Compensation Breakup** | **Monthly (INR)** | **Annual (INR)** |
| Basic Pay | 14,266 | 1,71,193 |
| House Rent Allowance | 8,500 | 1,02,000 |
| Residual Choice Pay | 0 | 0 |
| **Insurance** | | |
| Group Personal Accident Insurancee Premium (GPAI) | 34 | 413 |
| Group Term Life Insurance Premium (GTLI) | 243 | 2,921 |
| Medical Insurance Premium*<br>(Self, Spouse, 3 Dependent Children & Dependent Parents) | 2,891 | 34,696 |
| **SUB TOTAL - I** | 25,935 | 3,11,223 |
| Employer's Contribution to Provident Fund: PF (12% of Basic Pay) | 1,712 | 20,543 |
| Gratuity (4.81% of Basic Pay) | 686 | 8,234 |
| **SUB TOTAL - II** | 2,398 | 28,777 |
| **TOTAL- FIXED PAY [ I + II ]** | 28,333 | 3,40,000 |

Residual Choice Pay can be distributed among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Office Wear Allowance, Children Education Allowance, Food & Beverage Coupons, Gift Vouchers and Fuel & maintenance Expenses. Remaining amount will be paid as "Residual Choice Pay", as applicable.

## 1.2 Tax Status of compensation elements

Below table shows all of the Total Pay components and their taxability status.

| S.No. | Total Pay Components | Taxability Status (as per prevailing norms) |
|---|---|---|
| I | **Base Salary** | |
| a. | Basic Salary | Taxable |
| b. | Provident Fund Contribution (PF) | Please refer Annexure B |
| c. | Gratuity | Please refer Annexure B |
| II | **Choice Pay** | |
| a. | Medical Reimbursement | Taxable |
| b. | Food Coupon | Tax exempt subject to conditions |
| c. | Gift Coupon | Tax exempt subject to conditions |
| d. | Leave Travel Allowance (LTA) | Tax exempt subject to conditions |
| e. | Office Wear Allowance (OWA) | Tax exempt subject to conditions<br>(only applicable to locations having a 'Uniform Policy') |
| f. | Children's Education Allowance (CEA) | Tax exempt subject to conditions |
| g. | Children's Hostel Allowance (CHA) | Tax exempt subject to conditions |
| h. | Internet and Broadband Connection Reimbursement | Tax exempt subject to conditions |
| i. | **Vehicle** | |
| 1. | Company Leased Vehicle Scheme | Tax exempt (up to the value of EMI) |
| 2. | Fuel and Vehicle Maintenance Reimbursement | Tax exempt<br>(Taxable Perquisite Notional Value) |
| 3. | Conveyance Allowance | Taxable |
| j. | **Housing** | |
| 1. | House Rent Allowance (HRA) | Tax exempt subject to conditions |
| 2. | Company Accommodation (where it is provided) | Taxable Perquisite |
| k. | **Insurance** | |
| 1. | Group Personal Accident Insurance Premium (GPA) | Tax exempt |
| 2. | Group Term Life Insurance Premium (GTLI) | Tax exempt |
| 3. | Medical Insurance Premium | Tax exempt |
| l. | Residual Choice Pay | Taxable |
| III. | **Annual Cash Bonus (ACB) / Performance Linked Incentive (PLI) / Variable Performance Linked Incentive (VPLI)** | Taxable, If Applicable |

**Please Note:-**

- The income tax calculation is provisional and is based on the current income tax rules (**Rules**). Any change in the Rules may impact the income tax projections.

- You shall bear and pay the tax liabilities, if any, applicable in relation to all the perquisites or benefits provided to you in accordance with the provisions of this Agreement. Please note that all the details set out above are indicative and subject to change with change in Indian tax policies and rules.

- Employee shall be solely responsible for the payment of any and all taxes on salary / income, employee benefits and personal income. You are advised to get updated information in relation to the income tax calculation on your salary from independent external advisors

- Fixed Pay elements like fuel and maintenance reimbursement, office wear allowance, medical reimbursement, LTA will be reimbursed at actuals based on the bills submitted and in case the reimbursement amount falls short of the amount chosen, the balance will be paid as taxable allowance.

# Annexure B

Components of Total Pay

The Company follows a Total Pay structure that reflects the total cost of an employee to the Company this includes all direct and indirect payments including all benefits, perquisites, subsidies, and Annual Cash Bonus (**ACB**) / Performance Linked Incentive **(PLI)**. This structure is being followed so as to provide flexibility to the employees in structuring their compensation package. The components within each category of payments are discretionary and these components may be changed by the Company from time to time without notice.

The main components under the Total Pay structure are as follows:

## I. Components of Compensation

1. **Base Salary:** This is first part of the total pay, which may include Basic Salary, PF and Gratuity

   a. **Basic Salary:** This is the base pay component of the fixed pay and is the reference salary for provident fund and gratuity contribution.

   b. **Provident Fund (PF)**:
   The contributions payable by the Employer under the scheme shall be at the rate specified under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (**PF Act**). The current rate of contribution is 12% of PF Salary. Employee also contributes an equal amount from employee's monthly salary, as per PF Act. Both of these are remitted on a monthly basis to the Company's PF Trust / RPFC.

   Out of the Employer's contribution, a portion (presently 8.33% of PF Salary subject to a maximum of INR 1250) is deposited into the Employees' Pension Scheme. The part of the company's contribution deposited under Employees' Pension Scheme to RPFC is to provide employees with pension on retirement or after completion of a specified period of service. TDS recovery from PF settlement will be as per the relevant provision of the Income Tax Act, 1961.

   Benefits associated with Employees' Provident Fund and Employees' Pension Scheme will be as per the prevailing rules and regulations outlined in the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Employees are advised to refer to EPFO site (http://www.epfindia.com/) for detailed rules, procedures and any other updates.

   Please note that the contribution amounts, limits, withdrawals and other rules applicable to the PF and pension are subject to applicable Indian laws in force from time to time. Employee is bound to adhere to all changes in the applicable law. Any implications on contribution, accumulation and withdrawal conditions outlined in the Employees' Provident Fund and Employees' Pension Scheme is to be borne by the employee. To understand implications associated with any such change in relevant laws or the Employees' Provident Fund and Employees' Pension Scheme, employees are recommended to solicit independent external advice.

   c. **Gratuity**

   Employer's contribution to the Company's Gratuity Fund will be as specified under 'The Payment of Gratuity Act ,1972'. Currently, the Employer's contribution to the Company's Gratuity fund is @ 4.81% of Basic Salary. Gratuity shall be payable to an employee on completion / end of their employment with the Company provided employee has rendered continuous service for a minimum period of 4 years and 240 days. However, eligibility for contribution to the Gratuity Trust / Fund commences from the first day of employment and in the event of separation prior to such 4 years and 240 days, the same will be paid as ex-gratia, except in case of separation due to disciplinary grounds.

Gratuity is calculated as follows:

(Last Drawn Salary / 26 Days) x 15 days x Number of completed years of service (In the case of death, the minimum service requirement does not apply)

For every completed year of service or part thereof in excess of 6 months, the employer will pay the employee gratuity at the rate of 15 days wages based on the rate of wages last drawn by such employee. Income Tax on the gratuity payment will be applicable as per Income Tax Rules. In the event an employee fails to complete 4 years and 240 days of continuous service, ex-gratia will be paid up to the amount of gratuity accumulated and will be subject to prevailing Income Tax Rules.

Maximum Amount of Gratuity which will be exempt from Income Tax will be as per 'The Payment of Gratuity Act, 1972'.

## 2. Choice Pay :

This is second part of the total pay. Subject to eligibility and availability of amount mentioned under various components in Annexure A, an employee may opt for all the allowances or combination of them

### a. Medical Reimbursement

Employee may opt for medical reimbursement for expenses incurred by the employee to meet health related expenditure, such as medicines, doctor's fees etc. of the employee and employee's family members. Medical expenses up to a maximum of INR 15,000 per annum will be reimbursed at actuals against production of bills.

This component is taxable.

### b. Food Coupons

Employee may opt for Sodexo / Accor Pass Meal Vouchers. These are food coupons that can be exchanged for food and beverages at all approved affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash.

### c. Gift Coupons

Employee may opt for gift coupons. Company provides Sodexo / Accor Pass Gift Vouchers that can be used to buy dailynecessities at over 6000 affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash.

Up to INR 5,000 per annum is tax exempt.

### d. Leave Travel Allowance (LTA)

Employee may opt for LTA. It refers to reimbursement by Company of actual expenses incurred only on travel by employee along with their dependents to any place within India. Expenses such as hotel accommodation, sightseeing, food etc. are not eligible to be reimbursed as LTA or for tax exemption. The following qualifying criteria are to be met for claiming LTA:

1. Employee must necessarily take 5 days of continuous Privilege Leave.
2. The family for this purpose includes spouse, unmarried dependent children (maximum of two only), parents and dependent brothers and sisters.
3. No advance is given towards LTA. It must be claimed as a reimbursement against actual bills and travel documents.

Entitlement: Employee has to decide on the quantum of LTA (could be up to 2 months' basic salary) that employee wishes to avail as part of employee's choice pay component. This choice has to be made by employee initially at the time of joining and thereafter at the beginning of each financial year. A mid-year change in the quantum of LTA is not permissible.

As per current Income Tax rules, tax exemption for LTA is allowed twice in a block of 4 calendar years. Tax authorities have defined the current 4 year block as being from 1 January 2022 - 31 December 2026.

The quantum of exemption is subject to following maximum limits depending on the mode of transport used or available:-

1. Journey by air: Economy class air fare of national carrier by shortest route or the actual amount spent, whichever is lesser
2. Journey by rail: AC first class fare by shortest route or the actual amount spent, whichever is lesser
3. Place of origin and place of destination connected by rail but journey performed by other mode of transport: AC first class fare by shortest route or the actual amount spent, whichever is lesser
4. Place of origin and place of destination not connected by rail (partially or fully) and not connected by other recognized public transport system: AC first class fare by the shortest route or the actual amount spent, whichever is lesser

**e. Office Wear Allowance (OWA)**

Only employees' working at locations where a `Uniform Policy' is in place may opt for OWA.

OWA is an allowance provided to employees to meet expenditures incurred by employee towards purchase of uniform to be worn at the workplace.

INR 24,000 per annum is tax exempt.

**f. Children's Education Allowance (CEA)**

Employee may opt for CEA to meet education expenses of their children.

INR 100 per month per child subject to a maximum of two children is tax exempt

**g. Children's Hostel Allowance (CHA)**

Employee may opt for CHA to meet hostel expenses of their children.

INR 300 per month per child subject to a maximum of two children, is tax exempt

**h. Internet & Broadband Connection Reimbursement**

Employee may opt for Internet & Broadband Connection, it should be registered under employee's name.

INR 15,000 per annum is tax exempt.

**i. Vehicle**

**1. Company Leased Vehicle Scheme (CLV)**

As part of the compensation structure the company offers an option of availing a vehicle under the prevailing company vehicle policy, subject to eligibility. The major features of the scheme are as follows:

| Parameter | Four Wheeler |
|---|---|
| **Scheme Details** | Company Leased Vehicle (CLV) |
| **EMI Calculation Base** | Vehicle Invoice Value (Final on-road price, excluding taxes) |
| **EMI Limit** | Grade `H' and above - upto 100% of Residual Choice Pay<br>Grade `I' and below - upto 50% of Residual Choice Pay |
| **Interest rate** | Please reach out to your HR business partner to get the recent interest rate. |
| **Vehicle Cost Limit** | NA |
| **Tenure** | 2 to 4 Years (Upto 48 Instalments) |
| **Insurance Coverage Options** | 1.Comprehensive<br>2.Bumper to Bumper ( Zero depreciation) |

Mandatory debits towards Vehicle Insurance would be applicable to those opting this scheme.

The company vehicle policy provides more details regarding the vehicle scheme.

### 2. Fuel and Vehicle Maintenance Reimbursements

All employees covered by the Company Vehicle Scheme are eligible for fuel and vehicle maintenance reimbursements. Employees using self-owned vehicles are also eligible for such reimbursement.

The limits for Fuel & Vehicle Maintenance for Own Vehicles and Vehicles under Company Vehicle Scheme are as under:

| Level | 4 Wheeler | 2 Wheeler |
|---|---|---|
| All Grades | INR 2,40,000 p.a. | INR 48,000 p.a. |

In case an employee is using a self-owned vehicle, employee needs to maintain a vehicle usage log in the system (ESS). Tax exemption will be available upto the limits set out above, subject to submission of supporting documents.

### 3. Conveyance Allowance

To be opted by an employee to meet the expenditure incurred for the purpose of commuting between place of employee's residence and place of employee's duty. However, this option may be availed only if the employee is not opting for fuel and maintenance reimbursement.

This component is taxable.

## j. Housing

### 1. House Rent Allowance (HRA)

House Rent Allowance is paid in respect of expenses incurred on rented accommodation.

As per Section 10(13A) and Rule 2A of the Income Tax Act and Rules respectively, the lesser of the following is

exempt from tax-

1. An amount equal to 50% of the salary, where the residential house is situated at Mumbai, Kolkata, Delhi or Chennai and an amount equal to 40% of salary where the residential house is situated at any other place;
2. House rent allowance received by the employee in respect of the period during which the rental accommodation is occupied by the employee during the previous year
3. The excess of rent paid over 10% of salary



**Regd. Office:** Dhirubhai Ambani Life Sciences Centre, R-282, TTC Area of MIDC, Thane Belapur Road, Rabale, Navi Mumbai – 400 701, INDIA. • Phone: +91-22-3533 8000 • Fax: +91-22-3533 8099. • Website: www.rellife.com
CIN – U24100MH2022PTC377003

**2. Company provided Accommodation**

In case the employee is opting for an accommodation provided by the company, the basis of valuation will be as under-

| Population of City as per 2001 census where Accommodation is provided | Where the Accommodation is owned by the Employer | Where the Accommodation is taken on lease or rent by the Employer |
|---|---|---|
| Exceeding 25 lakhs | 15% of Salary in respect of the period during which the accommodation is occupied by the Employee | 1. 15% of Salary; or<br>2. Lease rent (paid or payable) by the Employer,<br>whichever is less |
| Exceeding 10 lakhs but not exceeding 25 lakhs | 10% of the Salary in respect of period during which the accommodation is occupied by the Employee | |
| Any other | 7.5% of the Salary in respect of period during which the accommodation is occupied by the Employee | |

## k. Insurance

### i. Group Personal Accident Insurance (GPA)

All Employees are mandatorily covered under the Group Personal Accident Insurance scheme.

The sum insured is INR 25 lakhs and the corresponding debit towards premium is INR 413 per annum.

Benefit Clauses:

1. Death: 100% of sum insured
2. Permanent Total Disablement: 100% of sum insured as per insurance policy
3. Permanent Partial Disablement: varies from 1% to 75% of sum insured as per insurance policy
4. Temporary Total disablement: 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

### ii. Group Term Life Insurance (GTLI)

All employees are mandatorily insured under Group Term Life Insurance. The insured amount and corresponding premium [mandatory debit] are as follows:

| Fixed Pay (Base Pay + Choice Pay) per annum | Sum Assured | Mandatory Debit (per annum) |
|---|---|---|
| Up to INR 10,00,000 | INR 25 Lakhs | INR 2,921 |
| INR 10,00,001 to INR 15,00,000 | INR 37.50 Lakhs | INR 4,381 |
| INR 15,00,001 to INR 20,00,000 | INR 50 Lakhs | INR 5,841 |
| INR 20,00,001 to INR 30,00,000 | INR 75 Lakhs | INR 8,762 |
| INR 30,00,001 to INR 50,00,000 | INR 1.25 Crore | INR 14,603 |
| INR 50,00,001 to INR 70,00,000 | INR 1.75 Crore | INR 20,444 |
| INR 70,00 001 to INR 90,00,000 | INR 2.25 Crore | INR 26,285 |
| INR 90,00,001 to INR 1,10,00,000 | INR 2.75 Crore | INR 32,126 |
| INR 1,10,00,001 and above | INR 3.00 Crore | INR 35,046 |

Benefit Clause:

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

### iii. Medical Coverage

The Company endeavors to ensure that financial support is available to all employees to meet their medical needs and those of their dependent family members. All employees are mandatorily covered under this scheme. The coverage and mandatory debits in respect of the same are as follows-

| Level | Family Definition | Benefits of Mandatory Coverage |
|---|---|---|
| B to F: Company's Management Medical Scheme | Self, Spouse, 3 dependent children (up to 25 years) | Floater Mediclaim Policy of INR 5 Lakhs, Plus Additional floater Mediclaim policy of Domiciliary reimbursement at actuals (as per INR 5 Lakhs or 7 Lakhs or 10 Lakhs the Management Medical Scheme) |
| | Dependent parents | Floater Mediclaim coverage of INR 5 Lakhs irrespective of the number of members covered, Plus Additional floater Mediclaim policy of INR 5 Lakhs or 7 Lakhs or 10 Lakhs |
| | 1. Hospitalization room category up to Deluxe Single AC Room<br>2. Dental treatment reimbursement up to INR 15,000 per family p.a. (cosmetics not covered)<br>3. Full time Retainers shall be covered as per commitment / joining terms<br>4. For non-allopathy (e.g. Homeopathy, Ayurveda, Unani or other Medical practitioner ) treatment, the medical practitioner should be registered as per the guidelines of Indian Medical Association | |

| | | |
|---|---|---|
| G to Below: Group Mediclaim Policy | Family of 7 members - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents | Floater Mediclaim coverage of INR 5 Lakhs irrespective of the number of members covered, Plus Additional floater Mediclaim policy of INR 5 Lakhs or 7 Lakhs or 10 Lakhs |
| | 1. Hospital Room Category - Eligibility of up to Non- Deluxe Single AC Room<br>2. Sub limit of Maternity benefit (for first three children) up to INR 50,000<br>3. Sub limit for OPD basis treatment for Dental INR 1,500 (excluding the cost of dentures, bridges, crowns, scaling, filling, cleaning, polishing and cosmetic dentistry)<br>4. Sub limit for OPD basis treatment for Eye INR 500 (excluding cost of contact Lens, spectacles and cosmetic treatments) | |

Medical Insurance Debits:

F & Above grades :

- INR 37,963 per annum per person for self and spouse
- INR 19,611 per annum per child (upto 25 years)
- INR 14,324 per annum for **Additional Medical floater** cover of INR 5 Lakhs
- INR 19,189 per annum for **Additional Medical floater** cover of INR 7 Lakhs
- INR 26,167 per annum for **Additional Medical floater** cover of INR 10 Lakhs for self, spouse and child covered under mandatory policy
- INR 33,528 per annum for dependent parents
- INR 14,324 per annum for **Additional Medical floater** cover of INR 5 Lakhs
- INR 19,189 per annum for **Additional Medical floater** cover of INR 7 Lakhs
- INR 26,167 per annum for **Additional Medical floater** cover of INR 10 Lakhs for parents

G & Below grades :

- INR 33,528 per annum per family unit of 7 members
- INR 14,324 per annum for **Additional** Medical floater cover of INR 5 Lakhs
- INR 19,189 per annum for **Additional** Medical floater cover of INR 7 Lakhs
- INR 26,167 per annum for **Additional** Medical floater cover of INR 10 Lakhs

**I. Residual Choice Pay**

The balance un-utilized amount is paid under the salary head as "Residual Choice Pay" and is subject to tax. Please note that you are required to make a declaration within 7 days of joining the Company and at the beginning of each financial year and thereafter from time to time within the timelines notified by the company, regarding the amounts to be claimed under each expense mentioned above. You are required to submit the bills and other supporting documents on or by 15th January for each financial year.

**Reliance Life Sciences Nashik Pvt. Ltd.**
R-282, TTC Area of MIDC, Thane - Belapur Road,
Rabale, Navi Mumbai - 400 701, Maharashtra, INDIA
Phone: +91-22-3533 800 Fax: +91-22-3533 8099

# Annexure C

Terms and Conditions

**01. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

**Your appointment is subject to:**

**i**. Medical Fitness: Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company .

**ii**. Verification of Particulars: In case the particulars mentioned in your application or the representations or warranties or any other information provided by you are found to be false, inaccurate or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

**02. REPRESENTATIONS AND WARRANTIES:**

The Company's agreement to continue to employ you and the compensation and benefits payable to you are in consideration of the terms, covenants, and conditions stated in the offer of employment including this Annexure C, and you represent, warrant and covenant to the Company that:

**i.** You are under no contractual or other restriction or obligation which is inconsistent with the terms or conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;

**ii.** You are under no physical or mental disability that may hinder the performance of your duties / obligations contained herein;

**iii.** You shall not raise any issue as to the reasonableness of the terms, covenants, or conditions contained herein in any proceeding to enforce these terms, covenants and/or conditions;

**iv.** You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, that is inconsistent herewith

**v.** These terms, covenants, and/or conditions shall survive the termination of your employment with the Company.

You acknowledge that the terms, covenants, and conditions set forth herein are essential for the Company's protection and are not unreasonable and that the Company has relied on these representations, warranties, and covenants provided by you.

**03. DUTIES AND RESPONSIBILITIES:**

i. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability exclusively for the Company. You agree that you will devote all of your working time, attention and best efforts in performing your duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities during the terms hereof. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules, regulations and directions of the Company, as applicable from time to time.

ii. **Non Solicitation:** You will not, during the term of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by the Company or any of its affiliates or associated companies or directly or indirectly induce any such employee to leave their employment.

This covenant shall survive the termination of your employment with the Company.

iii. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Company.

iv. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial shareholding or other beneficial interest in any business enterprise or entity which is engaged in, or is in competition with, any business engaged in by the Company or any of its affiliates or associated companies. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business or entity whose securities are traded on any national stock exchanges or in the over-the-counter market.

v. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the Company, as specified from time to time. However, you may be required to work additional hours, from time to time, to carry out your duties and responsibilities effectively.

vi. **Confidentiality and Non-disclosure:** You shall keep confidential and not disclose to any person or entity any information received or that comes to your knowledge during the course of your employment including in relation to the Company, its affiliates, associated companies, and third parties, in relation to any of our or their businesses or operations, particulars or details of manufacturing processes, technical know-how, security arrangements, analysis, compilations, forecasts, studies, summaries, notes, ideas(whether patentable or not), schematics, trade secrets, technology, customer lists (potential or actual) and other customer-related information, supplier information, sales statistics, pricing information, market intelligence, marketing and other business model/strategies, administrative organizational matters and any other information important for the Company. This shall include information in relation to third parties received by the Company in relation to any transaction being contemplated by the Company. Your obligation to maintain confidentiality of such information shall continue notwithstanding expiry or termination of your employment with the Company.

Third party Confidential obligations & prevention of IP contamination: You shall not use or disclose to the Company any confidential information of any third party received by you in your personal capacity from such a third party under an obligation of confidentiality, or knowingly induce use of such information in the business of the Company. Your employment/engagement with the Company shall not violate any obligation of confidentiality or non-solicitation of employment/assignment with any other party and that in case you are made aware of any such change in circumstances, you will inform the Company immediately of such change in the circumstances. You shall refrain from using/applying information/data in your current employment which qualifies as third party intellectual property to avoid any potential scenario of Intellectual Property contamination.

vii. **Proprietary Rights:** You will disclose to the Company forthwith any discovery, invention, process or improvement made or discovered by you while in the service of the Company or thereafter, and all the rights, title, interest in such discovery, invention, process or improvement shall automatically belong absolutely to the Company and be the sole, absolute and exclusive property of the Company immediately upon discovery, invention or creation of process or improvement, whether or not delivered to the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for letter's patent, licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to the Company and you will execute and deliver all such deeds and documents, including in particular instruments of assignment and do all such acts and things as may be required by the Company for assigning, transferring or otherwise vesting all rights, title and interest in the same and all benefits arising in respect thereof in favor of the Company or its nominee.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

viii. **Safe-keeping of Company's property:** You will be responsible for safe keeping of and returning in good order and condition all properties of the Company, its affiliates and associated companies which may be in your possession, custody, care or charge or being used by you. In case of loss of any such property, the Company will be entitled to assess the value of the loss / damages caused to it and recover the same from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

ix. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of authority or power of attorney issued in your favour and any property or material of the Company or any of its affiliates or associated companies in your possession at the time of cessation of your employment with the Company. You shall also return to the Company all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

x. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have not been expressly authorised nor will you alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous written consent of the Company. You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

xi. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its affiliate or associated companies or any other employee or business associate of the Company or any of its affiliates or associated companies in any public or non-public communication with any customer, client or member of the investment community or media or in any communication whatsoever.

xii. **Confidential nature of terms of employment:** You agree that, save and except as may be required by applicable law, (with the prior consent of the Company), you shall not disclose the terms of your employment to any person.

**xiii. Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company.

You agree that the restrictions and remedies contained herein are reasonable and that it is your intention that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

Further, you hereby agree to indemnify and keep fully and effectively indemnified and hold harmless the Company, its affiliates, associates subsidiaries, and the directors, trustees, officers, employees, agents, authorized representatives and successors of all the foregoing from and against any and all claims, suits, actions, legal or other proceedings, demands, damages, liabilities, interest, costs, expenses (including attorney fees), and losses of whatsoever kind or nature incurred or sustained by Company or any of the third party directly or indirectly arising due to breach of any of obligations mentioned in the letter of employment and/or these terms and conditions.

**04. TERMINATION OF EMPLOYMENT:**

**i. Employment At-Will:** You acknowledge that your employment is and shall continue to be AT-WILL. This means that you have the right to terminate your employment with the Company at any time without providing any reason in accordance with the provisions hereof. Similarly, the Company may terminate your employment with or without cause at any time and for any reason in accordance with the provisions hereof. Accordingly, this letter of employment is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

**ii. Superannuation**: In the normal course, you will retire from the company on attaining superannuation at the age of 58 years.

**iii. Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

**a.** return to work within 8 days from the commencement of such absence, and

**b.** give an explanation to the satisfaction of the Company regarding such absence

**iv. Medical Fitness:**The Company has the right to request you to get yourself medically examined by a certified medical practitioner specified by the Company during the tenure of your employment. In case you are found to be medically unfit to perform your duties, your employment may be terminated.

**v. Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving notice in writing or payment of Basic Salary on a pro rata basis, in lieu thereof. Similarly, you may resign from the Company's employment without cause by giving notice in writing or by payment of Basic Salary on a pro rata basis, in lieu thereof. In the event of your resignation, the Company may in its sole discretion opt to accept the same and relieve you prior to the completion of the stipulated notice period of , without any pay in lieu of the notice period.

**vi. Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for fraud, misconduct, negligence or breach of any of the terms and conditions of your letter of employment which includes this Annexure C. Without prejudice to the general meaning of the term "misconduct", "misconduct" shall include any case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, or any action of indiscipline or inefficiency.

**vii. Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business as the Company or any of its affiliates or associate companies.

**viii. Recovery of Payments: (If applicable)** Payments made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the Company prior to completion of 1 year from joining the Company.

**05. GENERAL:**

i. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on terms and conditions stipulated at such time. You will diligently and beneficially take part in the training and such assignments in accordance with Company policies and directives.

ii. **Rules, Regulations and Policies on Ethics**: You will be governed by the service rules, regulations and policies including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come into force from time to time. You must observe the policies that the Company publishes / notifies from time to time. These policies include requirement that you maintain the highest standards of conduct and act with the highest ethical principles.

**a.** You must not do anything that may be a conflict of interest with your responsibilities as an employee.

**b.** You are required to read and understand all policies applicable to you, all of which are available in the Reliance Management System ("RMS") portal. If you have any questions, now or in the future, please ask the Human Resources Department through the Query Management System in the ESS portal. You may also be required to sign and abide by the Policy on Ethics of the Company and undertake to sign such declarations that the Policy may demand from time to time.

**c.** Women employees will be entitled to all the statutory benefits provided by the Company under the Maternity Benefit Act 1961, and its subsequent amendments, if any, details of which are set out in the RMS/ESS portal.

iii. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in

**a.** India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the Company unless you have express and direct approval from the Company to interact with the media as a representative of the Company. Only persons duly authorized by the Company are permitted to interact with media and then only on specified subjects. Disclosure of any information other than those specifically authorized by the Company is prohibited.

**b.** Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Company.

**c.** You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage / discrimination.

**d.** For any outside publication of books, articles or manuscripts which relate in any manner to the Company's business, policies and processes, you are required to obtain prior written approval of the Company prior to its publication or release.

**e.** Any violation of the Company's media policy, will tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.

iv. **Jurisdiction:** The letter of employment is made at Mumbai and competent courts of Mumbai shall have jurisdiction over any dispute or difference whatsoever arising out of, under, in relation to or in connection with the letter of employment or breach hereof or in respect of any matter or thing herein contained.

v. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.

vi. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.

vii. **Change of address:** You will intimate in writing to the Company any change of your residential address within a week of the same changing, failing which any communication sent to you on your last recorded address shall be deemed to have been duly served on you.

viii. **Passport:** You are required to have a valid passport at all times and ensure that the same is renewed from time to time.

ix. **Suspension:** You may be placed under suspension pending enquiry into the charges of misconduct or any other breach hereof. The salary for the suspension period will be paid to you only if you are found not guilty of any of the charges for which you are suspended and not otherwise.

x. **Travel:** You shall make your own transport arrangements to and from the place of work.

xi. **Documentation:** Please submit the following documents, if not submitted earlier:

**a**. Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.

**b.** Three copies of your recent passport size photographs with blue background.

**c.** Relieving letter and salary certificate from your last employer, in case you are/were employed.

xii. **Severability**: If any term or provision of this letter of employment shall be held to be invalid for any reason whatsoever, such invalidity shall not affect the validity, operation or enforceability of the remainder hereof. If the remainder of this letter is not materially affected by such declaration or finding and is capable of substantial performance, then that term or provision or part thereof shall to that extent be deemed not to form part of this letter of employment and such provision shall be replaced by a substitute provision that is legal and enforceable and is as nearly as possible consistent with the intentions underlying the original provision.

xiii. **Non Waiver**: No delay or omission on the part of Company in exercising any right, power, privilege or remedy in respect of your employment terms shall neither impair such right, power, privilege or remedy, or be construed as a waiver of it, nor shall any single partial exercise of such right, power, privilege or remedy, preclude any further exercise of it or the exercise of any other right, power, privilege or remedy.

I confirm that I have read and understood the terms and conditions set out herein and unconditionally and irrevocably accept the above terms and conditions.

**Employee Name: Aishwarya Ubale**

**Signature:**

**Date: 8 Dec 2023**

# Placement Record Proofs (2024-25)

*Transforming Your DREAMS Into Reality...!*

VAA

# VIDYA ARADHANA ACADEMY

P C M B

## PRAKASH D. BOMBALGE

M.Sc., SET

Faculty of MATHEMATICS

vidyaaradhana.com Vidya Aradhana Academy - VAA

7798 860 860, 7798 870 870

ज्ञान | नीती | संस्कार
Netizens Foundation
Practicing Talent !
Knowledge | Morality | Enculturation

नेटीझन्स फाऊंडेशन अॅकॅडमी
महाराष्ट्राची अग्रगण्य फाऊंडेशन अॅकॅडमी

The Pioneer Academy of Latur Foundation Pattern

**REF.NO.Net/2024-25/10/Appointment** **Date: 01/04/2024**

**Appointment Order**

**To,**

**Mr. Nandeshwar Digambarrao Kapale,**

**S/O Diagmbarrao Kapale,**

**Borgoan (Shita), Borgaonsita, Mudkhed Station,**

**Nanded, Maharashtra, 431806**

**Sub: - Appointment letter for the post of Faculty in MATHEMATICS on contract Basis in Netizens Foundation Academy, Latur.**

**Ref: 1. Your Application dated: - 29/03/2024.**

Dear Sir,

With Reference to above subject, we are pleased to offer you the post of MATHEMATICS teacher on contract Basis from 02/04/2024 in the Academic Year 2024-2025 at Netizens Foundation Academy, Latur.

You will receive a fixed salary Rs. 40000/- per Month w.e.f. 02.04.2024 and subject to the following terms and conditions attached here in with this letter.

Yours faithfully,

## Terms and Conditions for Agreement

1. Your appointment will be purely on temporary and Contract Basis in this Academy for the period of 12 months i.e. form 02.04.2024 to 31/05/2025, and your salary will be Rs. 40000/- Per Month.
2. You will have to communicate your acceptance within a week from the date of receipt of this offer letter OR your appointment is liable to be cancelled.
3. In case you accept the appointment, you shall have to execute and sign a Service Agreement within 10 days from the date of joining on non-judicial (Rs. 100 onwards) Stamp paper.
4. Your appointment will be governed by the management of Netizens Foundation Academy, Latur.
5. You will not conduct or engage yourself in any private tuition or other coaching classes. As you will be engaged with max Six to Seven hours (5 to 6 teaching classes) per day and your duty will be titled as 'Full Time'.
6. Your appointment stands terminated on 01/06/2025, OR with one months Prior notice by us OR you can intimate through written application to leave the job before 1 month in advance. You cannot leave the job without 1 month prior notice.
7. You cannot leave the job without fulfilling the condition No. 5. If you fail to fulfil this condition, you will have to pay back your Three month's salary to the Academy as per agreement.
8. If your work is not satisfactory, then also your services will be terminated with one month's prior notice. Your weekly/monthly as well as quarterly performance will be observed, monitored and recorded continuously. It will be used as indicators for your next year appointment.
9. You will have to remain present in this Academy for max 7 to 8 hours and engage yourself in teaching, preparing assignments, question papers, making computerized records and assist academic process. You may be asked to conduct extra classes on holidays / Sundays, as per requirement.
10. You will have to conduct classes of 6th to $10^{th}$ in concerned subject as per syllabus. You will have to submit Unit test / Grand test or any other test question papers well before time. You have to submit the result for the tests within three days of exams.
11. You are strictly instructed not to misbehave / misguide / mislead to any student or parent of this Academy. You are not permitted to interact directly with any parent.
12. Govt. Holidays or Local Holidays will be applicable as per the policies of the Academy. Diwali Vacation is applicable as per the holidays set by the Academy.
13. During your contract period, 8 casual leaves are permissible. If leave taken without permission, double salary will be deducted for the concerned day/s. Continuous three or more days casual leave will not be accepted.
14. You must follow reporting timing, Daily Attendance muster signature, etc. according to class timings.
15. You should not join /open any academy within this city at least for one year, after leaving this Academy.
16. Professional Tax will be deducted as per the government norms.

**Director**

**Employee**

**Mr. Nandeshwar Digambarrao Kapale**

**Netizens Foundation Academy, Latur.**

**Place: - Latur** **Date:-**

# शिव छत्रपती शिक्षण संस्था, लातूर

द्वारा : राजर्षी शाहू महाविद्यालय, लातूर - ४१३ ५१२

रजि.नं. : ओएसडी २/६८
फोन : ०२३८२-२४५९३३,२५३६४६
फॅक्स : ०२३८२-२५३६४५



डॉ.गोपाळराव पाटील
अध्यक्ष

❖

डॉ.पी.आर.देशमुख
उपाध्यक्ष

❖

अनिरूध्द जाधव
सचिव

❖

श्री. गोपाळ शिंदे
सहसचिव

❖

ॲड. सुनिल सोनवणे
सहसचिव

❖


संदर्भ क्र. : एससीएसएस/राशाम/आस्था/२०२४-२५/३२१ दिनांक : १२/०७/२०२४

करार पध्दती अंतर्गत नेमणुक आदेश

श्रीमती अकांक्षा शिवदास मिटकरी,

आपली संस्थेच्या राजर्षी शाहू महाविद्यालयात गणित विभागात अधिव्याख्याता म्हणून करारपध्दती अंतर्गत दिनांक १२.०७.२०२४ पासून नेमणूक करण्यात येत आहे. ही नेमणूक कायम स्वरुपी विना अनुदान तत्वावर चालणाऱ्या अभ्यासक्रमासाठी / विभागासाठी आहे. या नेमणूक पत्राच्या दिनांकापासून तीन दिवसाचे आत आपणास सेवेत रुजू व्हावे लागेल. सेवेच्या अटी व शर्ती खालील प्रमाणे राहतील. या नेमणूक आदेशासोबत जोडलेले स्वीकृतीपत्र रुजू होत असताना सादर करणे आवश्यक आहे.

करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती

०१. आपली सेवा विशिष्ट कालावधीसाठी व विशिष्ट वेतनावर पदाचा कार्यभार असेपर्यत किंवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत सुरु राहील.

०२. शिव छत्रपती शिक्षण संस्थेने कर्मचाऱ्यांसाठी तयार केलेल्या सेवा शर्ती व आचारसंहितेचे पालन करणे बंधनकारक राहील. सेवा शर्ती व आचारसंहितेची प्रत यासोबत देण्यात येत आहे.

०३. या सेवेला शासन / विद्यापीठ अनुदान आयोग / विद्यापीठ यांच्या सेवा शर्ती, वेतनश्रेणी व भत्ते लागू असणार नाहीत.

०४. सेवेत दाखल झाल्यानंतर सेवेत असेपर्यंत आपल्या अर्हतेसंबंधीची मुळ कागदपत्रे कार्यालयात जमा करावी लागतील.

०५. एक महिन्याचे वेतन किंवा एक महिना पूर्व सूचना देऊन आपणास शैक्षणिक वर्षात केंव्हाही सेवामुक्त करता येईल. याच धर्तीवर आपणासही सेवेतून मुक्त होण्याचा अधिकार राहील.

०६. महाविद्यालयात किमान आठ तास उपस्थिती आवश्यक राहील.

०७. आपले वेतन उभयपक्षी (संस्था व आपण) चर्चेमध्ये निश्चित केल्याप्रमाणे दरमहा रु. २०,०००/- (अक्षरी वीस हजार रुपये फक्त) राहील.

०८. संस्थेने ठरविलेले वेतन व वेतनवाढी आपणास मान्य असतील तरच आपण सेवा स्विकाराव्यात.

०९. शैक्षणिक वर्षात आपणास केवळ ८ दिवसांची किरकोळ रजा उर्वरीत शैक्षणिक वर्षाच्या प्रमाणात उपलब्ध असेल.

१०. संस्थेने निश्चित केलेल्या सार्वजनिक सुट्या दिल्या जातील. अनुदान तत्वावरील प्राध्यापक / कर्मचारी यांना लागू असलेल्या सुट्यांची सुविधा आपणास मिळणार नाही.

११. करार पध्दती अंतर्गत नेमणूकीमधील अटी व शर्ती बाबत न्यायालयात आव्हान करता येणार नाही.

१२. आठवड्यातील नेमूण दिलेल्या दिवशी व राष्ट्रीय सण (१५ ऑगस्ट, २६ जानेवारी, आदी) आणि विशेष प्रसंगी नेमूण दिलेल्या गणवेशात उपस्थित राहणे अनिवार्य आहे.

१३. दररोज ओळखपत्र गळ्यात परिधान करणे अनिवार्य आहे.

१४. वरिष्ठांच्या आदेशाचे पालन करणे बंधनकारक राहील.

(प्राचार्य अनिरूद्ध जाधव)
सचिव
सचिव
शिव छत्रपती शिक्षण संस्था, लातूर

प्रति,
श्रीमती अकांक्षा शिवदास मिटकरी,
गणित विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

# शिव छत्रपती शिक्षण संस्था, लातूर

द्वारा : राजर्षी शाहू महाविद्यालय, लातूर - ४१३ ५१२

रजि.नं. : ओएसडी २/६८
फोन : ०२३८२-२४५९३३,२५३६४६
फॅक्स : ०२३८२-२५३६४५



डॉ.गोपाळराव पाटील
अध्यक्ष
❖

डॉ.पी.आर.देशमुख
उपाध्यक्ष
❖

अनिरूध्द जाधव
सचिव
❖

श्री. गोपाळ शिंदे
सहसचिव
❖

ॲड. सुनिल सोनवणे
सहसचिव
❖


संदर्भ क्र. : एससीएसएस/राशाम/आस्था/२०२४-२५/३२२ दिनांक : १५/०७/२०२४

करार पध्दती अंतर्गत नेमणुक आदेश

श्रीमती श्रध्दा लक्ष्मण चिद्रेवार,

आपली संस्थेच्या राजर्षी शाहू महाविद्यालयात गणित विभागात अधिव्याख्याता म्हणून करारपध्दती अंतर्गत दिनांक १५.०७.२०२४ पासून नेमणूक करण्यात येत आहे. ही नेमणूक कायम स्वरुपी विना अनुदान तत्वावर चालणाऱ्या अभ्यासक्रमासाठी / विभागासाठी आहे. या नेमणूक पत्राच्या दिनांकापासून तीन दिवसाचे आत आपणास सेवेत रुजू व्हावे लागेल. सेवेच्या अटी व शर्ती खालील प्रमाणे राहतील. या नेमणूक आदेशासोबत जोडलेले स्वीकृतीपत्र रुजू होत असताना सादर करणे आवश्यक आहे.

करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती

०१. आपली सेवा विशिष्ट कालावधीसाठी व विशिष्ट वेतनावर पदाचा कार्यभार असेपर्यत किंवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत सुरु राहील.

०२. शिव छत्रपती शिक्षण संस्थेने कर्मचाऱ्यांसाठी तयार केलेल्या सेवा शर्ती व आचारसंहितेचे पालन करणे बंधनकारक राहील. सेवा शर्ती व आचारसंहितेची प्रत यासोबत देण्यात येत आहे.

०३. या सेवेला शासन / विद्यापीठ अनुदान आयोग / विद्यापीठ यांच्या सेवा शर्ती, वेतनश्रेणी व भत्ते लागू असणार नाहीत.

०४. सेवेत दाखल झाल्यानंतर सेवेत असेपर्यंत आपल्या अर्हतेसंबंधीची मुळ कागदपत्रे कार्यालयात जमा करावी लागतील.

०५. एक महिन्याचे वेतन किंवा एक महिना पूर्व सूचना देऊन आपणास शैक्षणिक वर्षात केंव्हाही सेवामुक्त करता येईल. यांच धर्तीवर आपणासही सेवेतून मुक्त होण्याचा अधिकार राहील.

०६. महाविद्यालयात किमान आठ तास उपस्थिती आवश्यक राहील.

०७. आपले वेतन उभयपक्षी (संस्था व आपण) चर्चेमध्ये निश्चित केल्याप्रमाणे दरमहा रु. २०,०००/- (अक्षरी वीस हजार रुपये फक्त) राहील.

०८. संस्थेने ठरविलेले वेतन व वेतनवाढी आपणास मान्य असतील तरच आपण सेवा स्विकाराव्यात.

०९. शैक्षणिक वर्षात आपणास केवळ ८ दिवसांची किरकोळ रजा उर्वरीत शैक्षणिक वर्षाच्या प्रमाणात उपलब्ध असेल.

१०. संस्थेने निश्चित केलेल्या सार्वजनिक सुट्या दिल्या जातील. अनुदान तत्वावरील प्राध्यापक / कर्मचारी यांना लागू असलेल्या सुट्यांची सुविधा आपणास मिळणार नाही.

११. करार पध्दती अंतर्गत नेमणूकीमधील अटी व शर्ती बाबत न्यायालयात आव्हान करता येणार नाही.

१२. आठवड्यातील नेमूण दिलेल्या दिवशी व राष्ट्रीय सण (१५ ऑगस्ट, २६ जानेवारी, आदी) आणि विशेष प्रसंगी नेमूण दिलेल्या गणवेशात उपस्थित राहणे अनिवार्य आहे.

१३. दररोज ओळखपत्र गळ्यात परिधान करणे अनिवार्य आहे.

१४. वरिष्ठांच्या आदेशाचे पालन करणे बंधनकारक राहील.

(प्राचार्य अनिरूद्ध जाधव)
सचिव
शिव छत्रपती शिक्षण संस्था, लातूर

प्रति,
श्रीमती श्रध्दा लक्ष्मण चिद्रेवार,
गणित विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

# BHARAT SHIKSHAN SANSTHA'S
# ARTS, SCIENCE AND COMMERCE COLLEGE, MAKNI.

**Tq- Lohara, Dist- Osmanabad – 413 606 (MS), INDIA.**

*(Affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (MS))*

**NAAC REACCRIDIATED B + +**

Principal
Dr. G. H. Jadhav
M.Sc., Ph. D.

Phone No : (02475) 260404
Email- principalbssmakani@gmail.com
Website- www.bsscm.org

Ref.No. AO/05/2024-25/

Date :- 06/08/2024

To,

**Miss. Survase Chaitali Vilas.**
Gandhi Chowk,
Murum. Tq. Omerga
Dist. Dharashiv- 413604

Subject : Order of appointment of Asst. Prof. in- **Mathematics** on Clock Hours Basis at Under Graduate Courses.

## -: ORDER :-

With reference to the above mentioned subject, I have the pleasure in informing you that you have been appointed as a Asst. Prof. in- **Mathematics** on Clock Hour Basis to our Grant Section with effect from **07-08-2024**. You will be paid the remuneration as per Govt. of Maharashtra rules.

The conditions for service are as follows.

1) Your appointment is purely temporary for the academic year 2024-2025 only.
2) That you will have to undergo the Medical Examination by the Medical Officer, Omerga, within 3 months of the appointment. The appointment would be conditional pending certificate that you are physically fit to employed on the staff of the college.

You are informed to resume the duty on **07-08-2024.**

PRINCIPAL

PRINCIPAL
B.S.S. Arts, Science and Commerce College
Makni Tq. Lohara Dist. Dharashiv

Dayanand Education Society's
# Dayanand Science College
Latur, Maharashtra (India)
(DST-FIST Sponsored College)
(Affiliated to - Swami Ramanand Teerth Marathwada University, Nanded)

Establishment : June 1961
Independent : 1967
NAAC Reaccreditated : A+

Phone No : (02382) 221149, 222929
E-mail : daya_scin1@rediffmail.com

Fax No : (02382) 221149
Website : www.dsclatur.org

Laxmiraman Lahoti
President

Dr. J.S. Dargad
Principal

Ramesh Biyani
Secretary

Ref. No. : Appointment/2024-25/367

Date : 01.07.2024

## Appointment Letter

To,
Shri. K. L. Chavan,
At. Pinkutanda,
Post-Sangvisu Tq. Ahmedpur,
Dist.-Latur.

**Subject :** Appointment Letter for the Post of Assistant Professor on C.H.B.basis in the subject of **Mathematics** for the academic year 2024-25...

As per above mentioned subject you have been appointed as **Assistant Professor** on **C.H.B.** basis in the Subject of **Mathematics** in our college by the local selection committee's meeting which was held on **15.06.2024.** As per the guidelines issued by Joint Director's office, Nanded region, your appointment is purely on clock hour basis only for the academic year **2024-25**. Your appointment will be governed by the following terms and conditions:

1. It will be mandatory to give a affidavit on a bond paper of **Rs.100** while joining the college.
2. Take the Time-Table & schedule from the head of the Department, engage the classes as per the Time-Table and record it in the register every day and get the signature of the head of the Department.
3. Your appointment is on purely on temporary basis for the current academic year **2024-25** or until the appointment of a regular Assistant Professor.
4. Honorarium on C.H.B. will be as per prevailing rates of Government of Maharashtra and Swami Ramanand Teerth Marathwada University, Nanded rules & regulations.
5. Your appointment is based on availability of the workload and if the availability of the workload is reduced, the appointment will be terminated.
6. Your consent of joining letter should be submitted on or before **dt.02.07.2024.**

**Copy to:-**

1. Head of the Department **Mathematics**

Principal

PRINCIPAL
Dayanand Science College
LATUR

TEKGEMINUS

27/09/2024

# Contract Letter

Dear Mr. Pradip,

**Congratulations!!**

We are pleased to offer you the position of **Contractor** with **Tekgeminus Solutions (P) Ltd.** (hereafter referred to as 'Tekgeminus' or 'Company') Pune.

The broad terms and conditions of the contract shall be as under:

## 1. Duration and payment

Your contract will start with effect from **27/09/2024**. Below is the salary breakup which is inclusive of petrol allowance:

| Salary Components | Amount Monthly(₹) |
|---|---|
| Basic Salary | 21300.00 |
| Employer PF | 1800.00 |
| **Cost To Company** | **23100.00** |

## 2. Workdays

- Company works for 6 days a week (Monday- Saturday)
- Weekly off would be Sunday, however based on the priority of certain projects and business demand, you may be required to work on extra days, which may be informed from time to time by your manager/lead.

Note: If any project needs you to work on any of the mentioned holidays, then we will give you alternate holiday or as the case may be, as per client/project policies or guidelines.

## 3. Working Hours

- The total work hours are 9.30 hrs. per day (including one-hour break)
- Office Timing: 09:30 am to 7 pm
- Any leave taken during the contract period will be treated as unpaid leave

Tekgeminus Solutions (P) LTD.
EFC Business Center, B1/227, Cerebrum IT Park,
Kalyani Nagar, Pune - 411014
contact@tekgeminus.com www.tekgeminus.com

You will be expected to devote sufficient time to your duties to enable them to be carried out efficiently, which may require you to attend the office, or to be available to fulfill your function, outside these hours and days, which will not qualify for overtime payment.

## 4. Confidentiality and Intellectual Property Rights

During the course of your contract assignment, you will deal with some important or confidential information and/or material either of the Company or a client. You will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the company, nor will you make unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession. It is understood that you will not part with this information to anyone at any point of time without the written consent of the Company.

You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make during this association. Solely or jointly with others, in the course of your contract with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such formats as may be required by the Company, without expense to you, which in the judgment of the company or its Attorneys may be necessary or desirable to secure to the Company full rights title and interest in the IPRs.

You will be responsible for the proper care of all hardware, software and other related valuables entrusted to you if any.

It will be your responsibility to keep yourself abreast and comply with Code of Conduct & all the company policies which are updated from time to time.

## 5. Termination

This contract may be ended by either side with a notice period of **1 month** subject to clearance by respective project guide or equivalent authority.

The Company reserves the right to recover the costs of any specific expenditure incurred on you during the contract period where you are unable, for any reason, to fulfill your part of the obligation to complete the contract assignment.

Notwithstanding anything contained anywhere else, your contract with the Company may be terminated without notice or without any salary in lieu thereof if, in the opinion of the Company, you, at any time:

In case you are terminated for any reason whatsoever including termination due to breach of the existing policies. Or for any kind of misconduct then the company may take the decision to release you with immediate effect and will not be liable for any matter arising thereafter.
The company has made the appointment for a contract on the basis of the bona fide statements and facts provided by you. At the time of contract or during contract if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you,which also includes termination of contract.

Effect of Termination/Separation/Completion

Upon termination/separation/completion of your contract with the Company for any reason, you will:
Hand over charge to such person or persons as informed to you.
Surrender to HR representative or such specified person all of the Company's property including but not limited to any confidential information, all hardware, software, documents, books, or any other articles of the Company and /or copies thereof belonging to the Company which, pursuant to your contract with the Company, may be in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or confidential information;

You will continue to be bound by your contract obligations to the Company including in relation to Company's confidential information and intellectual property.

You must not make any statements (whether oral or written) or do anything which might damage the reputation of the Company or interfere with Company's relationship with its clients and customers.
Without prejudice to Company's other rights and remedies, the Company will be entitled to recover the amount of any claims from your emoluments, the amount of any claims which the Company may have against you either under the terms of your contract or otherwise.

## 6. Non- Solicitation

During the term of your employment and thereafter:

- You shall not directly or indirectly, or through any other party, solicit or offer employment to any persons who are employees of the Company or its affiliates for a period of twelve (12) months after the date of termination of your employment with the Company.

- You shall not, directly or indirectly, or through any third party, solicit business from, any customer/client/vendor of the Company for a period of twelve (12) months, after the date of termination of your employment with the Company.

TEKGEMINUS

7. **Indemnification**

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

You agree that no representations or promises concerning the terms of contract have been made exceptas set forth in this letter, and that your contract with the Company does not violate any conditions of any other agreements you may have made prior to accepting this letter.

8. **Non-disparagement**

You hereby agree that you shall not, during your tenure with the Company or after separation/ termination of contract take any action which, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize or otherwise communicate in any way, any defamatory statements ( verbal or written) about the Company and/or its reputation, products/services, policies, employees, clients, affiliates, associates and management online on any social media website, portal or blog to malign, harm, disparage, defame or damage the reputation or good name of the Company or lead to unwanted or unfavorable publicity of the Company.

9. **Governing Law and Arbitration**

This contract letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English. In the event of any dispute or differences arising out of this contract letter or breach of any ofthe terms of this contract letter between the parties hereto for interpretation, exercise,use or execution of any of the clauses of this contract letter, the same shall be referred to the Vice President of the Company or his duly nominated official whose decision shall be final and binding. The venue shall be Pune.

10. **Other terms and conditions**

You shall be guided by your project guide and HR team time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
This contract letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter.

TEKGEMINUS

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above- mentioned terms and conditions of the contract.

**Effective Date**

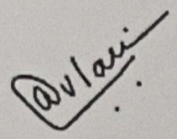
Your assignment is effective from **27/09/2024**.

Kindly sign a duplicate copy of this letter, as acceptance and return the same to the company.

With warm regards

Yours Truly,

For **Tekgeminus Solutions (P) Ltd.**



**Ankit Avlani**
**Head - HR**

**Acceptance**

I have read and understood all the terms and conditions contained in this contract letter. The forgoing accurately reflects my understanding of the terms and conditions of my contract with the Company, and I agree to accept contract with the Company on such terms.

I have not relied upon any other promises, understandings, or representations in choosing to accept contract with the Company.

I agree to abide by the rules, regulations, and other Company's policies as applicable, enforced, amended or altered from time to time during the course of my contract and abide by any agreement entered between myself and the Company.

---

Full Name:
Email:
PAN Card No:
Aadhar Card No:

Tekgeminus Solutions (P) LTD.
EFC Business Center, B1/227, Cerebrum IT Park,
Kalyani Nagar, Pune - 411014

contact@tekgeminus.com www.tekgeminus.com

**AGREEMENT LETTER**
**DATE OF JOINING: 01/06/2024**

| | | |
|---|---|---|
| Name of the Applicant | : | Shaikh Seema Yunussah |
| Father Name | : | Yunussah |
| Qualification | : | M.Sc |
| Designation | : | Teacher |
| D.O.B | : | 24/10/2001 |
| Contact No | : | 7499016908 / 7499408421 (Brother) |
| Marital Status | : | Single |
| Aadhaar No. | : | 5391 0742 0743 |
| Pan Card No. | : | PSZPS2665M |

**Branch Code: CGT**

This is to certify that ***Ms. Shaikh Seema Yunussah*** has been appointed as ***Teacher*** on a consolidated pay of Rs. 19,000/- Per Month. Her/His agreement with the organisation shall be for the period of 3 years, her/his timings will be 8:30 am to 4:30 pm with the following terms and conditions which she/he accepts.

**Candidate has deposited the following certificates for security: 5**
**(Secondary, Higher Secondary, M.Sc 1st, 2nd, 3rd Semester Memos)**

***TERMS AND CONDITIONS:***

- Candidates should not discontinue the service in between the agreement period. As it will distract the work. i.e., the reason management is holding the certificates.
- Candidates may be considered for continuation of service on probation period of 3 months provided the selection Committee approves you and your services are found satisfactory, however your services can be terminated with one month notice at any time without assigning any reason, if your services actions are found detrimental to the institution.
- If without informing the management candidate discontinue the service, management has full right to take legal action on concerned employee.
- Candidate is eligible for annual increment based on his performance record and if it is found satisfactory. Grant of increment is not a warranted in adverse cases of report and result.
- Candidate services to the organisation must be in strict adherence to the nature of Work/timings/leaves or holidays etc..... as adopted by the concerned place of work from time-time.
- This is a CTC Agreement. All taxes (Income tax, Professional tax, E.S.I, P.F, TDS etc.) arising out of the salary will be deducted from the candidate pay. Candidate will not be permitted to resign during the agreement period. In case of resignation in between the agreement period candidate have to submit 3 months notice with 3 months pay to the institution.
- Candidate should abide by rules and regulations of the institution issued by the Management through the head of the institution from time to time. As per requirement of the organization work assigned should be willingly honoured and accepted.

**Signature** Seema 24/05/24
**(Candidate)** 24/05/24

**Signature** .....
**(Management)**

*Contd.....2*

# शिव छत्रपती शिक्षण संस्था, लातूर

द्वारा : राजर्षी शाहू महाविद्यालय, लातूर - ४१३ ५१२

रजि.नं. : ओएसडी २/६८
फोन : ०२३८२-२४५९३३,२५३६४६
फॅक्स : ०२३८२-२५३६४५



डॉ.गोपाळराव पाटील
अध्यक्ष

❖

डॉ.पी.आर.देशमुख
उपाध्यक्ष

❖

अनिरूध्द जाधव
सचिव

❖

श्री. गोपाळ शिंदे
सहसचिव

❖

ॲड. सुनिल सोनवणे
सहसचिव

❖


संदर्भ क्र. : एससीएसएस/राशाम/आस्था/२०२४-२५/३१४ दिनांक : ०१/०७/२०२४

## करार पध्दती अंतर्गत नेमणुक आदेश

श्रीमती क्रांती बबनराव भोसले,

आपली संस्थेच्या राजर्षी शाहू महाविद्यालयात भौतिकशास्त्र विभागात अधिव्याख्याता म्हणून करारपध्दती अंतर्गत दिनांक ०१.०७.२०२४ पासून नेमणूक करण्यात येत आहे. ही नेमणूक कायम स्वरुपी विना अनुदान तत्वावर चालणाऱ्या अभ्यासक्रमासाठी / विभागासाठी आहे. या नेमणूक पत्राच्या दिनांकापासून तीन दिवसाचे आत आपणास सेवेत रुजू व्हावे लागेल. सेवेच्या अटी व शर्ती खालील प्रमाणे राहतील. या नेमणूक आदेशासोबत जोडलेले स्वीकृतीपत्र रुजू होत असताना सादर करणे आवश्यक आहे.

## करार पध्दती अंतर्गत नेमणूकीसंबंधीच्या अटी व शर्ती

०१. आपली सेवा विशिष्ट कालावधीसाठी व विशिष्ट वेतनावर पदाचा कार्यभार असेपर्यत किंवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत सुरु राहील.

०२. शिव छत्रपती शिक्षण संस्थेने कर्मचाऱ्यांसाठी तयार केलेल्या सेवा शर्ती व आचारसंहितेचे पालन करणे बंधनकारक राहील. सेवा शर्ती व आचारसंहितेची प्रत यासोबत देण्यात येत आहे.

०३. या सेवेला शासन / विद्यापीठ अनुदान आयोग / विद्यापीठ यांच्या सेवा शर्ती, वेतनश्रेणी व भत्ते लागू असणार नाहीत.

०४. सेवेत दाखल झाल्यानंतर सेवेत असेपर्यंत आपल्या अर्हतेसंबंधीची मुळ कागदपत्रे कार्यालयात जमा करावी लागतील.

०५. एक महिन्याचे वेतन किंवा एक महिना पूर्व सूचना देऊन आपणास शैक्षणिक वर्षात केंव्हाही सेवामुक्त करता येईल. याच धर्तीवर आपणासही सेवेतून मुक्त होण्याचा अधिकार राहील.

०६. महाविद्यालयात किमान आठ तास उपस्थिती आवश्यक राहील.

०७. आपले वेतन उभयपक्षी (संस्था व आपण) चर्चेमध्ये निश्चित केल्याप्रमाणे दरमहा रु. २०,०००/- (अक्षरी वीस हजार रुपये फक्त) राहील.

०८. संस्थेने ठरविलेले वेतन व वेतनवाढी आपणास मान्य असतील तरच आपण सेवा स्विकाराव्यात.

०९. शैक्षणिक वर्षात आपणास केवळ ८ दिवसांची किरकोळ रजा उर्वरीत शैक्षणिक वर्षाच्या प्रमाणात उपलब्ध असेल.

१०. संस्थेने निश्चित केलेल्या सार्वजनिक सुट्या दिल्या जातील. अनुदान तत्वावरील प्राध्यापक / कर्मचारी यांना लागू असलेल्या सुट्यांची सुविधा आपणास मिळणार नाही.

११. करार पध्दती अंतर्गत नेमणूकीमधील अटी व शर्ती बाबत न्यायालयात आव्हान करता येणार नाही.

१२. आठवड्यातील नेमूण दिलेल्या दिवशी व राष्ट्रीय सण (१५ ऑगस्ट, २६ जानेवारी, आदी) आणि विशेष प्रसंगी नेमूण दिलेल्या गणवेशात उपस्थित राहणे अनिवार्य आहे.

१३. दररोज ओळखपत्र गळ्यात परिधान करणे अनिवार्य आहे.

१४. वरिष्ठांच्या आदेशाचे पालन करणे बंधनकारक राहील.

(प्राचार्य अनिरूद्ध जाधव)
सचिव

सचिव
शिव छत्रपती शिक्षण संस्था, लातूर

प्रति,
श्रीमती क्रांती बबनराव भोसले,
भौतिकशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

**REF.NO.Net/2024-25/ 12 /Appointment** **Date: 12/04/2025**

**OFFER LETTER**

**To,**

**Mr. Rajesab Fatteahmad Maniyar**

**S/O: Fatteahmad Maniyar, At. Kharola,**

**Tq. Renapur, Kharola, Latur, Maharashtra - 413527**

**Sub: - Appointment letter for the post of Faculty in Physics on contract Basis in Netizens Foundation, Latur.**

**Ref: 1. Your consent letter dated: - 04/06/2023**

Dear sir,

With Reference to above subject, we are pleased to offer you the post of PHYSICS Teacher on contract Basis from 20/06/2023 in the Academic Year 2024-2025 at Netizens Foundation, Latur.

You will receive a fixed salary Rs. 27000/- per Month w.e.f. 20.06.2023 per month subject to the following terms and conditions attached here in with this letter.

Yours faithfully,

Director,

Netizens Foundation, Latur

## Terms and Conditions for Agreement

1. Your appointment will be purely on temporary and Contract Basis in this School for the period of 12 months i.e. form 20/06/2024 to 31/05/2025, and your salary will be Rs. 27000/- Per Month.
2. You will have to communicate your acceptance within a week from the date of receipt of this offer letter OR your appointment is liable to be cancelled.
3. In case you accept the appointment, you shall have to execute and sign a Service Agreement within 10 days from the date of joining on non-judicial (Rs. 100 onwards) Stamp paper.
4. Your appointment will be governed by the rules and regulations of the MES and will be subject to the sanction of approval for the post as per the norms.
5. You will not conduct or engage yourself in any private tuition or other coaching classes. As you will be engaged with max five to six classes per day and your duty will be titled as 'Full Time.'
6. Your appointment stands terminated on 01/06/2025, OR with one months Prior notice by us OR you can intimate through written application to leave the job before 1 month in advance. You cannot leave the job without 1 month prior notice.
7. You cannot leave the job without fulfilling the condition No. 5. If you fail to fulfil this condition, you will have to pay back your Three months' salary to the school as per agreement.
8. If your work is not satisfactory, then also your services will be terminated with one month's prior notice. Your weekly/monthly as well as quarterly performance will be observed, monitored and recorded continuously. It will be used as indicators for your next year appointment.
9. You will have to remain present in this academy/school for max 8 hours and engage yourself in teaching, preparing assignments, question papers, making computerized records and assist academic process. You may be asked to conduct extra classes on holidays / Sundays, as per requirement.
10. You will have to conduct 1 to 6 classes in concerned subjects as per syllabus. You will have to submit Unit test / Grand test or any other test question papers well before time. You have to submit the result for the tests within three days of exams.
11. You are strictly instructed not to misbehave / misguide / mislead to any student or parent of this academy/school. You are not permitted to interact directly with any parent.
12. Govt. holidays or Local Holidays will be applicable as per the policies of the academy/school. Diwali Vacations are applicable as per the holidays set by the academy/school.
13. Deduction of Profession Tax (PT) is applicable. (Min ₹ 175 to ₹ 300)
14. During your contract period, **8 casual leaves with single deduction are permissible.** If leave taken without permission, double salary will be deducted for the concerned day/s. Continuous three or more days casual leave will not be accepted. Double salary will be deducted for the concerned day/s for after 8 leaves.
15. You must follow reporting timing, Daily Attendance muster signature, etc. according to class timings.
16. You should not join /open any academy within this city at least for one year, after leaving this academy/school.
17. TDS/EPF deductions will be subject to the conditions.

**Director**

**Employee**

**RAJESAB FATTEAHMAD MANIYAR**

**Netizens Foundation, Latur.**

**Place: - Latur**

**Date:-**

ज्ञान | नीती | संस्कार
Netizens Foundation
Practicing Talent!
Knowledge | Morality | Enculturation

नेटीझन्स फाऊंडेशन अकॅडमी
महाराष्ट्राची अग्रगण्य फाऊंडेशन अकॅडमी

The Pioneer Academy of Latur Foundation Pattern

**REF.NO.Net/2024-25/ 18 /Appointment** **Date: 12/04/2025**

**OFFER LETTER**

**To,**

**Miss. Biradar Devayani Bharat**

**Moti Nagar, Latur**

**Latur, 413512**

**Sub: - Appointment letter for the post of Faculty in Mathematics on contract Basis in Netizens Foundation, Latur.**

**Ref: 1. Your consent letter dated: - 30/09/2023**

Dear sir,

With reference to above subject, we are pleased to offer you the post of Mathematics teacher on contract basis from 01/10/2023 in the Academic Year 2024-2025 at Netizens Foundation, Latur.

You will receive a fixed salary Rs. 20000/- per Month w.e.f. 01.10.2023 per month subject to the following terms and conditions attached here in with this letter.

Yours faithfully,

Director,

Netizens Foundation, Latur

## Terms and Conditions for Agreement

1. Your appointment will be purely on temporary and Contract Basis in this School for the period of 12 months i.e. form 01/10/2024 to 31/05/2025, and your salary will be Rs. 20000/- Per Month.
2. You will have to communicate your acceptance within a week from the date of receipt of this offer letter OR your appointment is liable to be canceled.
3. In case you accept the appointment, you shall have to execute and sign a Service Agreement within 10 days from the date of joining on non-judicial (Rs. 100 onwards) Stamp paper.
4. Your appointment will be governed by the rules and regulations of the institute.
5. You will not conduct or engage yourself in any private tuition or other coaching classes. As you will be engaged with max five to six classes per day and your duty will be titled as 'Full Time.'
6. Your appointment stands terminated on 01/06/2025, OR with one months Prior notice by us OR you can intimate through written application to leave the job before 3 months in advance. You cannot leave the job without 3. months prior notice.
7. You have to deposit Blank cheque within 15 days from joining towards assurance for the agreement.
8. You cannot leave the job without fulfilling the condition No. 6. If you fail to fulfil this condition, you will have to pay back your One-year salary to the school as per agreement.
9. If your work is not satisfactory, then also your services will be terminated with one month's prior notice. Your weekly/monthly as well as quarterly performance will be observed, monitored and recorded continuously. It will be used as indicators for your next year appointment.
10. You will have to remain present in this academy/school for max 8 hours and engage yourself in teaching, preparing assignments, question papers, making computerized records and assist academic process. You may be asked to conduct extra classes on holidays / Sundays, as per requirement.
11. You will have to conduct 1 to 6 classes in concerned subjects as per syllabus. You will have to submit Unit test / Grand test or any other test question papers well before time. You have to submit the result for the tests within three days of exams.
12. You are strictly instructed not to misbehave / misguide / mislead to any student or parent of this academy/ school. You are not permitted to interact directly with any parent.
13. Govt. holidays or Local Holidays will be applicable as per the policies of the academy/school. Diwali Vacations are applicable as per the holidays set by the academy/school.
14. Deduction of Profession Tax (PT) is applicable. (Min ₹ 175 to ₹ 300)
15. During your contract period, **8 casual leaves are permissible.** If leave taken without permission, double salary will be deducted for the concerned day/s. Continuous three or more days casual leave will not be accepted. Double salary will be deducted for the concerned day/s after 8 leaves.
16. You must follow reporting timing, Daily Attendance muster signature, etc. according to class timings.
17. You should not join /open any academy within this city at least for one year, after leaving this academy/school.
18. TDS/EPF deductions will be subject to the conditions.

**Director**

**Netizens Foundation, Latur.**

**Employee**

**BIRADAR DEVAYANI BHARAT**

**Place: - Latur**

**Date:-**

# जिल्हा परिषद,धाराशिव

**शिक्षण विभाग (प्राथमिक)**

जा.क्र.जिपधा/शिक्षण/आस्था-७/९८९/२०२४ दि.२३ जुलै,२०२४

वाचले:-

१) महाराष्ट्र शासन ,शालेय शिक्षण व क्रीडा विभाग शासन निर्णय दि.१०/०३/२०००
२) महाराष्ट्र शासन ,शालेय शिक्षण व क्रीडा विभाग शासन निर्णय दि.२७/०३/२००३
३) महाराष्ट्र शासन ,शालेय शिक्षण व क्रीडा विभाग शासन निर्णय दि.१७/०९/२०११
४) महाराष्ट्र शासन ,शालेय शिक्षण व क्रीडा विभाग शासन निर्णय दि.०७/०२/२०१९
५) शालेय शिक्षण व क्रीडा विभाग म.शा. शासन निर्णय दि.२७/०२/२०१९
६) शालेय शिक्षण व क्रीडा विभाग म.शा. शासन निर्णय दि.१०/११/२०२२
७) शालेय शिक्षण व क्रीडा विभाग म.शा. शासन निर्णय दि.१३/१०/२०१६
८) विभागीय आयुक्त कार्यालय छ.संभाजीनगर (मा.व.कक्ष) यांचे पत्र दि.१३/१०/२०२३ व दि.२०/१०/२०२३
९) शिक्षण संचालक (प्रा.),शिक्षण संचालनालय पुणे यांचे पत्र दि.२७/१०/२०२३
१०) सामान्य प्रशासन विभाग,महाराष्ट्र शासन यांचेकडील शासन निर्णय दि.१८/०२/२०१९
११) शालेय शिक्षण व क्रीडा विभाग,महाराष्ट्र शासन,शासन निर्णय दि.०७ फेब्रुवारी,२०२३
१२) शालेय शिक्षण व क्रीडा विभाग,महाराष्ट्र शासन,शासन निर्णय दि.२१ जून २०२३
१३) शालेय शिक्षण विभाग प्रेस नोट दि.२३/०१/२०२४
१४) शालेय शिक्षण विभाग व्यवस्थापनासाठी सूचना दि.२३/०१/२०२४
१५) मा.शिक्षण आयुक्त पुणे यांचे पत्र दि.२५/०२/२०२४
१६) पवित्र संगणक प्रणालीमार्फत दि.२५/०६/२०२४ रोजी प्राप्त गुणवत्ता यादी
१७) मा.शिक्षण आयुक्त पुणे यांचे पत्र जा.क्र.आस्था-क/प्राथ १०६/रु.फे.पदभरती/२०२४/३९९६ दि.२५/०६/२०२४
१८) या कार्यालयाचे पत्र दि.०३/०७/२०२४
१९) संबंधिताचा समुपदेशनाने पदस्थापनेसाठी विकल्प दि.२३/०७/२०२४

---

## आदेश

उपरोक्त संदर्भिय शासन निर्णय व शासन पत्रान्वये स्थानिक स्वराज्य संस्थांच्या प्राथमिक शाळेमध्ये पवित्र प्रणालीद्वारे शिक्षण सेवक या पदाच्या सरळसेवा भरतीसाठी पवित्र या संगणक प्रणालीद्वारे प्राप्त झालेली CONVERTED ROUND साठीची गुणवत्ता यादी व संबंधित उमेदवारांनी या कार्यालयास सादर केलेल्या कागदपत्रांच्या पडताळणी अंती पात्र ठरलेल्या उमेदवारांना जिल्हा परिषदेच्या शाळांसाठी निश्चित केलेल्या कागदपत्र पडताळणी समितीच्या शिफारशीनुसार व मा.उच्च न्यायालयाच्या निर्णयाच्या अधिन राहून व सध्या पवित्र प्रणाली संदर्भात वेगवेगळया न्यायालयातील रिट याचिकांचा निर्णय बंधनकारक राहील या अटीवर खाली उमेदवारास सदर आदेशातील अटीच्या अधिन राहून **प्राथमिक शिक्षण सेवक** या पदावर तात्पुरत्या स्वरुपात नियुक्ती देण्यात येत आहे.

| अ.क्र. | शिक्षण सेवकाचे नाव (मराठी) | NAME IN ENGLISH | नियुक्ती प्रवर्ग | नियुक्तीचे पद | विषय | माध्यम | समुपदेशनाने पदस्थापना दिलेली शाळा | तालुका |
|---|---|---|---|---|---|---|---|---|
| १ | २ | ३ | ४ | ५ | ६ | ७ | ८ | ९ |
| 1 | **गुरमे प्रतिश अशोक** | PRATISH ASHOK GURME (2410004218) | OBC | Graduate Teacher std(6 -8) (Aided) (Consolidated Pay - GT 6-8 (16000)) | Mathem atics - Science | Marathi | प्रा.शा. धनेश्वरी | धारा |

नेमणूकीच्या अटी व शर्ती:-

१) शिक्षण सेवक म्हणून आपणास जिल्हा परिषदेच्या कोणत्याही शाळेत काम करावे लागेल.

२) शिक्षण सेवक कालावधीमध्ये शालेय शिक्षण व क्रीडा विभाग महाराष्ट्र शासन यांचे कडील शासन निर्णय संकीर्ण-२०२०/प्र.क्र.२६०/टिएनटि-१ दि.०७ फेब्रुवारी,२०२३ अन्वये निश्चित केले नुसार रु.१६०००/- अक्षरी सोळा हजार रु.फक्त मानधन अनुज्ञेय राहील.

३) नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरुपाचे गैरवर्तणूक केल्यास आपली नियुक्ती रद्द करण्यात येईल.

४) नियुमित स्वरुपात नियुक्ती केलेल्या प्राथमिक शिक्षकांच्या किंवा शासकीय कर्मचाऱ्याच्या सेवा सुविधा आपणास शिक्षण सेवक कालावधीमध्ये देय होणार नाहीत.

५) शिक्षण सेवक पदावर तीन वर्ष पूर्ण समाधानकारक सेवा पूर्ण केल्यानंतर आपणास नियमित वेतनश्रेणीमध्ये नियुक्ती देण्यास पात्र समजण्यात येईल.आपण शिक्षण सेवक म्हणून केलेली सेवा सेवानिवृत्ती वेतन व सेवानिवृत्तीनंतरचे देय फायदे यासाठी ( महाराष्ट्र शासन वित्त विभाग मंत्रालय मुंबई यांचेकडील सुधारित शासन निर्णय क्र.१००५/१२६/सेवा-४ दि.३१ ऑक्टोबर २००५ अन्वये) ग्राह्य धरली जाईल.

६) शिक्षण सेवक पदाचा कालावधी तीन वर्ष इतका राहील.तसेच शिक्षण सेवक कालावधीमध्ये शिक्षण सेवकांना दीर्घ सुटीसह पूर्ण शैक्षणिक वर्षातील १२ महिन्याचे मानधन अनुज्ञेय राहिल.

७) नियुक्तीच्या कालावधीत आपणास खालील कर्तव्ये पार पाडावी लागतील.

अ) संबंधित गावातील शाळेत जाण्यायोग्य वयाच्या सर्व मुलां-मुलींना शाळेमध्ये दाखल करून घेण्याच्या तसेच विद्यार्थ्यांची शाळेतील उपस्थिती टिकविण्याच्या दृष्टीने प्रयत्नशिल रहाणे.

ब) शाळेमध्ये दररोज संपूर्ण शालेय कालावधीमध्ये नियमित व वेळेवर उपस्थित राहणे.

क) अभ्यासक्रमामध्ये नमूद केल्याप्रमाणे आवश्यक ते शैक्षणिक साहित्य निर्माण करणे.

ड) उमेदवारास निश्चित करून दिलेल्या वर्गाचे विहित कार्यपध्दतीनुसार अध्यापन करणे.

ई) शासनाने वेळोवेळी विहीत केलेल्या प्रशिक्षणास उपस्थित राहणे.

फ) शाळेचे मुख्याध्यापक ,केंद्रप्रमुख व विस्तार अधिकारी (शिक्षण) यांच्या व वरिष्ठ अधिकारी यांच्या नियंत्रणाखालील काम करणे ,त्यानुसार शैक्षणिक कामकाजाबाबत त्यांच्या आदेशाचे पालन करणे.

ग) विद्यार्थ्यांचे शासनाने वेळोवेळी निर्धारित केलेल्या निर्णयानुसार मूल्यमापन व दर्जा निर्धारण करुन त्याकरीता कृतिकार्यक्रम तयार करून त्यानुसार कार्यवाही करणे.

ह) शैक्षणिक व इतर उपक्रमाच्या आयोजनामध्ये सहभागी होणे व शासनाच्या धोरणानुसार अंमलबजावणी करणे.

८) महाराष्ट्र शासन परिपत्रक क्र.एसवीई/२००० नुसार उमेदवाराच्या डी.एड.गुणपत्रक व प्रमाणपत्रांची पडताळणी व महाराष्ट्र शासन ,शालेय शिक्षण व क्रीडा विभाग यांचेकडील शासन निर्णय क्रमांक /सीईटी-२०१५/प्र.क्र.१४९/टीएनटी-०१दि.०७/२/२०१९ अन्वये सुधारित कार्यपध्दतीनुसार शिक्षक पात्रता परीक्षा TET/CTET व अभियोग्यता चाचणी याबाबतचे गुणपत्रक व प्रमाणपत्र पडताळणी संबंधित प्राधिकरणाकडून करणेत येईल. सदर प्रमाणपत्र व गुणपत्रक वैधतेवर सदरची नियुक्ती अवलंबून राहील.सदरचे गुणपत्रक व प्रमाणपत्र अवैध ठरविल्यास संबंधित उमेदवारास सेवेतून कमी केले जाईल व त्याचे विरुध्द फौजदारी गुन्हा दाखल केला जाईल.

९) मागासप्रवर्गात ज्या उमेदवारांची नियुक्ती झालेली आहे अशा उमेदवारांनी नियुक्ती दिनांकापासून सहा महिन्याच्या कालावधीत त्यांचे जात वैधता प्रमाणपत्र सादर करणे बंधनकारक

राहील.ज्या उमेदवाराचे जात प्रमाणपत्र मुदतीत प्राप्त होणार नाही अशा उमेदवाराची सेवा समाप्त करण्यात येईल.

१०) उमेदवार रुजू झालेल्या तारखेपासून दोन महिन्याच्या आत जिल्हा शल्य चिकित्सक,धाराशिव यांचे जिल्हा परिषद सेवेत नेमणूकीस शारीरिकद्ष्ट्या पात्र असले बाबतचे प्रमाणपत्र स्वखर्चाने हजर करावे.जि.प.सेवेत शारीरिकदृष्ट्या अपात्र ठरलेस त्यांना सेवेतून तात्काळ कमी करण्यात येईल.

११) उमेदवार हजर होताच त्याचेकडून भारत सरकार व भारतीय राज्यघटना या विषयी एकनिष्ठ राहील अशा आशयाचे प्रतिज्ञापत्र नमुन्यात भरून घेऊन ते त्याचे सेवापुस्तकात जोडण्याचे आहे.

१२) महाराष्ट्र जिल्हा परिषद जिल्हा सेवा (वर्तणूक) नियम १९६७ मधील नियम २० नुसार ज्याची पत्नी/पती हयात आहेत अशा जिल्हा परिषद कर्मचाऱ्यास दुसरा विवाह करता येणार नाही.

१३) उमेदवाराची नेमणूक पोलीस खात्यामार्फत उमेदवाराच्या चारित्र्याबाबतचा दाखला येणेच्या अटीवर केली आहे.सदरबाबत पोलीस खात्याकडून प्रतिकूल शेरा आल्यास त्यांना नोकरीतून कमी करण्यात येईल.याबाबत गट शिक्षणाधिकारी यांनी पोलीस खात्याकडे पत्र व्यवहार करुन अहवाल प्राप्त करून घेणेचा आहे.प्रतिकूल शेरा आल्यास पुढील कार्यवाहीसाठी जिल्हा परिषदेकडे तात्काळ प्रस्ताव पाठविण्यात यावा.

१४) प्रस्तुत उमेदवार नोकरीत रुजू झालेनंतर त्यांना मानधन अदा करताना प्रस्तुत उमेवाराची नेमणूक नियमानुसार व्यावसायिक शैक्षणिक पात्रतेनुसार पात्र असलेबाबत जरूर तो दाखला प्रथम पगार पत्रकात न चुकता दाखल करण्यात यावा.

१५) नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरुपाचे गैरवर्तन केल्यास आपली नियुक्ती रद्द करणेत येईल.तथापि,आपली नियुक्ती रद्द करणे विरुध्द आपणास प्राधिकृत समितीकडे अपिल करता येईल.

१६) सामान्य प्रशासन विभागाकडील शासन परिपत्रक क्र.एसआरव्ही -२०००/प्र.क्र.१७/१२ दि.०१/०६/२०००/१२ दिनांक ०१/०६/२००६ अन्वये महाराट्र नागरी सेवेतील गट अ ते ड मधील सर्व पदावर सरळसेवेने नियुक्तीसाठी (लहान कुटुंबाचे प्रतिज्ञापत्र) दोनपेक्षा अधिक अपत्य नसलेबाबतचे प्रतिज्ञापत्र हजर होणेपूर्वी देण्यात यावे.

१७) सदरच्या नेमणूका ह्या पूर्णपणे हंगामी स्वरुपाच्या आहेत.कोणत्याही आगावू सूचना न देता अगर कोणतीही कारणे न दाखविता त्यांना नोकरीतून केव्हाही कमी करण्यात येईल व त्याबाबत कोणतीही तक्रार विचारात घेतली जाणार नाही.

१८) शिक्षण सेवक नेमणूकीसंदर्भात सदर आदेशात नमूद केलेल्या अटी व शर्ती तसेच यापुढे शासनाकडून जे आदेश निर्गमित होतील ते उमेदवारास बंधनकारक राहतील.अशा आशयाचे प्रतिज्ञापत्र संबंधिताकडून सेवेत रुजू होण्यापूर्वी घेऊन ते संबंधिताच्या सेवा पुस्तकात संलग्न करावे.

१९) उमेदवाराने हजर होणेचे वेळी त्यांचे डी.एड/बी.एड,शिक्षक पात्रता परीक्षा TET/CTET व अभियोग्यता या बाबतचे मूळ गुणपत्रक व प्रमाणपत्र पडताळणीसाठी या कार्यालयाकडे समक्ष सादर करावे.

२०) सदर नियुक्ती बाबत मा.उच्च न्यायालयात सदर आदेशाच्या दिनांकास पवित्र संदर्भात वेगवेगळ्या न्यायालयामध्ये सुरू असलेल्या सर्व याचिका संदर्भातील निर्णय हे नियुक्ती दिलेल्या उमेदवारास बंधनकारक राहतील.

२१) नव्याने नियुक्ती झाल्यानंतर सदर शिक्षकांस जिल्हा बदलीचा हक्क राहणार नाही.

२२)तथापि,नव्याने नियुक्तीनंतर इतर जिल्ह्यात जाऊ इच्छिणाऱ्या शिक्षकाने रितसर राजीनामा देऊन पुन्हा विहित प्रक्रियेच्या माध्यमातून आवश्यकतेनुसार शिक्षक अभियोग्यता व बुध्दीमत्ता चाचणी परीक्षा देऊन त्यातील गुणवत्तेच्या आधारे पवित्र पोर्टलद्वारे शिक्षक म्हणून नियुक्ती मिळविणे आवश्यक राहील.

२३) शिक्षण सेवक कालावधी पूर्ण झाल्यानंतर संबंधित शिक्षण सेवकाच्या परिविक्षाधीन कालावधीतील त्याच्या सेवेचे मूल्यमापन करण्यासाठी 'मूल्यमापन चाचणी ' व वर्तन याबाबत तपासणी जिल्हा शिक्षण व प्रशिक्षण संस्था,धाराशिव व जिल्हा परिषद धाराशिव शिक्षण विभाग (प्राथमिक) यांचे संयुक्त समिती द्वारे करण्यात येईल.

२४) शाळेमध्ये व शाळेच्या आवारामध्ये मद्य,तंबाखू तसेच तंबाखुजन्य पदार्थ बाळगणे व सेवन यावर पूर्णपणे बंदी घालण्यात आली आहे.असे करताना कोणीही दोषी आढळल्यास त्यांच्यावर कठोर कारवाई करण्यात येईल.

२५) राष्ट्रीय निवृत्ती वेतन योजना (NPS) लागू राहील.

२६) आपणास नियुक्तीपत्र दिल्याच्या दिनांकापासून सात दिवसाच्या आत नियुक्तीच्या ठिकाणी रुजू होणे आवश्यक आहे.

२७) आपली पदस्थापना समुपदेशनाद्वारे करण्यात आलेली असल्याने यामध्ये कोणताही बदल केला जाणार नाही.उक्त बाबतीत बदल करणे अथवा इतर बाबतीत प्रशासनावर राजकीय वा अन्य मार्गाने दबाव आणल्यास आपणा विरुध्द महाराष्ट्र जि.प.जिल्हा सेवा (शिस्त व अपिल) नियम १९६४ मधील तरतुदीनुसार शिस्तभंग विषयक कारवाई करण्यात येईल याची नोंद घ्यावी.

२८) महाराष्ट्र शासन ,सामान्य प्रशासन विभाग यांचेकडील शासन निर्णय क्र.प्रशिक्षण/२०००/प्र.क्र.६१/२००१/३९ दि.१९ मार्च २००३ अन्वये संबंधित उमेदवारांनी संगणक अर्हता त्यांच्या नियुक्तीच्या दिनांकापासून दोन वर्षाच्या आत प्राप्त करणे आवश्यक राहील अन्यथा त्यांची सेवा समाप्त होईल या अटीच्या अधिन राहून सदरचा आदेश निर्गमित करण्यात येत आहे.

(अशोक पाटील)
शिक्षणाधिकारी (प्राथ.)
जिल्हा परिषद,धाराशिव

(डॉ.मैनाक घोष भा.प्र.से.)
मुख्य कार्यकारी अधिकारी
जिल्हा परिषद,धाराशिव

**प्रत माहिती व कार्यवाहीस्तव:-**

१) मुख्य लेखा व वित्त अधिकारी, जिल्हा परिषद धाराशिव
२) गट विकास अधिकारी पं.स.----------कळंब
३) गट शिक्षणाधिकारी पं.स. ----------कळंब
४) मुख्याध्यापक जि.प.प्रा.शा./~~प्रशाला/कें.प्रा.शा.~~ जोरगा.(ह.)ता.---कळंब
५) संबंधितास

KHARVI
Labour Law | Payroll | Manpower

Kharvi Consultancy Services

# 4, Gokul Regency - II, CHS. LTD.
Thakur Complex, Kandivali (E), Mumbai-101.
+91 22 28548980
support@kharviservices.com
www.kharviservices.com

Date: 22/01/2025.

Dear

**Mr. Madlapure Abhishek,**

**Sub: Fixed Term Appointment Letter**

Subsequent to the interview you had with us, we are pleased to inform you that with effect from **18th November 2024** you have been appointed as **"Executive"** in our organization on the following terms and conditions:

1. We are pleased to inform you that currently you will be deputed at our client office and will be reporting to **NCDEX E MARKETS LTD**

2. You will be on probation for twelve months from the date of your appointment, which period may be extended at the sole discretion of the management, subject to your performance. In the absence of any letter from the company confirming you in the post, the probationary period will be deemed to have been extended.

3. You will be paid total yearly emoluments as shown in **Annexure – I**. Your emoluments would be reviewed from time to time and revision will be made at the company's discretion based on your conduct, length of service performance, results achieve etc. You will be eligible for benefits as per government regulations & rules laid down by the management of the Company.

4. On probation you shall not be entitled to any paid leave. On successful completion of your probationary period you shall be entitled to Privilege Leave as per the Leave rules. These leaves can be carried forward for a maximum of 2 years, after which it shall lapse.

5. The company reserves the right to vary the terms of your appointment however after giving you notice as may be and if required under rules or law.

6. You are expected to render such business development services for the Company or the customers (s) / client, as intimated to you from time to time.

7. The company has the right to relocate you to any of its branches existing at present or office or branches likely to open in future anywhere in India, in the interest of the company's business. You will be required to adhere to the rules and regulations that may be prevailing in the premises of the client and/or customer where you may be relocated.

स्थापना : २९ जून १९५६
श्री योगेश्वरी शिक्षण संस्था संचलित
**योगेश्वरी महाविद्यालय, अंबाजोगाई**
ता.अंबाजोगाई ४३१५१७,जि.बीड
डॉ.बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ,
औरंगाबाद - संलग्न

Establishment 29 June 1956
Yogeshwari Education Society's
**Yogeshwari Mahavidyalaya, Ambajogai**
Tq.Ambajogai, 431517. Dist.-Beed
Affiliated to Dr Babasaheb Ambedkar Marathwada University, Aurangabad

NAAC Reaccredited - 'B' Grade

प्रा.डॉ. एम. व्ही. कानेटकर
प्र.प्राचार्य

Prof. Dr. M.V.Kanetkar
I/c Principal

• Phone No. (02446) 247127 • Email: principalyma@rediffmail.com • Website: www.yogeshwariscience.org
• Recognition of College under Section 2(f) and 12 (B) of the UGC Act 1956 • ISO 21001 : 2018 Certified

O.No YMA Sr. Col. 24-25 प्रवेश नं/194 Date 12/8/2024

OFFICE

**To,**
**Parekar Harshada Shivji,**
**Sant Savya Mali Chowk,**
**Ambejogai.**

**Sub: - Appointment as an Assistant Professor on C.H.B (Non-Grant Basis).**

With reference to your application and as per the recommendation of Selection Committee Meeting held on **27-06-2024**, I am happy to inform you that you are appointed as an Assistant Professor **(w.e.f.28-06-2024)** for (**Botany, UG**) for the academic year **2024-2025 on C.H.B.Non-Grant Basis**. Your appointment is purely temporary basis for only this academic Year.

Join your duties immediately. In case you fail to report, preference will be given to the candidate form waiting list.

Obtain your Time- Table form Head of the Department.

**Copy to.**

1) The Secretary Y.E.Soceity,Ambajogai.
2) H.O.D. Botany Department.
3) Accountant.Y.M.A.
4) YMA Non Grant Section Section.
5) Librarain,Y.M.A.

**Principal**
**Yogeshwari Mahavidyalaya**
**Ambajogai**

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur.

(Autonomous)

Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)

Affiliated To Swami Ramanand Teerth Marathwada University, Nanded

Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.

NAAC B++ Grade (3rd Cycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1958

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


जा.क्र. : राशाम/आस्था/२०२४-२५/256 दिनांक : ०४.०७.२०२४

श्रीमती कांबळे नेहा सुग्रीव,

०१. आपली **वनस्पतीशास्त्र** विषयाचे तासिका तत्वावरील अधिव्याख्याता म्हणून निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक** ०४.०७.२०२४ पासून तात्पुरत्या स्वरूपाची असून नियमीत अधिव्याख्याता निवडीची प्रक्रिया पुर्ण होताच किंवा ३०.०४.२०२५ यापैकी जी प्रक्रिया अगोदर असेल तेंव्हा संपुष्टात येईल.

०३. आपणास शासनाच्या प्रचलित नियमाप्रमाणे प्रति तासिका मोबदला मिळेल.

०४. तासिका तत्वावरील आपली नेमणूक स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ व शिक्षण सहसंचालक, उच्च शिक्षण, नांदेड यांच्याकडून मान्यता मिळण्याच्या अटीवर राहील तसेच त्यांनी वेळोवेळी निर्गमित केलेले आदेश व सूचना आपणास लागू राहतील.

०५. महाविद्यालयातील सेवा काळात आपणास इतर कुठलेही पुर्णवेळ/अर्धवेळ नौकरी अथवा खाजगी शिकवणी वर्ग घेता येणार नाही.

०६. तासिका तत्वावरील नियुक्ती ही तात्पुरत्या स्वरुपातील नियुक्ती असल्याने त्यास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही. तसेच या महाविद्यालयातील सेवाकाळात आपण इतर महाविद्यालयात काम करणार नाहीत, असे हमीपत्र रु. १००/- च्या स्टॅम्प पेपरवर रुजू होतेवेळी सादर करावे.

०७. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्वसूचना न देता सेवामुक्त केले जाईल.

०८. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०९. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

१०. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

११. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वाक्षरी)

प्रति,
श्रीमती कांबळे नेहा सुग्रीव,
वनस्पतीशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

G:\2024-25 (PC-2)\Appointment Letter\Granted CHB Appointment\(41)

Scanned with ACE Scanner

# शिक्षणाधिकारी (प्राथमिक) यांचे कार्यालय जिल्हा परिषद,लातूर

पिन कोड- ४१३५१२ फोन नंबर – ०२३८२-२४५३०१ व २४५३०३ E-Mail ID- zplatureo@gmail.com

वाचा :-
१) महाराष्ट्र जिल्हा परिषद जिल्हा सेवा (सेवा प्रवेश) नियम १९६७ चे परिशिष्ठ-४
२) शासन निर्णय शालेय शिक्षण विभाग क्रं पी.आर.ई./२००२/३३९५/प्राशि-१ दिनांक २७ जुलै, २००३
३) शालेय शिक्षण व क्रीडा विभागाचा शासन निर्णय क्रमांक सिईटी-२०१५/प्र.क्र.१४९/टिएनटी-१ दि.७/२/२०१९
४) शासन निर्णय क्र.संकिर्ण-२०१८/प्र.क्र.३११/टिएनटी-१ दि.१/१/२०१९
५) शासन निर्णय क्र.संकिर्ण-२०१८/प्र.क्र.३९७/टिएनटी-१ दि.०७/०२/२०१९,शुध्दीपत्रक दिनांक २५/२/२०१९, दि.१६/०५/२०१९ व दि.१२/०६/२०१९
६) शासन निर्णय क्र.संकिर्ण-२०२२/प्र.क्र.१०६/टिएनटी-१ दि.१०/११/२०१९
७) शासन निर्णय क्र.संकिर्ण-२०२३/प्र.क्र.१७४/टिएनटी-१/दि.२१/०६/२०२३
८) शासन निर्णय क्रमांक संकिर्ण-२०२३/प्र.क्र.५०९/टिएनटी-१ दि.१३/१०/२०२३
९) मा.आयुक्त (शिक्षण),म.रा.पुणे यांचे पत्र क्र.आस्था-क/प्राथ १०६/पदभरती/२०२४/१४०८ दि.२५/०२/२०२४
१०) या कार्यालयाचे पत्र क्र.जिपला/शिविप्रा/E-५१/कार्या-१/कावि-३३५/E-१८३१/२४ दि.०१/०३/२०२४
११) या कार्यालयाचे पत्र क्र.जिपला/शिविप्रा/E-५१/कार्या-१/कावि-३३५/E-१८३१/२४ दि.०७/०३/२०२४
१२) संबंधित उमेदवरांचे समुपदेशनाने पदस्थापनेसाठी विकल्प दि.११/०३/२०२४

---

जा.क्र.जिपला/शिविप्रा/E-५१/कार्या-१/कावि-३७५/E-२०७९/२४ दिनांक ११/०३/२०२४

**आदेश**

उपरोक्त संदर्भिय शासन निर्णय व शासन पत्रान्वये स्थानिक स्वराज्य संस्थांच्या प्राथमिक शाळेमध्ये पवित्र प्रणालीद्वारे शिक्षण सेवक या पदाच्या सरळसेवा भरतीसाठी पवित्र या संगणक प्रणालीद्वारे प्राप्त झालेली गुणवत्ता यादी व संबंधित उमेदवारांनी या कार्यालयास सादर केलेल्या कागदपत्रांच्या पडताळणी अंती पात्र ठरलेल्या खालील उमेदवारांना मा.उच्च न्यायालयात प्रलंबीत असलेल्या वेगवेगळया याचीकेच्या निर्णयाच्या अधीन राहून तसेच या आदेशातील अटींच्या अधीन राहून **प्राथमिक शिक्षण सेवक** (मराठी माध्यम) **(इयत्ता ६ ते ८ प्राथमिक पदविधर गणित-विज्ञान)** या पदावर तात्पुरत्या स्वरुपात नियुक्ती देण्यात येत आहे.

| Sr. No. | Candidate Name | Designation | Category / Cast | Recommended Category (Horizontal Category) | Z.P.P.S. / C.P.S. / Z.P.High School. | Block | Remark |
|---|---|---|---|---|---|---|---|
| 1 | AARTI UMAKANT MATHAPATI | शिक्षण सेवक | OBC / Jangam | OBC (Women) | सुगाव | चाकूर | |

नेमणुकीच्या अटी व शर्ती :-

१) शिक्षण सेवक म्हणून आपणास जिल्हा परिषदेच्या कोणत्याही शाळेत काम करावे लागेल.
२) शिक्षण सेवक कालावधीमध्ये शालेय शिक्षण व क्रीडा विभाग महाराष्ट्र शासन यांचे कडील शासन निर्णय संकीर्ण-२०२०/प्र.क्र.२६०/टिएनटि-१ दि.०७ फेब्रुवारी, २०२३ अन्वये निश्चित केले नुसार रु.१६०००/- अक्षरी सोळा हजार रु. फक्त मानधन अनुज्ञेय राहील.
३) नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरुपाचे गैरवर्तणूक केल्यास आपली नियुक्ती रद्द करण्यात येईल.

राज्य शैक्षणिक संशोधन व प्रशिक्षण परिषद, म.रा.पुणे यांच्या अधिनस्त प्रादेशिक विद्या प्राधिकरण,छत्रपती संभाजीनगर या इंग्रजी भाषेशी संबंधित संस्थेकडून घेण्यात येणार आहे. सदर कौशल्य चाचणीतील गुणवत्तेनुसार संबंधित शिक्षण सेवकाचे कौशल्य/ज्ञान असमाधानकारक असल्याचे आढळल्यास त्याची सेवा समाप्त करण्यात येईल.

२२) शाळेमध्ये व शाळेच्या आवारामध्ये गुटखा,तंबाखू तसेच तंबाखुजन्य पदार्थ बाळगणे व सेवन यावर पूर्णपणे बंदी घालण्यात आली आहे, असे करताना कोणीही दोषी आढळल्यास त्यांच्यावर कठोर कारवाई करण्यात येईल.

२३) राष्ट्रीय निवृत्ती वेतन योजना (NPS) लागू राहील. यासंदर्भात शासनाने वेळोवेळी दिलेले आदेश बंधनकारक रहातील.

२४) महाराष्ट्र शासन सामान्य प्रशासन विभाग यांचेकडील शासन निर्णय क्र.प्रशिक्षण/२०००/प्र.क्र.६१/२००१ ३९ दि.१९ मार्च,२००३ अन्वये संबंधित उमेदवारांनी संगणक अर्हता त्यांच्या नियुक्तीच्या दिनांकापासून दोन वर्षाच्या आत प्राप्त करणे अनिवार्य राहील. तसेच सामान्य प्रशासन विभागाचे शासन परिपत्रक दि.३ जुलै, २०१८ मधील तरतुदी लागू राहतील.

२५) स्थानिक स्वराज्य संस्थातील पदासाठी महाराष्ट्र राज्याचा रहिवासी असल्याबाबत 'अधिवास प्रमाणपत्र' अथवा महाराष्ट्र-कर्नाटक सीमा भागातील ८६५ गावांमधील रहिवासी असल्याचा दाखला

२६) रुजू दिनांकास माध्यमिक शालांत परिक्षा मराठी व हिंदी भाषा या विषयासह उत्तीर्ण नसल्यास एतदर्थ मंडळाची मराठी व हिंदी भाषा परिक्षा नेमणूकीच्या दिनांकापासून ३ वर्षाच्या मुदतीत पूर्ण करणे बंधनकारक राहील.

२७) उमेदवारांस नियुक्तीपत्र दिल्याच्या दिनांकापासून सात दिवसाच्या आत नियुक्तीच्या ठिकाणी रुजू होणे आवश्यक आहे.

अनमोल सागर (भा.प्र.से.),
मुख्य कार्यकारी अधिकारी,
जिल्हा परिषद,लातूर

प्रत.

१) मा.आयुक्त (शिक्षण), महाराष्ट्र राज्य,मध्यवर्ती इमारत,डॉ.ॲनी बेझंट रोड,पुणे यांना माहितीस्तव सविनय सादर.
२) मुख्य लेखा व वित्त अधिकारी,जिल्हा परिषद,लातूर
३) उप मुख्य कार्यकारी अधिकारी(सामान्य),जिल्हा परिषद,लातूर
४) गट विकास अधिकारी/ गट शिक्षणाधिकारी,पंचायत समिती, लातूर / औसा / निलंगा / उदगीर / अहमदपूर / चाकूर / देवणी / रेणापूर / शिरुर अनंतपाळ / जळकोट
५) मुख्याध्यापक, जि.प.प्रा.शा./ कें.प्रा.शा./प्रशाला---------- तालुका ----------
६) संबंधितास.

स्वा -
मुख्य कार्यकारी अधिकारी,
जिल्हा परिषद,लातूर

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya (Autonomous),

Near Central Bus Stand, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC Accredited B++ Grade (3rd Cycle) with CGPA 2.99

ESTD. : 1968

Dr. Gopalrao Patil — President
Anirudh Jadhav — Secretary
Dr. Mahadev Gavhane — Principal

राशाम/आस्था/२०२३-२४/ 6147 दि. ०४.०१.२०२४

**प्रतीमा गोरे,**

१. आपली **वनस्पतीशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात नियुक्ती करण्यात येत आहे.

२. आपली नियुक्ती २०२३-२४ या शैक्षणिक वर्षासाठी दिनांक ०४.०१.२०२४ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत किंवा जास्तीत जास्त ३०.०४.२०२४ यापैकी जी प्रक्रिया अगोदर घडेल तेंव्हा आपोआप संपुष्टात येईल.

३. आपणास रु.४००/- (अक्षरी रु. चारशे फक्त) प्रती तासिका मोबदला मिळेल.

४. महाविद्यालयातील सेवाकाळात आपणास इतर ठिकाणी पुर्णवेळ सेवा अथवा खाजगी शिकवणी वर्ग घेता येणार नाहीत.

५. आपणास नियमित सेवेचे कोणतेही हक्क प्राप्त होत नाहीत. त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमित सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

६. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्वसूचना न देता सेवामुक्त केले जाईल.

७. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

८. विभागप्रमुख व प्राचार्यांनी सोपविलेली सर्व कामे करणे बंधनकारक आहे.

९. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चीत केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

१०. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य

प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
**प्रतीमा बापू गोरे,**
वनस्पतीशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय,
लातूर (स्वायत्त).

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur.

(Autonomous)

Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)

Affiliated To Swami Ramanand Teerth Marathwada University, Nanded

Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.

NAAC B++ Grade (3rdCycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1968

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


जा.क्र. : राशाम/आस्था/२०२४-२५/ 800 दिनांक : ०१.०७.२०२४

**श्रीमती शेख रुखैया अब्दुल लतिफ,**

०१. आपली **वनस्पतीशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक ०१.०७.२०२४** ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
**श्रीमती शेख रुखैया अब्दुल लतिफ,**
**वनस्पतीशास्त्र विभाग,**
**राजर्षी शाहू महाविद्यालय, लातूर.**



Scanned with OKEN Scanner

Rajarshi Shahu Maharaj Shikshan Sanstha's

# R. N. MOTEGAONKAR VIDYALAYA, LATUR

## Jadhav Shweta Shivaji

Asst. Teacher

Signature

# NARAYANA

e- TECHNO SCHOOL, LATUR

Address: Opp. Krushnkunj Complex
Near Bus Stand No. 2, Papvinashi
Road, Latur

## STAFF ID- CARD

2024-25

**Shweta Kamble**

Employee ID: 174900051

Designation: Science Teacher

Department: ACADEMIC

Mobile: 7875857018

Principal

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya, Latur.
(Autonomous)
Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC B++ Grade (3rd Cycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1968

Dr. Gopalrao Patil — President
Anirudh Jadhav — Secretary
Dr. Mahadev Gavhane — Principal

जा.क्र. : राशाम/आस्था/२०२४-२५/ 597 दिनांक : ०१.०७.२०२४

श्रीमती मोहिते सोनाली संजय,

०१. आपली **वनस्पतीशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक ०१.०७.२०२४** ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य

प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
श्रीमती मोहिते सोनाली संजय,
वनस्पतीशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

# Dayanand Science College, Latur.

Appointment/2023-24/ 575 Date : 16.06.2023

To,
Miss. V. V. Hawaldar,
Dept. of Botany,
Dayanand Science College, Latur.

You are appointed as a Assistant Professor for **Non-Grant P.G.** Course to teach **Botany** Subject w.e.f **01st July, 2023.**

Your appointment is subject to the following conditions.

1) Your appointment is **Purely Temporary for Non Grant P.G.** course.
2) Your appointment stands terminated on **31.05.2024** without any prior notice.
3) You have to engage theory as well as practical classes as per college schedule and other college work alloted to you.
4) You cannot leave the job before **31.05.2024** or without one months prior notice.
5) If your teaching and related work is not satisfactory, your sevices will be terminated at any time with any notice.
6) You will have to remain present for University Practical Examination and paper assesment which will be remunerative as per university guidelines.
7) The curriculum & the college work alloted to you should be completed before the scheduled time as per the term.
8) You will have to engage extra periods in Dipawali vacation if required to complete the syllabus.
9) Your appointment is **Purely Temporary** for Non-grant P. G. course for a period of **01.07.2023** to **31.05.2024.**

**Copy to :**

1 Head of the Department

Principal
Dayanand Science College
LATUR

Janseva Sevabhavi Pratisthan Bhopani's

# ABASAHEB ENGLISH SCHOOL

Deoni Tq.Deoni Dist.Latur

## ID CARD

Name : Dongare Shradha Babura

D.O.B. : 30/06/1999

Designation : Teacher

Mob.No. : 9175198194

Principal Sign.

# Appointment Letter

Ref. No. MDARIS/Office/2024-25/31

Date: 01/06/2024

To,
Mr. / Ms. Sankaye Madhuri Vinayak,
At.Post.Mahalangra, Tq.Chakur, Dist.Latur

**Subject: - Appointment order for the post of Teacher (PGT).**

**Respected Sir/Madam,**

This has reference to your application dated 26/05/2024 and subsequent interview held for the appointment as **Teacher (PGT)** post.

In tune with your representation with us and incidental request from your end,

we discussed the same with you, subsequently in detail.

Accordingly, an Appointment Letter is issued to you as specified below, with mutual agreed terms.

We have the pleasure to inform you that the Executive Management Committee has appointed you as on the post of **Teacher (PGT)** in MDA Foundation's MDA Royal international School Kolpa , Tq. Dist. Latur

Your appointment would be effective from the date joining 01/06/2024, the school.

**The terms and condition, Duties and Responsibilities for your appointment are as follows: -**

1. Before joining the organization, you should read the rules decided by the organization and ensure that you should follow them regularly.

2. it is mandatory You shall submit the originals as well as certified true copies of relevant testimonials such as mark sheets, experience certificates, photographs, Pan Card, Aadhar Card, Character Certificate of Police Department, Bond of Rs. 100/- (In the same, it shall contain a written affidavit to the effect that after joining the institution, you will not be allowed to release from the service without the end of the academic year and you will not commit any wrongdoing within or in connection with the institution, and that all the instructions and rules given



एमडीए शिक्षण व संशोधन संस्था
लातूर - नांदेड NH-361, कोळपा, ता. जि. लातूर – 413531.
☎ 9767263700, 9765263700

नवयुवक शिक्षण प्रसारक मंडळ, चापोली द्वारा संचलित
संजीवनी महाविद्यालय, चापोली
ता. चाकूर जि.लातूर-४१३५१३
Navyuvak Shikshan Prasarak Mandal, Chapoli's
Sanjeevanee Mahavidyalaya, Chapoli
Tq. Chakur, Dist. Latur. - 413513
Establishment: 1999, Recognized by the UGC U/S 2(f) and 12 (B), ISO 9001-2008 Registered
NAAC ACCREDITED B+Grade with CGPA 2.6
Principal: Dr. Dhananjay N. Chate (M.Sc.,M.Phil.,Ph.D.)
Ph. (02381) 257751,Fax: (02381) 257751 Cell No. 9423854916, 9518950003
E-Mail: san_college@rediffmail.com / dhananjayachate@gmail.com www. smchapoli.org

Out. No. SMC/2024-25/ 126 Date: 22 /08 / 2024

**परीशिष्ट-अ**

## मुख्यमंत्री युवा कार्य प्रशिक्षण योजना

**रुजू आदेश**

प्रति,

आबंदे संगमेश्वर शिवसांभ

(महास्वयम् संकेतस्थळावरील नोंदणी क्रमांक- 524C9122704 )

**विषयः- कौशल्य, रोजगार, उद्योजकता व नाविन्यता विभागाचा शासन निर्णय क्र. संकीर्ण २०२४/प्र.क्र.९०/ व्यशि-३, दि.९ जुलै, २०२४.**

उपरोक्त विषयान्वये आपणास कळविण्यात येते की, मुख्यमंत्री युवा कार्य प्रशिक्षण योजना अंतर्गत आपली शिकाऊ प्रशिक्षणार्थी म्हणून संजीवनी महाविद्यालय, चापोली ता. चाकुर जी. लातुर येथे खालील अटी व शर्तींच्या अधीन राहून आपली निवड करण्यात आलेली आहे.

1. सदर कार्य प्रशिक्षण कालावधी हा आपण रुजु झाल्यानंतर ६ महिने राहील. (दि.21.08.2024 ते 31.01.2025 )
2. आपले विद्यावेतन शैक्षणिक पात्रतेनुसार रु.६,०००/-, रु.८,०००/ रु.१०,०००/- हे ऑनलाईनद्वारे आपल्या आधार संलग्न बँक खात्यामध्ये DBT व्दारे कौशल्य विकास रोजगार व उद्योजकता आयुक्तालय यांचे मार्फत अदा करण्यात येईल.
3. या योजने अंतर्गत प्रशिक्षण घेत असताना आपणास कोणतेही किमान वेतन कायदा, राज्य कामगार विमा कायदा, कामगार भविष्य निर्वाह निधी कायदा, कामगार नुकसान भरपाई कायदा व औद्योगिक विवाद कायदा लागू राहणार नाही.
4. या योजने अंतर्गत प्रशिक्षणार्थीस प्रशिक्षण कालावधीत उपस्थित राहणे अनिवार्य आहे. संबधित शासन निर्णयात नमुद केल्याप्रमाणे प्रशिक्षणार्थीस विदयावेतन अदा करण्यात येईल. अपवादात्मक परिस्थितीत प्रशिक्षणार्थी एका महिन्यात १० दिवस किंवा त्यापेक्षा जास्त कालावधीसाठी गैरहजर राहिल्यास सदर प्रशिक्षणार्थीस सदर महिन्याचे विद्यावेतन अदा करण्यात येणार नाही.

5. प्रशिक्षण कालावधीमध्ये संबंधीत आस्थापना मार्फत जाहीर केलेली सुटी व अनुज्ञेय रजा याचा अंतर्भाव राहील.
6. या योजनेंतर्गत आपणास प्रत्यक्ष कामाचा अनुभव यावा व आपली कौशल्यवृद्धी व्हावी व त्यामुळे आपणास विविध क्षेत्रात रोजगाराच्या विविध संधी उपलब्ध व्हाव्यात असा उद्देश आहे. परंतु, या प्रशिक्षणानंतर सबंधित आस्थापना / इतर आस्थापना मध्ये आपणास कायम स्वरूपाची नोकरी देण्याची कोणतीही हमी शासन देत नाही.
7. संबधीत आस्थापना आपल्या आवश्यकतेनुसार अटी व शर्तींचा समावेश सदर आदेशात करु शकतील.

या अटी व शर्ती आपणास मंजूर असल्यास आवश्यक त्या कागदपत्रासहीत (कागतपत्रांची यादी:- १. आधार कार्ड, २. १० वी ची सनद, ३. बँक खातेपुस्तक, ४. पात्रता प्रमाणपत्र )या कार्यालयात रुजु व्हावे.

प्राचार्य,
Dr. Dhananjay N. Chate
संजीवनी महाविद्यालय, चापोली
Principal
ता. चाकूर जि. लातूर
Sanjeevanee Mahavidyalaya, Chapoli
Tq. Chakur Dist. Latur

प्रत माहितीस्तव,

सहायक आयुक्त, जिल्हा कौशल्य विकास, रोजगार व उद्योजकता मार्गदर्शन केंद्र. (लातुर)

केल्याने होत आहे रे । आधि केलेची पाहिजे ।।
जय किसान शिक्षण संस्था पळशी द्वारा संचलित

युडायस क्र.-२७२८०२०४७०२
ज्यु.कॉ.कोड नं.-६२.०८.०३
शाळा कोड नं.-६२.०८.११

# भगतसिंग माध्यमिक व उच्च माध्यमिक विद्यालय, पळशी

ता. रेणापूर जि. लातूर-४१३५२७ ramakantjadhav8322@gmail.com

संस्थापक
श्री दैवदासराव (भाऊ) जाधव

मुख्याध्यापक / प्राचार्य
श्री जाधव आर.के. एम.ए.,बी.एड
मो.9763310228

जा.क्र. बी.स्की.जी/२६३/२०२४-२५

दिनांक : १८/०९/२०२४

प्रति,

शिक्षणाधिकारी साहेब (मा.)
शिक्षण विभाग, जिल्हा
परिषद लातूर

विषय :- मुख्यमंत्री युवा कार्य प्रशिक्षण योजना अंतर्गत शिक्षक प्रशिक्षणार्थी म्हणून काम करण्या बाबत.

संदर्भ :- आपले पत्र क्रं क्र जिपलो/मा शि/कार्यो-०५/३१८५/२०२४ दि.०२/०९/२०२४ नुसार

महोदय

उपरोक्त संदर्भीय विषयानुसार आपणास या पत्राद्वारे कळविण्यात येते की, आपल्या जिल्हास्तरात मुख्यमंत्री युवा कार्य प्रशिक्षण योजना अंतर्गत आपण पाठविलेल्या यादीतील क्र. २६७ चा प्रशिक्षणार्थी शेख हाकर अंबेवाली नाईकवाडा वा. मुरढव ता. रेणापूर जि लातूर मो. नं 9623692111 (यादी क्र ०१ ते ३११) यांना दि १९/०९/२०२४ रोजी गुरुवार दिलेल्या प्रहारात आमच्या शाळेत रुजू करुन घेण्यात यावे.

सदरील माहिती सादर.

आपला विश्वासू

मुख्याध्यापक
भगतसिंग विद्यालय, पळशी
ता रेणापूर जि. लातूर

13/9/24

# Recruitment in Clerical Cadre in SBI
# Junior Associates (Customer Support & Sales)
# (Advt. No. CRPD/CR/2024-25/24 dated 17.12.2024)
# PRELIMINARY EXAMINATION HELD IN FEB/MARCH 2025
# Marks Secured by the Candidate (Phase-I)

| | | |
|---|---|---|
| Post : JUNIOR ASSOCIATE (CS&S) | | |
| Applied under : | | |
| State applied for : MAHARASHTRA | | |
| Name : POONAM SHANKAR MALGE | | Category :OBC |
| Roll No. : 4171000152 | Reg No. : 2440620400 | Date of Birth :09-06-2003 |

| Total Marks | Marks Scored By You |
|---|---|
| 100 | 50.00 |

| Category Wise Cut-off Marks | SC | ST | OBC | EWS | GEN | LD | VI | HI | D&E | XS | DXS |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | 44.75 | 40.00 | 44.75 | 44.75 | 44.75 | 51.75 | 49.50 | 19.75 | 15.00 | 0.00 | 0.00 |

CONGRATULATIONS
You have been shortlisted for the Main Examination (Phase-II)

(Please note that section wise marks are not maintained and are therefore not provided)

Back




APM Id : Webs_Info_875

© 2016 State Bank of India.

डाक पोहोंच परत पावती

जा.क./काव्यवि(प्रशा)/५०३४/2024
जिल्हा न्यायालय, लातूर
दिनांक :– 09/09/2024

# *ने म णू क प त्र*

प्रति,

श्रीमती रेवती रामकिशन पुरी,
{उमेदवार कमांक 1/2024}
मु.पो. हालकी,
ता. शिरूर अनंतपाळ,
जिल्हा लातूर.
413544.

तुम्हांस कळविण्यात येते की, तुमची नेमणूक शिपाई म्हणून दिवाणी न्यायालय, वरिष्ठ स्तर, लातूर येथे करण्यात आलेली आहे. तुम्ही हे पत्र मिळाल्यापासून सात दिवसाचे आंत नेमणुकीचे ठिकाणी रुजू व्हावे. जर तुम्ही हे पत्र मिळून सुध्दा दिलेल्या मुदतीत नेमणुकीचे ठिकाणी रुजू न झाल्यास तुमची नेमणुक आपोआप रद्द होईल व तुमचे नांव शिपाई पदाचे निवड यादीवरुन कमी करण्यांत येईल.

तसेच तुम्हांस कळविण्यांत येते की, तुमची नेमणुक अस्थायी स्वरुपाची असून तुम्हांस कोणतेही कारण अथवा कोणतीही पूर्वसूचना न देता कामावरुन कमी करण्यात येईल आणि जर तुम्ही तुमचे पदाचा राजीनामा देऊ इच्छित असाल तर तुम्हांस एक महिन्याचे कालावधीची आगाऊ नोटीस या कार्यालयास द्यावी लागेल किंवा त्याऐवजी एका महिन्याचा पगार भरावा लागेल.

तसेच तुम्हांस असेही कळविण्यांत येते की, तुमच्या नेमणूकीचे वेळी तुम्हांस भारतीय राज्य घटनेनुसार शपथ घ्यावी लागेल.

दिनांक :– 09/09/2024.

DISTRICT AND SESSIONS COURT LATUR

( व्ही.व्ही.पाटील )
प्रमुख जिल्हा व सत्र न्यायाधीश,
प्रमुख जिल्हा न्यायाधीश
लातूर

Read:- Hon'ble High Court Bombay, Letter No. B(Gen)-5601/57/2024/1666, dt.06/09/2024 & Dist. Court, Latur Notification dt. 06/09/2024.

==========

# OFFICE ORDER

## No. 307 of 2024

## Dated 09/09/2024

The Principal District & Sessions Judge, Latur hereby make the following transfer and posting **with effect from 13/09/2024 B. N.**

| | PRESENT POSTING | | NEW POSTING |
|---|---|---|---|
| 1) | SMT. REVATI RAMKISHAN PURI ( Candidate No.1/2024 ) | : | Peon, Civil Court, S.D., Latur on vacant post. |
| 2) | SMT. NIKITA ARVIND MAKNE ( Candidate No.2/2024 ) | : | Peon, Jt. Civil Court, S.D., Latur on vacant post. |
| 3) | SHRI VIJAY VINOD GUNDGULE ( Candidate No.3/2024 ) | : | Peon, 2nd Jt. Civil Court, S.D., Latur on vacant post. |
| 4) | Smt. S.M.Kurne, Peon, Jt. Civil Court, S.D., Latur | : | Peon, Office of the District Legal Services Authority, Latur, Latur on vacant post. |
| 5) | Shri B.B.Tonage, Watchman, Court of District Judge-1, Latur | : | Peon, Jt. Civil Court, S.D., Latur Vice Smt. S.M.Kurne. |
| 6) | SHRI VAIBHAV SHARANKUMAR SURYAWANSHI ( Candidate No.4/2024 ) | : | Watchman, Court of District Judge-1, Latur vice Shri B.B.Tonage. |
| 7) | SHRI YOGESH TRIMBAK GAIKWAD ( Candidate No.5/2024 ) | : | Peon, 3rd Jt. Civil Court, S.D., Latur on vacant post. |
| 8) | SMT. ANITA NAGNATH SAGARE ( Candidate No.6/2024 ) | : | Peon, Jt. Civil Court, J.D., Nilanga on vacant post. |
| 9) | SHRI SIDHESHWAR SHIVAJI AUTI ( Candidate No.7/2024 ) | : | Peon, 4th Jt. Civil Court, S.D., Latur on vacant post. |
| 10) | SHRI VIKAS PRAKASH JADHAV ( Candidate No.8/2024 ) | : | Peon, 5th Jt. Civil Court, S.D., Latur on vacant post. |
| 11) | SHRI ROHIT NAMDEV SABLE Candidate No.9/2024 ) | : | Peon, Jt. Civil Court, J.D., Latur on vacant post. |
| 12) | SHRI DIGAMBAR BABURAO MANE ( Candidate No.10/2024 ) | : | Peon, 2nd Jt. Civil Court, J.D., Latur vice Smt. C.L.Gore, transferred. |

| | PRESENT POSTING | | NEW POSTING |
|---|---|---|---|
| 13) | **Smt. C.L.Gore**, Peon<br>2nd Jt. Civil Court, J.D., Latur | : | **Peon,** Family Court, **Latur** on vacant post. |
| 14) | **SHRI KISHOR SHRAVAN MOTE**<br>**( Candidate No.11/2024 )** | : | **Peon,** 2nd Jt. Civil Court, J. D., **Latur** on vacant post. |
| 15) | **SHRI AKSHAY RATNKAR JADHAV**<br>**( Candidate No.12/2024 )** | : | **Peon,** 3rd Jt. Civil Court, J. D., **Latur** on vacant post. |
| 16) | **SHRI SUKHACHARYA SUBHASH SURVASE**<br>**( Candidate No.13/2024 )** | : | **Peon,** 4th Jt. Civil Court, J. D., **Latur** vice Smt.A.B.Bhosle transferred. |
| 17) | **Smt.A.B. Bhosle,** Peon<br>4th Jt. Civil Court, J. D., Latur | : | **Peon,** 3rd Jt. Civil Court, J. D., **Ausa** on vacant post. |
| 18) | **SHRI GAJANAN RAMCHANDRA RATHOD**<br>**( Candidate No.14/2024 )** | : | **Peon,** 4th Jt. Civil Court, J. D., **Latur** on vacant post. |
| 19) | **SMT. PRIYANKA SUDAMRAO MUNDHE**<br>**( Candidate No.15/2024 )** | : | **Peon,** Jt. Civil Court, J.D., **Latur** on vacant post & **She is deputed at District Court, Latur until further order**. |
| 20) | **SHRI VISHWANATH PRAKASH PATANGE**<br>**( Candidate No.16/2024 )** | : | **Peon,** 5th Jt. Civil Court, J. D., **Latur** on vacant post. |
| 21) | **SMT. RADHABAI RAJENDRA MULE**<br>**( Candidate No.17/2024 )** | : | **Peon,** Extra Jt. Civil Court, J.D., **Latur** on vacant post & **She is deputed at District Court, Latur until further order**. |
| 22) | **SMT. PRITI BALIRAM SAVANT**<br>**( Candidate No.18/2024 )** | : | **Peon,** Extra Jt. Civil Court, J.D., **Latur** on vacant post & **She is deputed at District Court, Latur until further order.** |
| 23) | **SHRI DILIP CHANDRAKANT CHAVAN**<br>**( Candidate No.19/2024 )** | : | **Peon,** Jt. Civil Court, J. D., **Udgir** on vacant post & **He is deputed at Civil Court J. D., Deoni, until further order.** |
| 24) | **SHRI MAHESH BALAJI HONRAO**<br>**( Candidate No.20/2024 )** | : | **Peon,** 6th Jt. Civil Court, J. D., **Latur** on vacant post. |
| 25) | **SHRI DEELIP SUGREEV AWLE**<br>**( Candidate No.21/2024 )** | : | **Peon,** 7th Jt. Civil Court, J. D., **Latur** on vacant post. |

| | PRESENT POSTING | | NEW POSTING |
|---|---|---|---|
| 26) | SMT. SADHANA BABAN KHAIRMODE ( Candidate No.22/2024 ) | : | **Peon,** 8th Jt. Civil Court, J. D., **Latur** on vacant post. |
| 27) | SHRI SAVDHAN BABURAV KAMBLE ( Candidate No.23/2024 ) | : | **Peon,** 9th Jt. Civil Court, J. D., **Latur** on vacant post. |
| 28) | SHRI ATISH DINKAR DHUMAL ( Candidate No.24/2024 ) | : | **Peon,** Extra Jt. Civil Court, J. D., **Latur** vice Shri D.A. Nakade, transferred. |
| 29) | **Shri D.A. Nakade,** Peon, Extra Jt. Civil Court, J. D., Latur | : | **Peon,** Jt. Civil Court, S. D., **Nilanga** on vacant post. |

**Note :**

1) The Presiding Officers are requested to relieve the concerned employees who are under order of transfer with a direction to Join their new postings on the date of effect of this order.

2) **The appointments of above newly recruited (24) Peons are subject to following conditions**

   i) The posting of above newly appointed Peons' are purely temporary on ad-hoc basis and their services are liable to be terminated without assigning any reason and without notice thereof and if they desire to resign the post they should give one months notice or deposit one months pay in lieu thereof. They will have to take on oath of allegiance of constitution of India at the time of joining appointment. Further they are informed that, if they fails to join the appointment **within seven days** from the date of service of appointment letter, their appointments will automatically stands cancelled and their names will be struck off from the **Select list.**

   ii) ***Deputation of Shri K.B. Powar, Peon, 3rd Jt. Civil Court J.D., Udgir at Civil Court J. D., Deoni is hereby cancelled & Presiding Officers of Deoni is requested to relieve Shri K.B. Pawar on 12.09.2024 A.O.H.***

3) The above employees under transfer/**newly recruited (24) Peon/Watchman** are directed to submit their requisite information for Biometric attendance to concerned establishment.

DISTRICT COURT, LATUR

9.9.24

( V V. Patil )
Principal District Judge,
Latur

Dated :- 9th September, 2024

No.HKW(**ADM**)/10033/ 2024
District Court, Latur
Dated :- 09/09/2024

**Copy forwarded for information & necessary action to** :-

1) The District Judge-1, Latur.
2) The Judge, Family Court, Latur.
3) The Civil Court, S.D., Latur/Nilanga/Ausa.
4) Secretary, District Legal Services Authority, Latur.
5) The Joint Civil Court, S.D., Latur/Nilanga.
6) The 2nd /3rd /4th /5th Joint Civil Court, S.D., Latur.
7) The Civil Court J.D.,Deoni.
8) The Joint Civil Court, J.D., Latur/Udgir/Nilanga/Ausa.
9) The 2nd /3rd /4th /5th /6th/7th /8th/9th Joint Civil Court, J.D., Latur.
10) The 3rd Joint Civil Court, J.D., Ausa/Udgir.
11) The Extra Joint Civil Court, J.D., Latur(Both).
12) The Registrar, District Court, Latur.
13) The Superintendent (C&F), District Court, Latur.
14) Concerned employee through proper channel & **newly Recruited peon's through R.P.A.D.**
15) Office-Order Book.

❖ ❖ ❖

Hisoa Electronic pvt. Ltd.

Dear Shivani,

Further to our discussions, we are pleased to make an offer for employment as

**Receptionist CCO on** the payroll of **Hisoa Electronic Pvt Ltd.** You will be on probation for 6 months.

Your annual compensation, calculated on a cost-to-company basis would be ***2,00,000 INR /-*** PA. A detailed letter of employment will be issued upon your joining.

We expect you to join as early as possible but not later than **11th October 2024** beyond this date the offer will automatically stand withdrawn. Time: 9:30 am

You will join us at the said address. **Hisoa Electronic Private Limited, Shop No 456, 2nd Floor Suyog Platinum Tower, 1 Naylor Road Pune-411001**

Kindly confirm your acceptance within 24 hours of receipt of the offer letter and to the undersigned, you are also requested to send us an acknowledged letter of acceptance of your resignation to your current employers within 3 days from the date of receipt

We welcome you to the Organization and look forward to a long and mutually beneficial approach.

| Salary Annexure | | | |
|---|---|---|---|
| | **Name of Employee** | Shivani Katle | |
| | **Date of Joining** | 11-October-2024 | |
| | **Designation** | Receptionist Service | |
| | **Cluster** | Pune | |
| **Salary Annexure** | | | |
| | **Components** | **Monthly Break up** | **CTC Break Annually** |
| **Addition** | **Basic (50% of TTL CTC)** | 8334 | 100008 |
| | **HRA (30% of Basic CTC)** | 2500 | 30000 |
| | **Conveyance Allowance** | 1600 | 19200 |
| | **Medical Allowance** | 1250 | 15000 |
| | **Leave Travel Allowance** | 0 | 0 |
| | **Supplimentary Allowance** | 1038 | 12456 |
| | **Gross** | **14722** | **176664** |
| **Deduction** | **Provident Fund @ 12%** | 1467 | 17604 |
| | **ESI @ .75%** | 110 | 1320 |
| | **P Tax** | 200 | 2400 |
| | **Total Retirals** | 1777 | 21324 |
| | **Net** | **12945** | **155340** |
| **Contribution** | **Provident Fund @ 12%** | 1467 | 17604 |
| | **ESI @ 3.25%** | 478 | 5736 |
| | **Total Cost to Company** | **16667** | **200000** |

Shri Marwadi Rajasthan Shikshan Sanstha's
**SHRI BANKATLAL LAHOTI ENGLISH SCHOOL, LATUR**
*(A Refined Creative CBSE School)*

An ISO 9001:2015 Certified Institute
CBSE Affiliation No. 1130660

**Ref No: SBLES/CBSE/2024-25/10/04** **Date:-01/10/2024**

## Offer Letter

To,
Miss Prapti Bhadrinath Chandaar,
Madam,

We are pleased to inform you that you are selected for Post **Assitant Teacher** in **Shri Bankatlal Lahoti English School, Latur.** The date of joining is **4th October 2024.**

You will be provided Appointment letter on the day of joining.

If you accept this offer do submit your acceptance letter.

With Regards,

**Principal**
**Shri Bankatlal Lahoti English School, Latur**

Vidya Nagar, Signal Camp,
Latur-413512 M.S. (India)
cell : 82088 72058

Email: principalsbles@gmail.com Web : sbles.edu.in

डाक पोहोंच परत पावती

जा.क.काव्यवि(प्रशा)/६५८९/2024
जिल्हा न्यायालय, लातूर
दिनांक :– 06/12/2024

# *ने म णू क प त्र*

प्रति,

श्री. निखील राजकुमार देशपांडे,
{उमेदवार कमांक 24/2024}
मु.पो. बोधेनगर, 221, मंत्रीनगर
लातूर, ता. जि. लातूर – 413 512

तुम्हांस कळविण्यात येते की, तुमची नेमणूक कनिष्ठ लिपीक म्हणून जिल्हा न्यायालय, लातूर येथे करण्यात आलेली आहे. तुम्ही हे पत्र मिळाल्यापासून सात दिवसाचे आंत नेमणुकीचे ठिकाणी रुजू व्हावे. जर तुम्ही हे पत्र मिळून सुध्दा दिलेल्या मुदतीत नेमणुकीचे ठिकाणी रुजू न झाल्यास तुमची नेमणुक आपोआप रद्द होईल व तुमचे नांव कनिष्ठ लिपीक पदाचे निवड यादीवरुन कमी करण्यांत येईल.

तसेच तुम्हांस कळविण्यांत येते की, तुमची नेमणुक अस्थायी स्वरुपाची असून तुम्हांस कोणतेही कारण अथवा कोणतीही पूर्वसूचना न देता कामावरुन कमी करण्यात येईल आणि जर तुम्ही तुमचे पदाचा राजीनामा देऊ इच्छित असाल तर तुम्हांस एक महिन्याचे कालावधीची आगाऊ नोटीस या कार्यालयास द्यावी लागेल किंवा त्याऐवजी एका महिन्याचा पगार भरावा लागेल.

तसेच तुम्हांस असेही कळविण्यांत येते की, तुमच्या नेमणूकीचे वेळी तुम्हांस भारतीय राज्य घटनेनुसार शपथ घ्यावी लागेल.

दिनांक :– 06/12/2024.

DISTRICT AND SESSIONS COURT ★ LATUR ★

( व्ही.व्ही.पाटील )
प्रमुख जिल्हा व सत्र न्यायाधीश,
लातूर.

HDFC BANK
We understand your world

**STRICTLY PRIVATE & CONFIDENTIAL**

**Vishal Dhanaji Kadam**
**Pune**

**[Subject: Appointment Letter]**

Dear **Vishal,**

Thank you for investing your time to pursue an opportunity with HDFC Bank Ltd. With reference to your application and subsequent discussions, we are pleased in offering you the position of BDO-SALES-EMERGING ENTERPRISES GROUP in our Company at a Band - **S1(Sales Officer)**

The terms and conditions, as applicable, are stated here under:

**PLACE OF POSTING**

Your present posting is at the Company's office located at **Pune**. The Company reserves the right to transfer you to any other HDFC Bank entity /city /section /department /project site/division/branch office either in existence, or which may come into existence hereafter, and upon such transfer the rules and regulations of service as applicable to such post or place of transfer will apply to you. The nature of duty and designation may be different from the one being offered to you in terms hereof, provided however, that your Compensation & Benefits will not be affected. Your refusal for such transfer or performance will be considered as unwillingness to perform your duties and serve the Company and in such case, notwithstanding anything contained herein, the management may in its discretion terminate your services by giving you one months' notice or one month's Gross salary in lieu of notice. Notice period applicable is 30 days for both Confirmed Employee and Employee on Probation.

**COMPENSATION & BENEFITS**

We are pleased to inform you that your:

i. Total Gross Pay is ₹ 216000 per annum
ii. Total Cost to Company is ₹ 216000 per annum
A detailed break-up of your compensation is provided in **ANNEXURE I**

A brief explanation of components mentioned in Total Gross Pay break up is given below:

***Basic Salary***
Basic salary is a taxable component and will be taxed as per the Income Tax regulations.

***House Rent Allowance (HRA)***
You will receive house rent allowance equal to 50% of Basic salary. The amount of HRA will be taxed as per the Income Tax regulations.

***Retirement Schemes***
You will be covered under the Bank's Provident Fund Trust. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws. You will also be eligible for gratuity as per





**Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.**
**Corporate Identity No.: L65920MH1994PLC080618**

BT-II
SRJ

CA. Sanjay Agrawal
B.Com., F.C.A.
Cell. : 9422469173

B A & Company
Chartered Accountants

Latur : Opp. Natraj Talkies, Subhash Chowk, Latur - 413 512 Ph. (02382) 247773, 257773, Mob. 7083357773 Email : smagrawalca@gmail.com
Pune : 2nd Floor above Gourav Motors, Besides Shashikant Dairy, Near MSEB Power House, 460/461 Rasta peth Pune - 411011
Tel. 91-020-26060466, 91-020-26060465 Email : vnbcoca17@gmail.com

## Experience Letter

## To Whom-so-ever It May Concern

This is to certify that **Mr. Sayyed Sharif Mabud**, a Student of Rajarshi Shahu Collage Latur, is gaining practical experience in our office since last 8 months as an Intern in our office named as **B A AND COMPANY**. During his training he worked in **Financial Accounting, GST, Income Tax.**

While working, we found him to be very sincere and hardworking. We have no objection to allow him in any better position and have no liabilities in our company.

We Wish him success in his future endeavours.

Dated at Latur: 03/02/2024

For B A AND COMPANY
(Chartered Accountant)

B A & COMPANY FRN 124039 M.No.048012 Chartered Accountant, Latur

CA SANJAY AGRAWAL
PARTNER

AXISB/HR/REC/CO/ABYB/ APP124101120863

**28th October 2024**

AMRUTA DATTATRAY BUDRE
**Email ID:** amrutabudre19@gmail.com
Aadhaar Number: 666461769063

**LETTER OF ADMISSION TO AXIS BANK YOUNG BANKERS (ABYB) PROGRAM CONDUCTED BY NIIT IFBI**

Dear AMRUTA DATTATRAY BUDRE,

1. This is in reference to your application to the Axis Bank Young Bankers (ABYB) Program, which is being conducted in association with NIIT Institute of Finance, Banking and Insurance Training Limited (NIIT IFBI) for a Post Graduate Diploma in Banking Services (PGDBS).

   We take immense pleasure in informing you that subsequent to the selection process, you have been selected for the said program or admission to Axis Bank Young Bankers Program will be subject to the following conditions:

   a) Fulfilling the prescribed eligibility criteria – Graduates or Postgraduates from any stream with 50% and above in their FINAL year of graduation OR aggregate of 50% and above in all years of Graduation.

   b) Graduation Degree (10+2+3 pattern) is compulsory.

   c) Further Eligibility criteria mentioned on the NIIT's website.

   d) Satisfactory background verification reports from an authorized agency of the Bank.
   (The certificates / documents / information submitted by you shall be deemed to be material for

the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation / suppression of facts).

2. Please follow the **four** steps articulated below to proceed with your admission:

**Step 1: Application submission & Admission Registration with NIIT IFBI.**

You will receive an email along a link & application form from NIIT IFBI. Please fill and submit the same immediately on receipt.

**Step 2:** Open an Axis Bank Young Bankers - Zero Balance Savings Account (SBEZY Account)
**Timeline: Next 5 days**

- You are required to visit any nearest Axis Bank branch in your location for getting your account opened.
- You are required to refer attachment: **"Instructions to open SBEZY Account**" thoroughly before going to the branch for your account opening process.
- Please note, this is a **zero-balance account** and you do not have to pay anything while opening this account. Hence, please specify from your end to the branch staff that it is for ABYB and the type of account as mentioned in the instructions document. You may show the circular given in the same account opening process attachment to the branch staff for opening correct type of Account. If any such issues while opening account in branch/need clarification, call helpline numbers provided in mail towards the end.
- Please note, all COVID related guidelines are being followed at all Axis branches. You need to wear medical grade masks and keep them on for the duration of your time outside your home and always keep social distance.

**Step 3: Admission Confirmation**
**Timeline: Next 5 days**

Once you complete step 1 & 2 above, please click on the link below to confirm that the Application form (step 1) is submitted and that the Savings account in Axis Bank is opened (step 2)

Click below link:
https://forms.office.com/Pages/ResponsePage.aspx?id=v5iBDK3otEOhrp7LnXKt_aVnCWZR8W1PotMh_R3FLpZUOTFCRTRRQUZEMlpJQkJTOTlFNTlMQUxDMy4u

**Step 4: Course Fee Payment**
**Timeline: - immediately**

Identify if you are a Loan or Self-fund candidate.

**4 A.** Steps & Timelines for candidates availing Education Loan **next 5 days:**

Post completion of your SBEZY account opening process at the branch and confirming the same on the link, you are required to visit any one of the Loan center /RAC from the attached list of RAC Centre (Refer attachment: "**List of Axis Bank RACs for ABYB Loan Processing**")for your loan process.

**Step 1:** In order to apply for the Education Loan, ensure that you are accompanied by a Co-applicant (Father, Mother, Spouse, Parents-in-Law)
**Documents to be carried by the Co-applicant:** (Refer attachment: ***"Documents to be submitted by applicants for Loan for ABYB Loan_NIIT***") by both applicant & co-applicant

**Step 2:** Ensure that you have the following Savings Account Details - Customer ID, Account No. and non-personalized cheque book (This cheque book will Not have your name printed on it)

**Step 3:** Please refer to the attachment "**ABYB Loan Details_NIIT**" for Terms & Conditions of the Loan.

The sanction and disbursal of the loan will be subject to submission of the required documents and completion of the required formalities.

**4 B.** Steps & Timelines for candidates Self-funding the course

**Payment of First Term Fees of Rs. 1,39,240/-**

**Please follow the instructions which is attached for your reference – "ABYBP 1st Term fee".**
The first Term Fee of Rs 1,39,240/- may be paid online by logging on to your application form clicking on the link below.

https://axisbankyb.niit.com

The link will prompt you to fill the following details.

- Student Name
- Application ID
- Registered E-mail Id
- Registered Mobile Number

Please retain the screenshot of the acknowledgement / receipt which should be produced on demand by NIIT or the bank.

If you are unable to remit the fees through the ONLINE link above, you may visit your bank and remit the fees of Rs 1,39,240/- by way of an RTGS as per details below:

**A/c No**. 000705015637

**IFSC :** ICIC0000007

**ACCOUNT NAME:** NIIT INSTITUTE OF FINANCE BANKING & INSURANCE TRAINING LIMITED

**BANK NAME :** ICICI BANK LIMITED

**BRANCH :** BARAKHAMBA ROAD, NEW DELHI

**Note:** Your admission process will be complete only on completion of all the 4 steps mentioned above.

3. NIIT University will issue a Post Graduate Diploma in Banking and Services to Young Bankers who successfully **complete 4 terms of 12 months** (4 months of classroom & 3 months of internship in which they will be posted in any of the branches of Axis Bank), to enable them to become eligible for "On the Job Training (OJT)" at Axis Bank, which will again be for a period of 5 months ($4^{th}$ term). During the OJT the Young Bankers will be posted in any of its branches, become employees of the Bank and they will be allotted employee IDs and business targets. OJT posting is the final posting. The OJT evaluation will be done by the reporting manager based on performance. In case any Young Banker fails to score minimum of 50% in internship, then the Young Banker has to undergo re-internship without stipend. OJT will also get extended if the Young Banker fails to clear the same. In case the Young Banker fails to clear the OJT within 1 year of joining the bank, he will not be eligible for the PGDBS certificate.

4. After successful completion of the OJT, you will be given Post Graduate Diploma in Banking & Services - PGDBS, you will be appointed in the Bank in the grade of Assistant Manager with a **minimum** CTC (Cost to Company) of **Rs. 4.46 Lakhs** per year. This CTC is inclusive of Retirals, Performance Bonus and non- encashable Staff Loan Benefits. Detailed Breakup of the CTC mentioned above is attached in **Annexure A. You are requested to please read the same carefully**.

5. Successful completion of the Axis bank Young Bankers Program implies fulfilling of the following conditions:
   a) Completion of the 4 months of classroom training, 3 months of internship and 5 months of "On the Job training (OJT)" leading to the conferring of a *Post Graduate Diploma in Banking Services*, by NIIT University.
   b) The student has to necessarily pass both Terms and complete internship project & OJT within one year of enrollment in the program.
   c) Satisfactory conduct throughout the program as per the Code of Conduct prescribed by NIIT IFBI & the Bank.
   d) Completion of NISM Certification in Mutual Fund is mandatory for all the students of the batch. These exams will be conducted at NIIT University campus/online. The exam fee will be borne by the students themselves and will be reimbursed on joining the Bank, to only those who successfully complete the certification exam during their campus training.

   Upon completion of all the above conditions, you will be given a Final Letter of Appointment with the details of your posting to a Branch and your exact compensation breakup. All students after successful completion of the course, will be awarded the "**POST-GRADUATE DIPLOMA IN BANKING SERVICES**" from NIIT University. **Accordingly, you will be absorbed in the Bank in Assistant Manager Grade and can be posted at any Branch / Office in India as per Bank's discretion. The role offered by Axis Bank via this program will constitute of selling banking & financial products to the bank's existing and new customers.**

**The allocation of branches / offices of the Bank during Internship and at the time of final posting as employee (OJT /On the Job Training period is the first 5 months from the time of your joining as employee) will be as per the business requirements of the Bank and the vacancies available at the time of posting. The bank cannot guarantee posting as per the preferred location of the candidate. No location change/transfer requests/change in role will be taken until you have completed 2 years in given posting/role.**

6. While in the Program you will be eligible for a Stipend as mentioned below:
   a) During the 4 months of on Campus training: **Rs.5,000/- per month** (all inclusive)

   b) During the 3 months of Internship at Axis Bank Branches: **Rs.24,491/- per month** (all inclusive)

   **c)** During the 5 months of OJT at Axis Bank branches: CTC as mentioned in **Annexure A**

7. The course fees payable to NIIT IFBI, for this one-year Full-time Post Graduate Diploma Course is Rs. ***2,80,000***/- **(Rupees Two Lakhs Eighty Thousand) including GST** as applicable. The said fees will be payable to NIIT IFBI in two installments as per the schedule advised (Refer to **Annexure B**)

   The fee amount is all inclusive, covering course fees, course material, tablet, boarding and lodging during the four months on-campus period but exclusive of any out-of-pocket expenses.

   **Please note that the course fee is paid towards the ABYB program to NIIT IFBI and not to Axis bank for getting a guaranteed job.** Also, note that no refund of the course fees will be permissible under any circumstances, if the candidate decides to leave after enrollment, as notified by NIIT IFBI.

8. All students are required to pay Rs. 2,500/- as admission fee (non-refundable) at the start of admission process. Only after you complete your Admission at NIIT IFBI, this admission fee will be adjusted against the Term I fee.

9. As a Part of the Axis Bank Young Bankers Program, the Code of conduct and Rules of the Program will be binding on you. These will be applicable to you both on and off the Campus.

10. A copy of the Student Handbook will be provided to you. The Important rules that govern your stay in the campus and as a part of the program are explained therein. Any other applicable rules will be displayed on the notice boards for the students on the campus. During the 4 months study on the campus acts of indiscipline shall attract suitable Disciplinary action including dismissal from the course.

11. In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated within the one-year course duration, this offer of subsequent appointment with Axis Bank, shall stand withdrawn automatically. Any additional expenses required to be incurred in appearing for repeat attempts will have to be borne by the candidate, with no commitment of appointment to the Bank.

12. In case you are unable to complete the course for any reason, you will be liable to make payments towards the Fees and other academic charges for the entire course to NIIT IFBI. Axis Bank will not be liable for any payments or claims in this regard.

You need to furnish a copy of the admission letter duly signed by you, at the time of reporting for the program at the NIIT University, Neemrana.

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

Yours faithfully,

**Anand Bardhan**
**Senior Vice President**
**Human Resources**
Encl: - a/a

1) Annexure A (Grade & Indicative Compensation Breakup)
2) Annexure B (Steps until Joining the program at NIIT University, Neemrana)

**Annexure A:** Grade & Indicative Compensation Breakup

| **COMPENSATION** | **CTC (PA)** |
|---|---|
| Fixed Cash+Retiral | 3,20,440 |
| Loan Benefits | 69,084 |
| Value of Insurance benefit | 11,494 |
| Performance Bonus | 45,000 |
| **Total Gross CTC*** | **4,46,018** |

**Please Note:**

- The Total Gross CTC shown above is the minimum CTC. i.e. for Tier 6 cities.
- Your proposed monthly gross salary (Fixed Cash + Retirals) will be approximately Rs. 26,700. **Please note, this is before any deduction towards Income Tax, Loan EMI, Insurance Premium, Retirals (PF/Gratuity), or any other miscellaneous deductions.**
- Retirals are non-cash benefits.
- Staff Loan Benefits are non-cash benefits. The figure indicated is the Staff Loan value, which can be availed subject to the candidate being a confirmed employee. Staff loans will be applicable as per the designation/grade eligibility and terms of the employment.
- The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with the appointment and fulfillment of requirements of the Insurance Company.
- Performance Bonus is a lumpsum amount that an employee receives after the performance appraisal cycle. Rs 45,000 is indicative of the highest possible performance bonus an individual can get. Final performance bonus received is subject to the individual's performance and the Bank's performance. Please note this is subject to you being a confirmed employee.
- The above CTC break up is exclusive of Location Pay which would be paid over & above Fixed Cash+Retirals depending on the location of posting. This may change basis the Tier of the city.
- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

**ANNEXURE B:** Fee Structure and Admission Process for joining the Young Bankers Program

1**: Payment of Fees**

- You may choose to fund the fee for the course yourself or apply for Education Loan from Axis Bank. In case of Education Loan, bank will disburse the total fee amount and not in instalments as mentioned in the below table.

**Course Fee structure is appended below for your reference.**

| ***Term*** | ***Fee Components*** | ***Fee*** | ***GST*** | ***Total*** | ***Payment Schedule*** |
|---|---|---|---|---|---|
| 1 | Tuition Fee | 1,20,119 | 21,621 | 1,41,740 | In Advance on or before the Commencement of 1st Term |
| 2 | Tuition Fee | 1,17,169 | 21,090 | 1,38,259 | In Advance, 15 days before the Commencement of 2nd Term |
| | ***Total Fee*** | ***2,37,288*** | ***42,712*** | ***2,80,000*** | |

* The total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%.

* In case of loan, full fee (INR 2,80,000) will be disbursed in one time.

2: **Initiation of Pre joining formalities**

- Please note that Axis Bank Ltd has a well-defined structured pre-joining process. This includes the declarations and background verification process. The bank will be advising you the details on your registered e-mail ID. These formalities can be completed post your reporting at NIIT University Campus at the time of joining the Bank.

3: **Completing the Background Verification Process**

- You will receive an email for Background Verification Process.
- Kindly adhere to all the steps and enter correct details & upload all supporting documents.

4**: Commencement of the Program**

- The program will start soon**.** NIIT IFBI will communicate the exact date in due course.
- Please note that no traveling expenses towards joining the program shall be reimbursed by the Bank.

**NOTE : <u>NIIT IFBI will inform the exact date of reporting to campus along with the detailed guidelines especially due to the prevailing Covid -19 situation. On receipt of these instructions, you may plan your date of travel to the NIIT University campus, Neemrana.</u>**

AXISB/HR/REC/CO/ABYB/ APP124101120543

**9th November 2024**

GANESH RAVIKUMAR NITURE
**Email ID:** ganeshniture01@gmail.com
Aadhaar Number: 257154034630

**LETTER OF ADMISSION TO AXIS BANK YOUNG BANKERS (ABYB) PROGRAM CONDUCTED BY NIIT IFBI**

Dear GANESH RAVIKUMAR NITURE,

1. This is in reference to your application to the Axis Bank Young Bankers (ABYB) Program, which is being conducted in association with NIIT Institute of Finance, Banking and Insurance Training Limited (NIIT IFBI) for a Post Graduate Diploma in Banking Services (PGDBS).

   We take immense pleasure in informing you that subsequent to the selection process, you have been selected for the said program or admission to Axis Bank Young Bankers Program will be subject to the following conditions:

   a) Fulfilling the prescribed eligibility criteria – Graduates or Postgraduates from any stream with 50% and above in their FINAL year of graduation OR aggregate of 50% and above in all years of Graduation.

   b) Graduation Degree (10+2+3 pattern) is compulsory.

   c) Further Eligibility criteria mentioned on the NIIT's website.

   d) Satisfactory background verification reports from an authorized agency of the Bank.
   (The certificates / documents / information submitted by you shall be deemed to be material for the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation / suppression of facts).

2. Please follow the **four** steps articulated below to proceed with your admission:

**Step 1: Application submission & Admission Registration with NIIT IFBI.**

You will receive an email along a link & application form from NIIT IFBI. Please fill and submit the same immediately on receipt.

**Step 2:** Open an Axis Bank Young Bankers - Zero Balance Savings Account (SBEZY Account)
**Timeline: Next 5 days**

- You are required to visit any nearest Axis Bank branch in your location for getting your account opened.
- You are required to refer attachment: **"Instructions to open SBEZY Account**" thoroughly before going to the branch for your account opening process.
- Please note, this is a **zero-balance account** and you do not have to pay anything while opening this account. Hence, please specify from your end to the branch staff that it is for ABYB and the type of account as mentioned in the instructions document. You may show the circular given in the same account opening process attachment to the branch staff for opening correct type of Account. If any such issues while opening account in branch/need clarification, call helpline numbers provided in mail towards the end.
- Please note, all COVID related guidelines are being followed at all Axis branches. You need to wear medical grade masks and keep them on for the duration of your time outside your home and always keep social distance.

**Step 3: Admission Confirmation**
**Timeline: Next 5 days**

Once you complete step 1 & 2 above, please click on the link below to confirm that the Application form (step 1) is submitted and that the Savings account in Axis Bank is opened (step 2)

Click below link:
https://forms.office.com/Pages/ResponsePage.aspx?id=v5iBDK3otEOhrp7LnXKt_aVnCWZR8W1PotMh_R3FLpZUOTFCRTRRQUZEMlpJQkJTOTlFNTlMQUxDMy4u

**Step 4: Course Fee Payment**
**Timeline: - immediately**

Identify if you are a Loan or Self-fund candidate.

**4 A.** Steps & Timelines for candidates availing Education Loan **next 5 days:**

Post completion of your SBEZY account opening process at the branch and confirming the same on the link, you are required to visit any one of the Loan center /RAC from the attached list of RAC Centre (Refer attachment: "**List of Axis Bank RACs for ABYB Loan Processing**")for your loan process.

**Step 1:** In order to apply for the Education Loan, ensure that you are accompanied by a Co-applicant (Father, Mother, Spouse, Parents-in-Law)
**Documents to be carried by the Co-applicant:** (Refer attachment: ***"Documents to be submitted by applicants for Loan for ABYB Loan_NIIT***") by both applicant & co-applicant

**Step 2:** Ensure that you have the following Savings Account Details - Customer ID, Account No. and non-personalized cheque book (This cheque book will Not have your name printed on it)

**Step 3:** Please refer to the attachment "**ABYB Loan Details_NIIT**" for Terms & Conditions of the Loan.

The sanction and disbursal of the loan will be subject to submission of the required documents and completion of the required formalities.

**4 B.** Steps & Timelines for candidates Self-funding the course

**Payment of First Term Fees of Rs. 1,39,240/-**

**Please follow the instructions which is attached for your reference – "ABYBP 1st Term fee".**
The first Term Fee of Rs 1,39,240/- may be paid online by logging on to your application form clicking on the link below.

https://axisbankyb.niit.com

The link will prompt you to fill the following details.

- Student Name
- Application ID
- Registered E-mail Id
- Registered Mobile Number

Please retain the screenshot of the acknowledgement / receipt which should be produced on demand by NIIT or the bank.

If you are unable to remit the fees through the ONLINE link above, you may visit your bank and remit the fees of Rs 1,39,240/- by way of an RTGS as per details below:

**A/c No**. 000705015637

**IFSC :** ICIC0000007

**ACCOUNT NAME:** NIIT INSTITUTE OF FINANCE BANKING & INSURANCE TRAINING LIMITED

**BANK NAME :** ICICI BANK LIMITED

**BRANCH :** BARAKHAMBA ROAD, NEW DELHI

**Note:** Your admission process will be complete only on completion of all the 4 steps mentioned above.

3. NIIT University will issue a Post Graduate Diploma in Banking and Services to Young Bankers who successfully **complete 4 terms of 12 months** (4 months of classroom & 3 months of internship in which they will be posted in any of the branches of Axis Bank), to enable them to become eligible for "On the Job Training (OJT)" at Axis Bank, which will again be for a period of 5 months (4th term). During the OJT the Young Bankers will be posted in any of its branches, become employees of the Bank and they will be allotted employee IDs and business targets. OJT posting is the final posting. The OJT evaluation will be done by the reporting manager based on performance. In case any Young Banker fails to score minimum of 50% in internship, then the Young Banker has to undergo re-internship without stipend. OJT will also get extended if the Young Banker fails to clear the same. In case the Young Banker fails to clear the OJT within 1 year of joining the bank, he will not be eligible for the PGDBS certificate.

4. After successful completion of the OJT, you will be given Post Graduate Diploma in Banking & Services - PGDBS, you will be appointed in the Bank in the grade of Assistant Manager with a **minimum** CTC (Cost to Company) of **Rs. 4.46 Lakhs** per year. This CTC is inclusive of Retirals, Performance Bonus and non- encashable Staff Loan Benefits. Detailed Breakup of the CTC mentioned above is attached in **Annexure A. You are requested to please read the same carefully**.

5. Successful completion of the Axis bank Young Bankers Program implies fulfilling of the following conditions:
   a) Completion of the 4 months of classroom training, 3 months of internship and 5 months of "On the Job training (OJT)" leading to the conferring of a *Post Graduate Diploma in Banking Services*, by NIIT University.
   b) The student has to necessarily pass both Terms and complete internship project & OJT within one year of enrollment in the program.
   c) Satisfactory conduct throughout the program as per the Code of Conduct prescribed by NIIT IFBI & the Bank.
   d) Completion of NISM Certification in Mutual Fund is mandatory for all the students of the batch. These exams will be conducted at NIIT University campus/online. The exam fee will be borne by the students themselves and will be reimbursed on joining the Bank, to only those who successfully complete the certification exam during their campus training.

   Upon completion of all the above conditions, you will be given a Final Letter of Appointment with the details of your posting to a Branch and your exact compensation breakup. All students after successful completion of the course, will be awarded the "**POST-GRADUATE DIPLOMA IN BANKING SERVICES**" from NIIT University. **Accordingly, you will be absorbed in the Bank in Assistant Manager Grade and can be posted at any Branch / Office in India as per Bank's discretion. The role offered by Axis Bank via this program will constitute of selling banking & financial products to the bank's existing and new customers.**

**The allocation of branches / offices of the Bank during Internship and at the time of final posting as employee (OJT /On the Job Training period is the first 5 months from the time of your joining as employee) will be as per the business requirements of the Bank and the vacancies available at the time of posting. The bank cannot guarantee posting as per the preferred location of the candidate. No location change/transfer requests/change in role will be taken until you have completed 2 years in given posting/role.**

6. While in the Program you will be eligible for a Stipend as mentioned below:
   a) During the 4 months of on Campus training: **Rs.5,000/- per month** (all inclusive)

   b) During the 3 months of Internship at Axis Bank Branches: **Rs.24,491/- per month** (all inclusive)

   **c)** During the 5 months of OJT at Axis Bank branches: CTC as mentioned in **Annexure A**

7. The course fees payable to NIIT IFBI, for this one-year Full-time Post Graduate Diploma Course is Rs. ***2,80,000***/- **(Rupees Two Lakhs Eighty Thousand) including GST** as applicable. The said fees will be payable to NIIT IFBI in two installments as per the schedule advised (Refer to **Annexure B**)

   The fee amount is all inclusive, covering course fees, course material, tablet, boarding and lodging during the four months on-campus period but exclusive of any out-of-pocket expenses.

   **Please note that the course fee is paid towards the ABYB program to NIIT IFBI and not to Axis bank for getting a guaranteed job.** Also, note that no refund of the course fees will be permissible under any circumstances, if the candidate decides to leave after enrollment, as notified by NIIT IFBI.

8. All students are required to pay Rs. 2,500/- as admission fee (non-refundable) at the start of admission process. Only after you complete your Admission at NIIT IFBI, this admission fee will be adjusted against the Term I fee.

9. As a Part of the Axis Bank Young Bankers Program, the Code of conduct and Rules of the Program will be binding on you. These will be applicable to you both on and off the Campus.

10. A copy of the Student Handbook will be provided to you. The Important rules that govern your stay in the campus and as a part of the program are explained therein. Any other applicable rules will be displayed on the notice boards for the students on the campus. During the 4 months study on the campus acts of indiscipline shall attract suitable Disciplinary action including dismissal from the course.

11. In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated within the one-year course duration, this offer of subsequent appointment with Axis Bank, shall stand withdrawn automatically. Any additional expenses required to be incurred in appearing for repeat attempts will have to be borne by the candidate, with no commitment of appointment to the Bank.

12. In case you are unable to complete the course for any reason, you will be liable to make payments towards the Fees and other academic charges for the entire course to NIIT IFBI. Axis Bank will not be liable for any payments or claims in this regard.

You need to furnish a copy of the admission letter duly signed by you, at the time of reporting for the program at the NIIT University, Neemrana.

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

Yours faithfully,

**Anand Bardhan**
**Senior Vice President**
**Human Resources**
Encl: - a/a

1) Annexure A (Grade & Indicative Compensation Breakup)
2) Annexure B (Steps until Joining the program at NIIT University, Neemrana)

**Annexure A:** Grade & Indicative Compensation Breakup

| **COMPENSATION** | **CTC (PA)** |
|---|---|
| Fixed Cash+Retiral | 3,20,440 |
| Loan Benefits | 69,084 |
| Value of Insurance benefit | 11,494 |
| Performance Bonus | 45,000 |
| **Total Gross CTC*** | **4,46,018** |

**Please Note:**

- The Total Gross CTC shown above is the minimum CTC. i.e. for Tier 6 cities.
- Your proposed monthly gross salary (Fixed Cash + Retirals) will be approximately Rs. 26,700. **Please note, this is before any deduction towards Income Tax, Loan EMI, Insurance Premium, Retirals (PF/Gratuity), or any other miscellaneous deductions.**
- Retirals are non-cash benefits.
- Staff Loan Benefits are non-cash benefits. The figure indicated is the Staff Loan value, which can be availed subject to the candidate being a confirmed employee. Staff loans will be applicable as per the designation/grade eligibility and terms of the employment.
- The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with the appointment and fulfillment of requirements of the Insurance Company.
- Performance Bonus is a lumpsum amount that an employee receives after the performance appraisal cycle. Rs 45,000 is indicative of the highest possible performance bonus an individual can get. Final performance bonus received is subject to the individual's performance and the Bank's performance. Please note this is subject to you being a confirmed employee.
- The above CTC break up is exclusive of Location Pay which would be paid over & above Fixed Cash+Retirals depending on the location of posting. This may change basis the Tier of the city.
- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

**ANNEXURE B:** Fee Structure and Admission Process for joining the Young Bankers Program

1**: Payment of Fees**

- You may choose to fund the fee for the course yourself or apply for Education Loan from Axis Bank. In case of Education Loan, bank will disburse the total fee amount and not in instalments as mentioned in the below table.

**Course Fee structure is appended below for your reference.**

| ***Term*** | ***Fee Components*** | ***Fee*** | ***GST*** | ***Total*** | ***Payment Schedule*** |
|---|---|---|---|---|---|
| 1 | Tuition Fee | 1,20,119 | 21,621 | 1,41,740 | In Advance on or before the Commencement of 1st Term |
| 2 | Tuition Fee | 1,17,169 | 21,090 | 1,38,259 | In Advance, 15 days before the Commencement of 2nd Term |
| | ***Total Fee*** | ***2,37,288*** | ***42,712*** | ***2,80,000*** | |

* The total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%.

* In case of loan, full fee (INR 2,80,000) will be disbursed in one time.

2: **Initiation of Pre joining formalities**

- Please note that Axis Bank Ltd has a well-defined structured pre-joining process. This includes the declarations and background verification process. The bank will be advising you the details on your registered e-mail ID. These formalities can be completed post your reporting at NIIT University Campus at the time of joining the Bank.

3: **Completing the Background Verification Process**

- You will receive an email for Background Verification Process.
- Kindly adhere to all the steps and enter correct details & upload all supporting documents.

4**: Commencement of the Program**

- The program will start soon**.** NIIT IFBI will communicate the exact date in due course.
- Please note that no traveling expenses towards joining the program shall be reimbursed by the Bank.

**NOTE : <u>NIIT IFBI will inform the exact date of reporting to campus along with the detailed guidelines especially due to the prevailing Covid -19 situation. On receipt of these instructions, you may plan your date of travel to the NIIT University campus, Neemrana.</u>**

AXISB/HR/REC/CO/ABYB/ APP124101120735

**28th October 2024**

JOGDAND SHRADHA ARJUN
**Email ID:** shradhajogdand056@gmail.com
Aadhaar Number: 300383161822

**LETTER OF ADMISSION TO AXIS BANK YOUNG BANKERS (ABYB) PROGRAM CONDUCTED BY NIIT IFBI**

Dear JOGDAND SHRADHA ARJUN,

1. This is in reference to your application to the Axis Bank Young Bankers (ABYB) Program, which is being conducted in association with NIIT Institute of Finance, Banking and Insurance Training Limited (NIIT IFBI) for a Post Graduate Diploma in Banking Services (PGDBS).

   We take immense pleasure in informing you that subsequent to the selection process, you have been selected for the said program or admission to Axis Bank Young Bankers Program will be subject to the following conditions:

   a) Fulfilling the prescribed eligibility criteria – Graduates or Postgraduates from any stream with 50% and above in their FINAL year of graduation OR aggregate of 50% and above in all years of Graduation.

   b) Graduation Degree (10+2+3 pattern) is compulsory.

   c) Further Eligibility criteria mentioned on the NIIT's website.

   d) Satisfactory background verification reports from an authorized agency of the Bank.
   (The certificates / documents / information submitted by you shall be deemed to be material for

the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation / suppression of facts).

2. Please follow the **four** steps articulated below to proceed with your admission:

**Step 1: Application submission & Admission Registration with NIIT IFBI.**

You will receive an email along a link & application form from NIIT IFBI. Please fill and submit the same immediately on receipt.

**Step 2:** Open an Axis Bank Young Bankers - Zero Balance Savings Account (SBEZY Account)
**Timeline: Next 5 days**

- You are required to visit any nearest Axis Bank branch in your location for getting your account opened.
- You are required to refer attachment: **"Instructions to open SBEZY Account**" thoroughly before going to the branch for your account opening process.
- Please note, this is a **zero-balance account** and you do not have to pay anything while opening this account. Hence, please specify from your end to the branch staff that it is for ABYB and the type of account as mentioned in the instructions document. You may show the circular given in the same account opening process attachment to the branch staff for opening correct type of Account. If any such issues while opening account in branch/need clarification, call helpline numbers provided in mail towards the end.
- Please note, all COVID related guidelines are being followed at all Axis branches. You need to wear medical grade masks and keep them on for the duration of your time outside your home and always keep social distance.

**Step 3: Admission Confirmation**
**Timeline: Next 5 days**

Once you complete step 1 & 2 above, please click on the link below to confirm that the Application form (step 1) is submitted and that the Savings account in Axis Bank is opened (step 2)

Click below link:
https://forms.office.com/Pages/ResponsePage.aspx?id=v5iBDK3otEOhrp7LnXKt_aVnCWZR8W1PotMh_R3FLpZUOTFCRTRRQUZEMlpJQkJTOTlFNTlMQUxDMy4u

**Step 4: Course Fee Payment**
**Timeline: - immediately**

Identify if you are a Loan or Self-fund candidate.

**4 A.** Steps & Timelines for candidates availing Education Loan **next 5 days:**

Post completion of your SBEZY account opening process at the branch and confirming the same on the link, you are required to visit any one of the Loan center /RAC from the attached list of RAC Centre (Refer attachment: "**List of Axis Bank RACs for ABYB Loan Processing**")for your loan process.

**Step 1:** In order to apply for the Education Loan, ensure that you are accompanied by a Co-applicant (Father, Mother, Spouse, Parents-in-Law)
**Documents to be carried by the Co-applicant:** (Refer attachment: ***"Documents to be submitted by applicants for Loan for ABYB Loan_NIIT***") by both applicant & co-applicant

**Step 2:** Ensure that you have the following Savings Account Details - Customer ID, Account No. and non-personalized cheque book (This cheque book will Not have your name printed on it)

**Step 3:** Please refer to the attachment "**ABYB Loan Details_NIIT**" for Terms & Conditions of the Loan.

The sanction and disbursal of the loan will be subject to submission of the required documents and completion of the required formalities.

**4 B.** Steps & Timelines for candidates Self-funding the course

**Payment of First Term Fees of Rs. 1,39,240/-**

**Please follow the instructions which is attached for your reference – "ABYBP 1st Term fee".**
The first Term Fee of Rs 1,39,240/- may be paid online by logging on to your application form clicking on the link below.

https://axisbankyb.niit.com

The link will prompt you to fill the following details.

- Student Name
- Application ID
- Registered E-mail Id
- Registered Mobile Number

Please retain the screenshot of the acknowledgement / receipt which should be produced on demand by NIIT or the bank.

If you are unable to remit the fees through the ONLINE link above, you may visit your bank and remit the fees of Rs 1,39,240/- by way of an RTGS as per details below:

**A/c No**. 000705015637

**IFSC :** ICIC0000007

**ACCOUNT NAME:** NIIT INSTITUTE OF FINANCE BANKING & INSURANCE TRAINING LIMITED

**BANK NAME :** ICICI BANK LIMITED

**BRANCH :** BARAKHAMBA ROAD, NEW DELHI

**Note:** Your admission process will be complete only on completion of all the 4 steps mentioned above.

3. NIIT University will issue a Post Graduate Diploma in Banking and Services to Young Bankers who successfully **complete 4 terms of 12 months** (4 months of classroom & 3 months of internship in which they will be posted in any of the branches of Axis Bank), to enable them to become eligible for "On the Job Training (OJT)" at Axis Bank, which will again be for a period of 5 months ($4^{th}$ term). During the OJT the Young Bankers will be posted in any of its branches, become employees of the Bank and they will be allotted employee IDs and business targets. OJT posting is the final posting. The OJT evaluation will be done by the reporting manager based on performance. In case any Young Banker fails to score minimum of 50% in internship, then the Young Banker has to undergo re-internship without stipend. OJT will also get extended if the Young Banker fails to clear the same. In case the Young Banker fails to clear the OJT within 1 year of joining the bank, he will not be eligible for the PGDBS certificate.

4. After successful completion of the OJT, you will be given Post Graduate Diploma in Banking & Services - PGDBS, you will be appointed in the Bank in the grade of Assistant Manager with a **minimum** CTC (Cost to Company) of **Rs. 4.46 Lakhs** per year. This CTC is inclusive of Retirals, Performance Bonus and non- encashable Staff Loan Benefits. Detailed Breakup of the CTC mentioned above is attached in **Annexure A. You are requested to please read the same carefully**.

5. Successful completion of the Axis bank Young Bankers Program implies fulfilling of the following conditions:
   a) Completion of the 4 months of classroom training, 3 months of internship and 5 months of "On the Job training (OJT)" leading to the conferring of a *Post Graduate Diploma in Banking Services*, by NIIT University.
   b) The student has to necessarily pass both Terms and complete internship project & OJT within one year of enrollment in the program.
   c) Satisfactory conduct throughout the program as per the Code of Conduct prescribed by NIIT IFBI & the Bank.
   d) Completion of NISM Certification in Mutual Fund is mandatory for all the students of the batch. These exams will be conducted at NIIT University campus/online. The exam fee will be borne by the students themselves and will be reimbursed on joining the Bank, to only those who successfully complete the certification exam during their campus training.

   Upon completion of all the above conditions, you will be given a Final Letter of Appointment with the details of your posting to a Branch and your exact compensation breakup. All students after successful completion of the course, will be awarded the "**POST-GRADUATE DIPLOMA IN BANKING SERVICES**" from NIIT University. **Accordingly, you will be absorbed in the Bank in Assistant Manager Grade and can be posted at any Branch / Office in India as per Bank's discretion. The role offered by Axis Bank via this program will constitute of selling banking & financial products to the bank's existing and new customers.**

**The allocation of branches / offices of the Bank during Internship and at the time of final posting as employee (OJT /On the Job Training period is the first 5 months from the time of your joining as employee) will be as per the business requirements of the Bank and the vacancies available at the time of posting. The bank cannot guarantee posting as per the preferred location of the candidate. No location change/transfer requests/change in role will be taken until you have completed 2 years in given posting/role.**

6. While in the Program you will be eligible for a Stipend as mentioned below:
   a) During the 4 months of on Campus training: **Rs.5,000/- per month** (all inclusive)

   b) During the 3 months of Internship at Axis Bank Branches: **Rs.24,491/- per month** (all inclusive)

   **c)** During the 5 months of OJT at Axis Bank branches: CTC as mentioned in **Annexure A**

7. The course fees payable to NIIT IFBI, for this one-year Full-time Post Graduate Diploma Course is Rs. ***2,80,000***/- **(Rupees Two Lakhs Eighty Thousand) including GST** as applicable. The said fees will be payable to NIIT IFBI in two installments as per the schedule advised (Refer to **Annexure B**)

   The fee amount is all inclusive, covering course fees, course material, tablet, boarding and lodging during the four months on-campus period but exclusive of any out-of-pocket expenses.

   **Please note that the course fee is paid towards the ABYB program to NIIT IFBI and not to Axis bank for getting a guaranteed job.** Also, note that no refund of the course fees will be permissible under any circumstances, if the candidate decides to leave after enrollment, as notified by NIIT IFBI.

8. All students are required to pay Rs. 2,500/- as admission fee (non-refundable) at the start of admission process. Only after you complete your Admission at NIIT IFBI, this admission fee will be adjusted against the Term I fee.

9. As a Part of the Axis Bank Young Bankers Program, the Code of conduct and Rules of the Program will be binding on you. These will be applicable to you both on and off the Campus.

10. A copy of the Student Handbook will be provided to you. The Important rules that govern your stay in the campus and as a part of the program are explained therein. Any other applicable rules will be displayed on the notice boards for the students on the campus. During the 4 months study on the campus acts of indiscipline shall attract suitable Disciplinary action including dismissal from the course.

11. In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated within the one-year course duration, this offer of subsequent appointment with Axis Bank, shall stand withdrawn automatically. Any additional expenses required to be incurred in appearing for repeat attempts will have to be borne by the candidate, with no commitment of appointment to the Bank.

12. In case you are unable to complete the course for any reason, you will be liable to make payments towards the Fees and other academic charges for the entire course to NIIT IFBI. Axis Bank will not be liable for any payments or claims in this regard.

You need to furnish a copy of the admission letter duly signed by you, at the time of reporting for the program at the NIIT University, Neemrana.

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

Yours faithfully,

**Anand Bardhan**
**Senior Vice President**
**Human Resources**
Encl: - a/a

1) Annexure A (Grade & Indicative Compensation Breakup)
2) Annexure B (Steps until Joining the program at NIIT University, Neemrana)

**Annexure A:** Grade & Indicative Compensation Breakup

| **COMPENSATION** | **CTC (PA)** |
|---|---|
| Fixed Cash+Retiral | 3,20,440 |
| Loan Benefits | 69,084 |
| Value of Insurance benefit | 11,494 |
| Performance Bonus | 45,000 |
| **Total Gross CTC*** | **4,46,018** |

**Please Note:**

- The Total Gross CTC shown above is the minimum CTC. i.e. for Tier 6 cities.
- Your proposed monthly gross salary (Fixed Cash + Retirals) will be approximately Rs. 26,700. **Please note, this is before any deduction towards Income Tax, Loan EMI, Insurance Premium, Retirals (PF/Gratuity), or any other miscellaneous deductions.**
- Retirals are non-cash benefits.
- Staff Loan Benefits are non-cash benefits. The figure indicated is the Staff Loan value, which can be availed subject to the candidate being a confirmed employee. Staff loans will be applicable as per the designation/grade eligibility and terms of the employment.
- The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with the appointment and fulfillment of requirements of the Insurance Company.
- Performance Bonus is a lumpsum amount that an employee receives after the performance appraisal cycle. Rs 45,000 is indicative of the highest possible performance bonus an individual can get. Final performance bonus received is subject to the individual's performance and the Bank's performance. Please note this is subject to you being a confirmed employee.
- The above CTC break up is exclusive of Location Pay which would be paid over & above Fixed Cash+Retirals depending on the location of posting. This may change basis the Tier of the city.
- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

**ANNEXURE B:** Fee Structure and Admission Process for joining the Young Bankers Program

1**: Payment of Fees**

- You may choose to fund the fee for the course yourself or apply for Education Loan from Axis Bank. In case of Education Loan, bank will disburse the total fee amount and not in instalments as mentioned in the below table.

**Course Fee structure is appended below for your reference.**

| ***Term*** | ***Fee Components*** | ***Fee*** | ***GST*** | ***Total*** | ***Payment Schedule*** |
|---|---|---|---|---|---|
| 1 | Tuition Fee | 1,20,119 | 21,621 | 1,41,740 | In Advance on or before the Commencement of 1st Term |
| 2 | Tuition Fee | 1,17,169 | 21,090 | 1,38,259 | In Advance, 15 days before the Commencement of 2nd Term |
| | ***Total Fee*** | ***2,37,288*** | ***42,712*** | ***2,80,000*** | |

* The total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%.

* In case of loan, full fee (INR 2,80,000) will be disbursed in one time.

2: **Initiation of Pre joining formalities**

- Please note that Axis Bank Ltd has a well-defined structured pre-joining process. This includes the declarations and background verification process. The bank will be advising you the details on your registered e-mail ID. These formalities can be completed post your reporting at NIIT University Campus at the time of joining the Bank.

3: **Completing the Background Verification Process**

- You will receive an email for Background Verification Process.
- Kindly adhere to all the steps and enter correct details & upload all supporting documents.

4**: Commencement of the Program**

- The program will start soon**.** NIIT IFBI will communicate the exact date in due course.
- Please note that no traveling expenses towards joining the program shall be reimbursed by the Bank.

**NOTE : <u>NIIT IFBI will inform the exact date of reporting to campus along with the detailed guidelines especially due to the prevailing Covid -19 situation. On receipt of these instructions, you may plan your date of travel to the NIIT University campus, Neemrana.</u>**

AXISB/HR/REC/CO/ABYB/ APP124101122276

**30th October 2024**

MIRJE VAISHNAVI VASANT
**Email ID:** mirjevaishnavi2000@gmail.com
Aadhaar Number: 865284030220

**LETTER OF ADMISSION TO AXIS BANK YOUNG BANKERS (ABYB) PROGRAM CONDUCTED BY NIIT IFBI**

Dear MIRJE VAISHNAVI VASANT,

1. This is in reference to your application to the Axis Bank Young Bankers (ABYB) Program, which is being conducted in association with NIIT Institute of Finance, Banking and Insurance Training Limited (NIIT IFBI) for a Post Graduate Diploma in Banking Services (PGDBS).

   We take immense pleasure in informing you that subsequent to the selection process, you have been selected for the said program or admission to Axis Bank Young Bankers Program will be subject to the following conditions:

a) Fulfilling the prescribed eligibility criteria – Graduates or Postgraduates from any stream with 50% and above in their FINAL year of graduation OR aggregate of 50% and above in all years of Graduation.

b) Graduation Degree (10+2+3 pattern) is compulsory.

c) Further Eligibility criteria mentioned on the NIIT's website.

d) Satisfactory background verification reports from an authorized agency of the Bank.
(The certificates / documents / information submitted by you shall be deemed to be material for the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation / suppression of facts).

2. Please follow the **four** steps articulated below to proceed with your admission:

**Step 1: Application submission & Admission Registration with NIIT IFBI.**

You will receive an email along a link & application form from NIIT IFBI. Please fill and submit the same immediately on receipt.

**Step 2:** Open an Axis Bank Young Bankers - Zero Balance Savings Account (SBEZY Account)
**Timeline: Next 5 days**

- You are required to visit any nearest Axis Bank branch in your location for getting your account opened.
- You are required to refer attachment: **"Instructions to open SBEZY Account**" thoroughly before going to the branch for your account opening process.
- Please note, this is a **zero-balance account** and you do not have to pay anything while opening this account. Hence, please specify from your end to the branch staff that it is for ABYB and the type of account as mentioned in the instructions document. You may show the circular given in the same account opening process attachment to the branch staff for opening correct type of Account. If any such issues while opening account in branch/need clarification, call helpline numbers provided in mail towards the end.
- Please note, all COVID related guidelines are being followed at all Axis branches. You need to wear medical grade masks and keep them on for the duration of your time outside your home and always keep social distance.

**Step 3: Admission Confirmation**
**Timeline: Next 5 days**

Once you complete step 1 & 2 above, please click on the link below to confirm that the Application form (step 1) is submitted and that the Savings account in Axis Bank is opened (step 2)

Click below link:
https://forms.office.com/Pages/ResponsePage.aspx?id=v5iBDK3otEOhrp7LnXKt_aVnCWZR8W1PotMh_R3FLpZUOTFCRTRRQUZEMlpJQkJTOTlFNTlMQUxDMy4u

**Step 4: Course Fee Payment**
**Timeline: - immediately**

Identify if you are a Loan or Self-fund candidate.

**4 A.** Steps & Timelines for candidates availing Education Loan **next 5 days:**

Post completion of your SBEZY account opening process at the branch and confirming the same on the link, you are required to visit any one of the Loan center /RAC from the attached list of RAC Centre (Refer attachment: "**List of Axis Bank RACs for ABYB Loan Processing**")for your loan process.

**Step 1:** In order to apply for the Education Loan, ensure that you are accompanied by a Co-applicant (Father, Mother, Spouse, Parents-in-Law)
**Documents to be carried by the Co-applicant:** (Refer attachment: ***"Documents to be submitted by applicants for Loan for ABYB Loan_NIIT***") by both applicant & co-applicant

**Step 2:** Ensure that you have the following Savings Account Details - Customer ID, Account No. and non-personalized cheque book (This cheque book will Not have your name printed on it)

**Step 3:** Please refer to the attachment "**ABYB Loan Details_NIIT**" for Terms & Conditions of the Loan.

The sanction and disbursal of the loan will be subject to submission of the required documents and completion of the required formalities.

**4 B.** Steps & Timelines for candidates Self-funding the course

**Payment of First Term Fees of Rs. 1,39,240/-**

**Please follow the instructions which is attached for your reference – "ABYBP 1st Term fee".**
The first Term Fee of Rs 1,39,240/- may be paid online by logging on to your application form clicking on the link below.

https://axisbankyb.niit.com

The link will prompt you to fill the following details.

- Student Name
- Application ID
- Registered E-mail Id
- Registered Mobile Number

Please retain the screenshot of the acknowledgement / receipt which should be produced on demand by NIIT or the bank.

If you are unable to remit the fees through the ONLINE link above, you may visit your bank and remit the fees of Rs 1,39,240/- by way of an RTGS as per details below:

**A/c No**. 000705015637

**IFSC :** ICIC0000007

**ACCOUNT NAME:** NIIT INSTITUTE OF FINANCE BANKING & INSURANCE TRAINING LIMITED

**BANK NAME :** ICICI BANK LIMITED

**BRANCH :** BARAKHAMBA ROAD, NEW DELHI

**Note:** Your admission process will be complete only on completion of all the 4 steps mentioned above.

3. NIIT University will issue a Post Graduate Diploma in Banking and Services to Young Bankers who successfully **complete 4 terms of 12 months** (4 months of classroom & 3 months of internship in which they will be posted in any of the branches of Axis Bank), to enable them to become eligible for "On the Job Training (OJT)" at Axis Bank, which will again be for a period of 5 months (4th term). During the OJT the Young Bankers will be posted in any of its branches, become employees of the Bank and they will be allotted employee IDs and business targets. OJT posting is the final posting. The OJT evaluation will be done by the reporting manager based on performance. In case any Young Banker fails to score minimum of 50% in internship, then the Young Banker has to undergo re-internship without stipend. OJT will also get extended if the Young Banker fails to clear the same. In case the Young Banker fails to clear the OJT within 1 year of joining the bank, he will not be eligible for the PGDBS certificate.

4. After successful completion of the OJT, you will be given Post Graduate Diploma in Banking & Services - PGDBS, you will be appointed in the Bank in the grade of Assistant Manager with a **minimum** CTC (Cost to Company) of **Rs. 4.46 Lakhs** per year. This CTC is inclusive of Retirals, Performance Bonus and non- encashable Staff Loan Benefits. Detailed Breakup of the CTC mentioned above is attached in **Annexure A. You are requested to please read the same carefully**.

5. Successful completion of the Axis bank Young Bankers Program implies fulfilling of the following conditions:
   a) Completion of the 4 months of classroom training, 3 months of internship and 5 months of "On the Job training (OJT)" leading to the conferring of a *Post Graduate Diploma in Banking Services*, by NIIT University.
   b) The student has to necessarily pass both Terms and complete internship project & OJT within one year of enrollment in the program.
   c) Satisfactory conduct throughout the program as per the Code of Conduct prescribed by NIIT IFBI & the Bank.
   d) Completion of NISM Certification in Mutual Fund is mandatory for all the students of the batch. These exams will be conducted at NIIT University campus/online. The exam fee will be borne by the students themselves and will be reimbursed on joining the Bank, to only those who successfully complete the certification exam during their campus training.

   Upon completion of all the above conditions, you will be given a Final Letter of Appointment with the details of your posting to a Branch and your exact compensation breakup. All students after successful completion of the course, will be awarded the "**POST-GRADUATE DIPLOMA IN BANKING SERVICES**" from NIIT University. **Accordingly, you will be absorbed in the Bank in Assistant Manager Grade and can be posted at any Branch / Office in India as per Bank's discretion. The role offered by Axis Bank via this program will constitute of selling banking & financial products to the bank's existing and new customers.**

**The allocation of branches / offices of the Bank during Internship and at the time of final posting as employee (OJT /On the Job Training period is the first 5 months from the time of your joining as employee) will be as per the business requirements of the Bank and the vacancies available at the time of posting. The bank cannot guarantee posting as per the preferred location of the candidate. No location change/transfer requests/change in role will be taken until you have completed 2 years in given posting/role.**

6. While in the Program you will be eligible for a Stipend as mentioned below:
   a) During the 4 months of on Campus training: **Rs.5,000/- per month** (all inclusive)

   b) During the 3 months of Internship at Axis Bank Branches: **Rs.24,491/- per month** (all inclusive)

   **c)** During the 5 months of OJT at Axis Bank branches: CTC as mentioned in **Annexure A**

7. The course fees payable to NIIT IFBI, for this one-year Full-time Post Graduate Diploma Course is Rs. ***2,80,000***/- **(Rupees Two Lakhs Eighty Thousand) including GST** as applicable. The said fees will be payable to NIIT IFBI in two installments as per the schedule advised (Refer to **Annexure B**)

   The fee amount is all inclusive, covering course fees, course material, tablet, boarding and lodging during the four months on-campus period but exclusive of any out-of-pocket expenses.

   **Please note that the course fee is paid towards the ABYB program to NIIT IFBI and not to Axis bank for getting a guaranteed job.** Also, note that no refund of the course fees will be permissible under any circumstances, if the candidate decides to leave after enrollment, as notified by NIIT IFBI.

8. All students are required to pay Rs. 2,500/- as admission fee (non-refundable) at the start of admission process. Only after you complete your Admission at NIIT IFBI, this admission fee will be adjusted against the Term I fee.

9. As a Part of the Axis Bank Young Bankers Program, the Code of conduct and Rules of the Program will be binding on you. These will be applicable to you both on and off the Campus.

10. A copy of the Student Handbook will be provided to you. The Important rules that govern your stay in the campus and as a part of the program are explained therein. Any other applicable rules will be displayed on the notice boards for the students on the campus. During the 4 months study on the campus acts of indiscipline shall attract suitable Disciplinary action including dismissal from the course.

11. In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated within the one-year course duration, this offer of subsequent appointment with Axis Bank, shall stand withdrawn automatically. Any additional expenses required to be incurred in appearing for repeat attempts will have to be borne by the candidate, with no commitment of appointment to the Bank.

12. In case you are unable to complete the course for any reason, you will be liable to make payments towards the Fees and other academic charges for the entire course to NIIT IFBI. Axis Bank will not be liable for any payments or claims in this regard.

You need to furnish a copy of the admission letter duly signed by you, at the time of reporting for the program at the NIIT University, Neemrana.

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

Yours faithfully,

**Anand Bardhan**
**Senior Vice President**
**Human Resources**
Encl: - a/a

1) Annexure A (Grade & Indicative Compensation Breakup)
2) Annexure B (Steps until Joining the program at NIIT University, Neemrana)

**Annexure A:** Grade & Indicative Compensation Breakup

| **COMPENSATION** | **CTC (PA)** |
|---|---|
| Fixed Cash+Retiral | 3,20,440 |
| Loan Benefits | 69,084 |
| Value of Insurance benefit | 11,494 |
| Performance Bonus | 45,000 |
| **Total Gross CTC*** | **4,46,018** |

**Please Note:**

- The Total Gross CTC shown above is the minimum CTC. i.e. for Tier 6 cities.
- Your proposed monthly gross salary (Fixed Cash + Retirals) will be approximately Rs. 26,700. **Please note, this is before any deduction towards Income Tax, Loan EMI, Insurance Premium, Retirals (PF/Gratuity), or any other miscellaneous deductions.**
- Retirals are non-cash benefits.
- Staff Loan Benefits are non-cash benefits. The figure indicated is the Staff Loan value, which can be availed subject to the candidate being a confirmed employee. Staff loans will be applicable as per the designation/grade eligibility and terms of the employment.
- The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with the appointment and fulfillment of requirements of the Insurance Company.
- Performance Bonus is a lumpsum amount that an employee receives after the performance appraisal cycle. Rs 45,000 is indicative of the highest possible performance bonus an individual can get. Final performance bonus received is subject to the individual's performance and the Bank's performance. Please note this is subject to you being a confirmed employee.
- The above CTC break up is exclusive of Location Pay which would be paid over & above Fixed Cash+Retirals depending on the location of posting. This may change basis the Tier of the city.
- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

**ANNEXURE B:** Fee Structure and Admission Process for joining the Young Bankers Program

1**: Payment of Fees**

- You may choose to fund the fee for the course yourself or apply for Education Loan from Axis Bank. In case of Education Loan, bank will disburse the total fee amount and not in instalments as mentioned in the below table.

**Course Fee structure is appended below for your reference.**

| ***Term*** | ***Fee Components*** | ***Fee*** | ***GST*** | ***Total*** | ***Payment Schedule*** |
|---|---|---|---|---|---|
| 1 | Tuition Fee | 1,20,119 | 21,621 | 1,41,740 | In Advance on or before the Commencement of 1st Term |
| 2 | Tuition Fee | 1,17,169 | 21,090 | 1,38,259 | In Advance, 15 days before the Commencement of 2nd Term |
| | ***Total Fee*** | ***2,37,288*** | ***42,712*** | ***2,80,000*** | |

* The total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%.

* In case of loan, full fee (INR 2,80,000) will be disbursed in one time.

2: **Initiation of Pre joining formalities**

- Please note that Axis Bank Ltd has a well-defined structured pre-joining process. This includes the declarations and background verification process. The bank will be advising you the details on your registered e-mail ID. These formalities can be completed post your reporting at NIIT University Campus at the time of joining the Bank.

3: **Completing the Background Verification Process**

- You will receive an email for Background Verification Process.
- Kindly adhere to all the steps and enter correct details & upload all supporting documents.

4**: Commencement of the Program**

- The program will start soon**.** NIIT IFBI will communicate the exact date in due course.
- Please note that no traveling expenses towards joining the program shall be reimbursed by the Bank.

**NOTE : <u>NIIT IFBI will inform the exact date of reporting to campus along with the detailed guidelines especially due to the prevailing Covid -19 situation. On receipt of these instructions, you may plan your date of travel to the NIIT University campus, Neemrana.</u>**

AXISB/HR/REC/CO/ABYB/ APP124101120571

**25th November 2024**

SUBHASH ARVIND INDRALE
**Email ID:** subhashindrale15@gmail.com
Aadhaar Number: 846159276582

**LETTER OF ADMISSION TO AXIS BANK YOUNG BANKERS (ABYB) PROGRAM CONDUCTED BY NIIT IFBI**

Dear SUBHASH ARVIND INDRALE,

1. This is in reference to your application to the Axis Bank Young Bankers (ABYB) Program, which is being conducted in association with NIIT Institute of Finance, Banking and Insurance Training Limited (NIIT IFBI) for a Post Graduate Diploma in Banking Services (PGDBS).

   We take immense pleasure in informing you that subsequent to the selection process, you have been selected for the said program or admission to Axis Bank Young Bankers Program will be subject to the following conditions:

   a) Fulfilling the prescribed eligibility criteria – Graduates or Postgraduates from any stream with 50% and above in their FINAL year of graduation OR aggregate of 50% and above in all years of Graduation.

   b) Graduation Degree (10+2+3 pattern) is compulsory.

   c) Further Eligibility criteria mentioned on the NIIT's website.

   d) Satisfactory background verification reports from an authorized agency of the Bank.
   (The certificates / documents / information submitted by you shall be deemed to be material for the purpose of this admission. If any of these certificates, documents, information, statements, claims are found to be false or incomplete; your admission/appointment is liable to be terminated, forthwith as having been secured on misrepresentation / suppression of facts).

2. Please follow the **four** steps articulated below to proceed with your admission:

**Step 1: Application submission & Admission Registration with NIIT IFBI.**

You will receive an email along a link & application form from NIIT IFBI. Please fill and submit the same immediately on receipt.

**Step 2:** Open an Axis Bank Young Bankers - Zero Balance Savings Account (SBEZY Account)
**Timeline: Next 5 days**

- You are required to visit any nearest Axis Bank branch in your location for getting your account opened.
- You are required to refer attachment: **"Instructions to open SBEZY Account**" thoroughly before going to the branch for your account opening process.
- Please note, this is a **zero-balance account** and you do not have to pay anything while opening this account. Hence, please specify from your end to the branch staff that it is for ABYB and the type of account as mentioned in the instructions document. You may show the circular given in the same account opening process attachment to the branch staff for opening correct type of Account. If any such issues while opening account in branch/need clarification, call helpline numbers provided in mail towards the end.
- Please note, all COVID related guidelines are being followed at all Axis branches. You need to wear medical grade masks and keep them on for the duration of your time outside your home and always keep social distance.

**Step 3: Admission Confirmation**
**Timeline: Next 5 days**

Once you complete step 1 & 2 above, please click on the link below to confirm that the Application form (step 1) is submitted and that the Savings account in Axis Bank is opened (step 2)

Click below link:
https://forms.office.com/Pages/ResponsePage.aspx?id=v5iBDK3otEOhrp7LnXKt_aVnCWZR8W1PotMh_R3FLpZUOTFCRTRRQUZEMlpJQkJTOTlFNTlMQUxDMy4u

**Step 4: Course Fee Payment**
**Timeline: - immediately**

Identify if you are a Loan or Self-fund candidate.

**4 A.** Steps & Timelines for candidates availing Education Loan **next 5 days:**

Post completion of your SBEZY account opening process at the branch and confirming the same on the link, you are required to visit any one of the Loan center /RAC from the attached list of RAC Centre (Refer attachment: "**List of Axis Bank RACs for ABYB Loan Processing**")for your loan process.

**Step 1:** In order to apply for the Education Loan, ensure that you are accompanied by a Co-applicant (Father, Mother, Spouse, Parents-in-Law)
**Documents to be carried by the Co-applicant:** (Refer attachment: ***"Documents to be submitted by applicants for Loan for ABYB Loan_NIIT***") by both applicant & co-applicant

**Step 2:** Ensure that you have the following Savings Account Details - Customer ID, Account No. and non-personalized cheque book (This cheque book will Not have your name printed on it)

**Step 3:** Please refer to the attachment "**ABYB Loan Details_NIIT**" for Terms & Conditions of the Loan.

The sanction and disbursal of the loan will be subject to submission of the required documents and completion of the required formalities.

**4 B.** Steps & Timelines for candidates Self-funding the course

**Payment of First Term Fees of Rs. 1,39,240/-**

**Please follow the instructions which is attached for your reference – "ABYBP 1st Term fee".**
The first Term Fee of Rs 1,39,240/- may be paid online by logging on to your application form clicking on the link below.

https://axisbankyb.niit.com

The link will prompt you to fill the following details.

- Student Name
- Application ID
- Registered E-mail Id
- Registered Mobile Number

Please retain the screenshot of the acknowledgement / receipt which should be produced on demand by NIIT or the bank.

If you are unable to remit the fees through the ONLINE link above, you may visit your bank and remit the fees of Rs 1,39,240/- by way of an RTGS as per details below:

**A/c No**. 000705015637

**IFSC :** ICIC0000007

**ACCOUNT NAME:** NIIT INSTITUTE OF FINANCE BANKING & INSURANCE TRAINING LIMITED

**BANK NAME :** ICICI BANK LIMITED

**BRANCH :** BARAKHAMBA ROAD, NEW DELHI

**Note:** Your admission process will be complete only on completion of all the 4 steps mentioned above.

3. NIIT University will issue a Post Graduate Diploma in Banking and Services to Young Bankers who successfully **complete 4 terms of 12 months** (4 months of classroom & 3 months of internship in which they will be posted in any of the branches of Axis Bank), to enable them to become eligible for "On the Job Training (OJT)" at Axis Bank, which will again be for a period of 5 months (4th term). During the OJT the Young Bankers will be posted in any of its branches, become employees of the Bank and they will be allotted employee IDs and business targets. OJT posting is the final posting. The OJT evaluation will be done by the reporting manager based on performance. In case any Young Banker fails to score minimum of 50% in internship, then the Young Banker has to undergo re-internship without stipend. OJT will also get extended if the Young Banker fails to clear the same. In case the Young Banker fails to clear the OJT within 1 year of joining the bank, he will not be eligible for the PGDBS certificate.

4. After successful completion of the OJT, you will be given Post Graduate Diploma in Banking & Services - PGDBS, you will be appointed in the Bank in the grade of Assistant Manager with a **minimum** CTC (Cost to Company) of **Rs. 4.46 Lakhs** per year. This CTC is inclusive of Retirals, Performance Bonus and non- encashable Staff Loan Benefits. Detailed Breakup of the CTC mentioned above is attached in **Annexure A. You are requested to please read the same carefully**.

5. Successful completion of the Axis bank Young Bankers Program implies fulfilling of the following conditions:
   a) Completion of the 4 months of classroom training, 3 months of internship and 5 months of "On the Job training (OJT)" leading to the conferring of a *Post Graduate Diploma in Banking Services*, by NIIT University.
   b) The student has to necessarily pass both Terms and complete internship project & OJT within one year of enrollment in the program.
   c) Satisfactory conduct throughout the program as per the Code of Conduct prescribed by NIIT IFBI & the Bank.
   d) Completion of NISM Certification in Mutual Fund is mandatory for all the students of the batch. These exams will be conducted at NIIT University campus/online. The exam fee will be borne by the students themselves and will be reimbursed on joining the Bank, to only those who successfully complete the certification exam during their campus training.

   Upon completion of all the above conditions, you will be given a Final Letter of Appointment with the details of your posting to a Branch and your exact compensation breakup. All students after successful completion of the course, will be awarded the "**POST-GRADUATE DIPLOMA IN BANKING SERVICES**" from NIIT University. **Accordingly, you will be absorbed in the Bank in Assistant Manager Grade and can be posted at any Branch / Office in India as per Bank's discretion. The role offered by Axis Bank via this program will constitute of selling banking & financial products to the bank's existing and new customers.**

**The allocation of branches / offices of the Bank during Internship and at the time of final posting as employee (OJT /On the Job Training period is the first 5 months from the time of your joining as employee) will be as per the business requirements of the Bank and the vacancies available at the time of posting. The bank cannot guarantee posting as per the preferred location of the candidate. No location change/transfer requests/change in role will be taken until you have completed 2 years in given posting/role.**

6. While in the Program you will be eligible for a Stipend as mentioned below:
   a) During the 4 months of on Campus training: **Rs.5,000/- per month** (all inclusive)

   b) During the 3 months of Internship at Axis Bank Branches: **Rs.24,491/- per month** (all inclusive)

   **c)** During the 5 months of OJT at Axis Bank branches: CTC as mentioned in **Annexure A**

7. The course fees payable to NIIT IFBI, for this one-year Full-time Post Graduate Diploma Course is Rs. ***2,80,000***/- **(Rupees Two Lakhs Eighty Thousand) including GST** as applicable. The said fees will be payable to NIIT IFBI in two installments as per the schedule advised (Refer to **Annexure B**)

   The fee amount is all inclusive, covering course fees, course material, tablet, boarding and lodging during the four months on-campus period but exclusive of any out-of-pocket expenses.

   **Please note that the course fee is paid towards the ABYB program to NIIT IFBI and not to Axis bank for getting a guaranteed job.** Also, note that no refund of the course fees will be permissible under any circumstances, if the candidate decides to leave after enrollment, as notified by NIIT IFBI.

8. All students are required to pay Rs. 2,500/- as admission fee (non-refundable) at the start of admission process. Only after you complete your Admission at NIIT IFBI, this admission fee will be adjusted against the Term I fee.

9. As a Part of the Axis Bank Young Bankers Program, the Code of conduct and Rules of the Program will be binding on you. These will be applicable to you both on and off the Campus.

10. A copy of the Student Handbook will be provided to you. The Important rules that govern your stay in the campus and as a part of the program are explained therein. Any other applicable rules will be displayed on the notice boards for the students on the campus. During the 4 months study on the campus acts of indiscipline shall attract suitable Disciplinary action including dismissal from the course.

11. In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated within the one-year course duration, this offer of subsequent appointment with Axis Bank, shall stand withdrawn automatically. Any additional expenses required to be incurred in appearing for repeat attempts will have to be borne by the candidate, with no commitment of appointment to the Bank.

12. In case you are unable to complete the course for any reason, you will be liable to make payments towards the Fees and other academic charges for the entire course to NIIT IFBI. Axis Bank will not be liable for any payments or claims in this regard.

You need to furnish a copy of the admission letter duly signed by you, at the time of reporting for the program at the NIIT University, Neemrana.

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

Yours faithfully,

**Anand Bardhan**
**Senior Vice President**
**Human Resources**
Encl: - a/a

1) Annexure A (Grade & Indicative Compensation Breakup)
2) Annexure B (Steps until Joining the program at NIIT University, Neemrana)

**Annexure A:** Grade & Indicative Compensation Breakup

| **COMPENSATION** | **CTC (PA)** |
|---|---|
| Fixed Cash+Retiral | 3,20,440 |
| Loan Benefits | 69,084 |
| Value of Insurance benefit | 11,494 |
| Performance Bonus | 45,000 |
| **Total Gross CTC*** | **4,46,018** |

**Please Note:**

- The Total Gross CTC shown above is the minimum CTC. i.e. for Tier 6 cities.
- Your proposed monthly gross salary (Fixed Cash + Retirals) will be approximately Rs. 26,700. **Please note, this is before any deduction towards Income Tax, Loan EMI, Insurance Premium, Retirals (PF/Gratuity), or any other miscellaneous deductions.**
- Retirals are non-cash benefits.
- Staff Loan Benefits are non-cash benefits. The figure indicated is the Staff Loan value, which can be availed subject to the candidate being a confirmed employee. Staff loans will be applicable as per the designation/grade eligibility and terms of the employment.
- The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with the appointment and fulfillment of requirements of the Insurance Company.
- Performance Bonus is a lumpsum amount that an employee receives after the performance appraisal cycle. Rs 45,000 is indicative of the highest possible performance bonus an individual can get. Final performance bonus received is subject to the individual's performance and the Bank's performance. Please note this is subject to you being a confirmed employee.
- The above CTC break up is exclusive of Location Pay which would be paid over & above Fixed Cash+Retirals depending on the location of posting. This may change basis the Tier of the city.
- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

**ANNEXURE B:** Fee Structure and Admission Process for joining the Young Bankers Program

1**: Payment of Fees**

- You may choose to fund the fee for the course yourself or apply for Education Loan from Axis Bank. In case of Education Loan, bank will disburse the total fee amount and not in instalments as mentioned in the below table.

**Course Fee structure is appended below for your reference.**

| ***Term*** | ***Fee Components*** | ***Fee*** | ***GST*** | ***Total*** | ***Payment Schedule*** |
|---|---|---|---|---|---|
| 1 | Tuition Fee | 1,20,119 | 21,621 | 1,41,740 | In Advance on or before the Commencement of 1st Term |
| 2 | Tuition Fee | 1,17,169 | 21,090 | 1,38,259 | In Advance, 15 days before the Commencement of 2nd Term |
| | ***Total Fee*** | ***2,37,288*** | ***42,712*** | ***2,80,000*** | |

* The total fee payable is subject to change basis the revision in GST. The above figures are calculated basis the prevailing rate of 18%.

* In case of loan, full fee (INR 2,80,000) will be disbursed in one time.

2: **Initiation of Pre joining formalities**

- Please note that Axis Bank Ltd has a well-defined structured pre-joining process. This includes the declarations and background verification process. The bank will be advising you the details on your registered e-mail ID. These formalities can be completed post your reporting at NIIT University Campus at the time of joining the Bank.

3: **Completing the Background Verification Process**

- You will receive an email for Background Verification Process.
- Kindly adhere to all the steps and enter correct details & upload all supporting documents.

4**: Commencement of the Program**

- The program will start soon**.** NIIT IFBI will communicate the exact date in due course.
- Please note that no traveling expenses towards joining the program shall be reimbursed by the Bank.

**NOTE : <u>NIIT IFBI will inform the exact date of reporting to campus along with the detailed guidelines especially due to the prevailing Covid -19 situation. On receipt of these instructions, you may plan your date of travel to the NIIT University campus, Neemrana.</u>**

Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur.

(Autonomous)

Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)

Affiliated To Swami Ramanand Teerth Marathwada University, Nanded

Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.

NAAC B++ Grade (3rdCycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD : 1968

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


जा.क्र. : राशाम/आस्था/२०२४-२५/ २६२ दिनांक : २९.०६.२०२४

श्री. जोशी अमित कमलाकर,

०१. आपली **वाणिज्य** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक** २९.०६.२०२४ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोवदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
राजर्षी शाहू महाविद्यालय, लातूर
(स्वायत्त)

प्रति,
श्री. जोशी अमित कमलाकर,
वाणिज्य विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya, Latur.
(Autonomous)
Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC B++ Grade (3rdCycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD : 1958

**Dr. Gopalrao Patil** — President
**Anirudh Jadhav** — Secretary
**Dr. Mahadev Gavhane** — Principal

राशाम/आस्था/२०२३-२४/ ५८४५

दि. ०१.१२.२०२३

आरती जगताप,

१. आपली **वाणिज्य** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात नियुक्ती करण्यात येत आहे.

२. आपली नियुक्ती २०२३-२४ या शैक्षणिक वर्षासाठी दिनांक ०१.१२.२०२३ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत किंवा जास्तीत जास्त ३०.०४.२०२४ यापैकी जी प्रक्रिया अगोदर घडेल तेंव्हा आपोआप संपुष्टात येईल.

३. आपणास रु.४००/- (अक्षरी रु. चारशे फक्त) प्रती तासिका मोबदला मिळेल.

४. महाविद्यालयातील सेवाकाळात आपणास इतर ठिकाणी पुर्णवेळ सेवा अथवा खाजगी शिकवणी वर्ग घेता येणार नाहीत.

५. आपणास नियमित सेवेचे कोणतेही हक्क प्राप्त होत नाहीत. त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमित सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

६. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्वसूचना न देता सेवामुक्त केले जाईल.

७. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

८. विभागप्रमुख व प्राचार्यांनी सोपविलेली सर्व कामे करणे बंधनकारक आहे.

९. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चीत केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

१०. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
**प्राचार्य**
**राजर्षी शाहू महाविद्यालय,लातूर**
**(स्वायत्त)**

प्रति,
आरती संजय जगताप,
वाणिज्य विभाग,
राजर्षी शाहू महाविद्यालय, लातूर (स्वायत्त).

E/ClbOrd22-23/6

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya, Latur.
(Autonomous)
Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC B++ Grade (3rdCycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

ESTD. : 1960

| Dr. Gopalrao Patil | Anirudh Jadhav | Dr. Mahadev Gavhane |
|---|---|---|
| President | Secretary | Principal |


जा.क्र. : राशाम/आस्था/२०२४-२५/263 दिनांक : २९.०६.२०२४

**श्रीमती शेख झिन्नत मुक्तार,**

०१. आपली **वाणिज्य** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी **दिनांक २९.०६.२०२४** ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
**श्रीमती शेख झिन्नत मुक्तार,**
**वाणिज्य विभाग,**
**राजर्षी शाहू महाविद्यालय, लातूर.**

AXIS BANK

Date: 02 Nov 2024
Location: Ranjangaon Midc

| CTC Annexure | | |
|---|---|---|
| **Emoluments for the Assistant Manager for SANDIP WAYAGAONKAR** | | |
| **COMPENSATION** | **P.A. (Rs)** | **P.M. (Rs)** |
| Basic | 1,02,864 | 8,572 |
| Basket of Allowance | 1,74,232 | 14,519 |
| Bank's PF Contribution | 21,600 | 1,800 |
| Gratuity * | 4,948 | 412 |
| Location Pay | 5,143 | 429 |
| Statutory Bonus | 16,800 | 1,400 |
| **Total Fixed Pay** | **3,25,587** | **27,132** |
| Target Variable Pay | 45,000 | |
| **Total Pay** | **3,70,587** | |
| **Benefits:** | | |
| Group Mediclaim Policy and Term Life Insurance | 14,641 | - |
| Loan Benefits | 69,084 | - |
| **Total Pay + Value of Benefits** | 4,54,312 | **-** |

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

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

**Details of Benefits**

**Loan Benefit Eligibility**

| Type of Loan | Eligibility | Loan Amount (in Rs.) | Rate of Interest | Remarks |
|---|---|---|---|---|
| **Housing Loan** | Upon Confirmation | 20,00,000 | 4% (Compound Int.) | For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less. |
| **Vehicle Loan** | Upon Confirmation | 2,00,000 | 6% (Simple Int.) | For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3. |

**Note: Loan benefits cannot be encashed if not availed.**

**Insurance Details**

| Type of Insurance | Insurance Cover (in Rs) | Remarks |
|---|---|---|
| **Group Mediclaim Insurance Policy** | 4,00,000 | Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium. |
| **Group Term Life Insurance Policy** | 50,00,000 | Only employee is covered, a part of the annual premium is borne by the employee |

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.
The Group Term life insurance cover includes entitlement under the Employee Care Benevolent Fund, for which the requisite annual contribution will be deducted from your first salary. You shall be covered under the fund scheme until your active employment status in the Bank. An ex-gratia amount will be payable to the nominee/ legal heir in the event of death (accidental/ natural) of the employee

| | |
|---|---|
| **Mobile Benefit** | |
| You will be eligible for mobile reimbursement (Including Data Service) as per company policy. | |
| **Gratuity *** | |
| You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities. | |
| **Provident Fund** | |
| The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited. | |
| **Voluntary Provident Fund (VPF)** | |
| The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution. | |
| **Other Benefits** | |
| **Variable Pay / Annual Incentive Plan (as may be applicable)** | Performance linked Variable Pay will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance.<br>Employees who are part of incentive schemes will be eligible for payout as per applicable incentive scheme and Variable Pay will not be applicable. |

CRYSTAL MANAGEMENT SERVICES
(AN ISO 9001:2015 CERTIFIED COMPANY)

# Appointment Letter

To

Mr. ADITYA DHAMALE
AT POST NANDGAON LATUR, MAHARASHTRA - 413512.

**Subject: Appointment for the Post of "OFFICER"**

Dear Mr. ADITYA DHAMALE

On the basis of your interview, we are pleased to appoint you in our Client/Organization **ASPIRO PHARMA LIMITED** on the following Terms and Conditions with effect from **24-07-2024.**

**1. Job Title/Designation/Post:** You have been appointed on the post of **"OFFICER"** in **"MICROBIOLOGY"** and shall be designated as such.

**2. Posting/Place of posting]:** You will be posted at **"ASPIRO PHARMA LIMITED"**. You may however be posted, relocated or required to work at any place of business which the Company has, or may later acquire.

**3. Commencement of Employment/Joining:** Your employment will be effective from the date of joining as of **"24-07-2024".**

**4. Joining/Reporting:** You will report on **"24-07-2024"** at 9.00 a.m. at the aforesaid Office. Your immediate reporting officer will be MANAGER.

**5. Salary/Monthly Compensation and Benefits:** You will be entitled to such salary, compensation and benefits (CTC) Rs. **206356** with Including of all allowances.

**6. Working Hours:** The company runs on four shifts and you are expected to report only decided by Management.

**Four Shifts as below mentioned:**

| | |
|---|---|
| General Shift | 09:00 AM to 05:30 PM |
| A Shift | 06:00 AM to 02:00 PM |
| B Shift | 02:00 PM to 10:00 PM |
| C Shift | 10:00 PM to 06:00 AM |

CRYSTAL MANAGEMENT SERVICES
(AN ISO 9001:2015 CERTIFIED COMPANY)

**23. Acceptance of our Offer/Appointment:** Please confirm that above Terms and Conditions are acceptable to you by signing a copy of this Letter of Appointment or Offer Letter. Please confirm your acceptance of this Offer/Contract of Employment by signing and returning the duplicate copy.

We welcome you to M/s. ASPIRO PHARMA LIMITEDLtd. and look forward to receiving your acceptance and working with you and wish you all the best in your career with us.

Thanking you,
Yours Sincerely,

**Authorized Signature**

**I agree to accept employment on the Terms and Conditions mentioned in the above Appointment/Offer Letter.**

Signature: A.
Name: Aditya Dhamale
Place: Kaskapatala
Date: 24-07-2024

CMS
CRYSTAL MANAGEMENT SERVICES
(AN ISO 9001:2015 CERTIFIED COMPANY)

# ANNEXURE

Ref No : 411298
Name : ADITYA DHAMALE
Designation : OFFICER
Department : MICROBIOLOGY

## MONTHLY EARNINGS(A)

| Salary Components | Monthly(Rs.) | Annual(Rs.) |
|---|---|---|
| Basic | 8400.00 | 100800.00 |
| HRA | 5600.00 | 67200.00 |
| **GROSS SALARY** | **14000.00** | **168000.00** |

## STATUTORY & ANNUAL BENEFITS (B)

| Salary Components | Monthly(Rs.) | Annual(Rs.) |
|---|---|---|
| LTA | 333.00 | 4000.00 |
| PF | 1008.00 | 12096.00 |
| ESI | 455.00 | 5460.00 |
| Bonus | 1400.00 | 16800.00 |
| **TOTAL** | **3196.00** | **38356.00** |

| | | |
|---|---|---|
| **Total CTC(A+B)** | **17196.00** | **206356.00** |

CRYSTAL MANAGEMENT SERVICES HYDERABAD

**Authorized Signature**

#102, SRI MANI SAI KALYAN ARCADE, NEAR ANGARA RESTAURANT, MIYAPUR 'X' ROADS, HYDERABAD - 500049.
Phone No : 040-40216204, 6301254223 e-mail: cmsskills2017@gmail.com

Aspiro

# ASPIRO PHARMA LIMITED
## Salary Structure

| | |
|---|---|
| **Name** | **ADITYA DHAMALE** |
| **Business Unit** | **ASPIRO PHARMA LIMITED** |
| **Department** | **MICROBIOLOGY** |
| **Designation** | **OFFICER** |

| **Components** | **Monthly** | **Annum** |
|---|---|---|
| Basic | 8,400 | 1,00,800 |
| HRA | 5,600 | 67,200 |
| Washing Allowance | 400 | 4,800 |
| Statutory Bonus | 1,400 | 16,800 |
| **Gross** | **15,800** | **1,89,600** |
| Employer PF | 1,008 | 12,096 |
| Employer ESI | 501 | 6,012 |
| **Fixed CTC** | **17,309** | **2,07,708** |

**Variable Benefits *****

| | | |
|---|---|---|
| Attendance Allowance | 1,500 | 18,000 |
| Production Bonus | 1,500 | 18,000 |
| Night Shift Allowance | 2,000 | 24,000 |
| Aseptic Allowance | 2,000 | 24,000 |
| Local Stay /Accomodation Allowance | 2,000 | 24,000 |
| **Total Variable Benefits** | **9,000** | **1,08,000** |
| **Total CTC (Incl. Variable Benefits)** | **26,309** | **3,15,708** |

**Statutory Deductions**

| | | |
|---|---|---|
| PF Employer | 1,008 | 12,096 |
| PF Employee | 1,008 | 12,096 |
| ESI Employer | 501 | 6,012 |
| ESI Employee | 116 | 1,392 |
| Prof. Tax | 150 | 1,800 |
| **Total Deductions** | **2,783** | **33,396** |
| **Net** | **23,526** | **2,64,204** |

**Annual Benefits**

| | | |
|---|---|---|
| Retention Bonus ** | 2,500 | 30,000 |
| **Total** | **2,500** | **30,000** |

**In Addition to the above You are entitled for the below non-monetary rewards**

**Social Security Benefits**

| | | |
|---|---|---|
| Gratuity | 405 | 4,860 |
| **Total CTC (Incl. Variable Benefits & Other Benefits)** | **29,214** | **3,50,568** |

****** Eligibility Guidelines**

Attendance Allowance: Employees Gross salary below Rs. 25000/- and 0-LOP& 0-Leaves is Rs. 1500/- and 0-LOP& 1-Leaves is Rs. 1000/- eligible

Production Bonus: Employees Gross is Below Rs. 25,000/- and upto 2-Leaves is Rs. 1500/- eligible

Night Shift Allowance: Per Night Rs. 250, Maximum of 8 Nights Per Month Rs. 2000 upto Sr.Manager Designation is eligible

Aseptic Allowance: Employees with minimum of 5 entries in a month upto Sr. Executive Designation is eligible months who are staying under 10 - 15 km distance to company

**** Retention Bonus**

Retention Bonus will be paid upon completion of 1st Year, 2nd Year & 3rd Year

**** Gratuity**

As per Payment of Gratuity Act, 1972

Group Mediclaim: 1 +5 Family floater policy with a coverage of 1 Lakh Sum insured
Group Accident Policy coverage of Rs. 25 Lakhs
Group Term Life Insurance Policy coverage of Rs. 25 Lakhs

TalentPulse hr consulting

# Appointment Letter

To,

Date: **08-10-2024**

Mr. **ROHIT VISHNU PATIL**

**Subject: Appointment for the Post of "OFFICER"**

Dear **ROHIT VISHNU PATIL**

On the basis of your interview, we are pleased to appoint you in our Client/Organization **ASPIRO PHARMA LIMITED** on the following Terms and Conditions with effect from **09-10-2024.**

**1. Job Title/Designation/Post:** You have been appointed on the post of **"OFFICER"** in **"Microbiology"** and shall be designated as such.

**2. Posting/Place of posting]:** You will be posted at **"ASPIRO PHARMA LIMITED"**. You may however be posted, relocated or required to work at any place of business which the Company has, or may later acquire.

**3. Commencement of Employment/Joining:** Your employment will be effective from the date of joining as of "**09-10-2024".**

**4. Joining/Reporting:** You will report on "**09-10-2024"** at 9.00 a.m. at the aforesaid Office. Your immediate reporting officer will be MANAGER.

**5. Salary/Monthly Compensation and Benefits:** You will be entitled to such salary, compensation and benefits (CTC) Rs. **3,50,568/-**per annum with including of all allowances.

**6. Working Hours:** The Company runs on four shifts and you are expected to report only decided by Management.

**Four Shifts as below mentioned:**

| | |
|---|---|
| General Shift | 08:30 AM to 05:00 PM |
| A Shift | 06:00 AM to 02:00 PM |
| B Shift | 02:00 PM to 10:00 PM |
| C Shift | 10:00 PM to 06:00 AM |

**7. Leave/Holidays:** You will be entitled to Leaves as per Company Rules & Regulations from time to time as may be applicable to your category of employees.

**8. Medical Examination:** Your appointment is subject to medical examination by reputed and recognised Lab before joining the company. Relevant Medical Reports should be emailed before joining and submitted on the day of joining.

The company also reserves the rights to get you medically examined periodically. Your employment will be liable for termination if the company finds it necessary to do so, on the ground of your being medically unfit at any time.

**9. Past Record: Declaration or Undertaking:** You will be required to give or execute such Declarations, Undertakings, Affidavits, Bonds or Documents, etc., as the Management & HR Department of the Company may require of you before joining the company and as may be required from time to time thereafter. If any Declaration or Undertaking given or furnished by you to the company proves to be false or if you are found to have will fully suppressed any material information, in such case, you will be liable to disciplinary action and/or removal from service without any notice.

**10. Compliance of Office of Profit under the Companies Act, 2013:** Your appointment is subject to your not being a 'Related Party' or relative of a Director of the company within the meaning of Section 188 of the Companies Act, 2013 (18 of 2013) [earlier Section 314 of the Companies Act, 1956 (1 of 1956)]. In case, in future, you happen to be related to any of the Members of the Board of Directors of the company, you shall intimate the same to the Management in writing and continuance of your employment in the Company thereafter shall be on the compliance of the relevant pro- visions of the Companies Act, 2013 & Rules framed thereunder.

**11. Training:** You will attend all the Training Programmes organised by the Company from time to time to update your knowledge, learning and skills. If you are sent or sponsored for Training or Education abroad, you will have to sign a Bond for the period and amount which will be decided by the company depending on the period of training, education, travel and other expenses incurred.

**12. Probation Period:** You will be on a probation period of six months from the date of your joining. The Management may, at its sole discretion, extend your Probationary period for such term as considered appropriate. You will continue to be on probation until a communication of confirmation is issued to you in writing by way of a Confirmation Letter and/or by email. During the period of probation, the appointment is terminable either by the company or by you by giving fifteen days' (15 days) notice or payment in lieu thereof by either party.

**13. Travel:** You will be required to undertake travel on company work and you will be paid travel expenses for this as per the Company Rules.

**14. Transfer/Relocation:** You will be liable to be transferred or re-located in such capacity as the company may from time to time determine, to any other Location, Department, Establishment, Factory, Office or Branch of the Company or its affiliate, associate or subsidiary companies subject to the provision that your Designation & Remuneration will not be adversely affected. In such a case, you will be governed by the Terms and Conditions of service applicable to the new assignment.

**15. Role and Responsibilities:** You will perform such role as assigned to you by the Senior Manager/Director as well as the Management from time to time.

**16. Company's Policies, Rules & Regulations:** Your appointment is and shall be governed by the Company's Policies, Rules, Regulations, and Model Codes of Conduct, etc., as applicable and amended from time to time.

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

It will be your responsibility to go through all the Policies, Processes, Relevant Documents, Rules and Regulations, etc., of the Company concerning your employment, department, the scope of work, etc., and keep updating yourself regularly with the same on a continuing basis for due and requisite observance and performance of your work in the interest and for the benefit of the company.

**17. Change in Address:** That in case of any changes in an address during the course of your employment, it will be your duty to intimate to the Management in writing as well as by email within three days from the date of such changes. Your new address will be changed in your personal records also.

**18. Period of Leave & Absence without notice:** If after confirmation you re- main absent in excess of the period of leave originally sanctioned or granted or subsequently extended, you will lose your lien on your payment. Further, in case you remain absent without prior permission or sanction of leave for 3 days in a month then you shall be treated as a habitual absentee.

**19. Confidential Information:** (1) You will not disclose or divulge or make public to any unauthorized person except under legal obligation, nor use for any purpose other than the company's work during your employment with us, any information concerning the company's (or its associates') interests, operations, plans, processes, know-how, secrets, etc., that you may come to know as an employee of the company, failing which the company can initiate necessary disciplinary action against you as may be deemed fit as per the Rules of the company.

(2) You must always maintain the highest degree of confidentiality and keep as confidential information in Computer, Laptop, Software, Hardware, Files, Deeds, Documents, Papers, Contracts, Records, Lists, Drawings, Blueprints, Correspondence, Letters, Notes, Data Specifications, Formulae, Books, Documents, Cost data, Market data, Literature, Drawings, Effects, Samples, etc., and other Confidential Information relating to the business of the Company which may be known to you or be confided in you by any means and you will use all such Computer, Laptop, Hardware, Software, Records, Documents and Confidential Information, etc., only in a duly authorised manner in the interest of and for the benefit of the Company. For the purposes of this clause 'Confidential

Information' means information about the Company's business and that of its Customers or Clients which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organisation, its Company Policies, Business Affairs, Employment policies, Customer Records, Lists, Documents, Personnel or Work force and information about the Company's Products, Processes, Services, etc., including Business, Orders, Projections, Technology. Manuals, Drawings, Designs, Specifications, Innovations, Ideas, Concepts, Processes and all Papers, Resumes, Records and other Documents containing such Confidential Information.

(3) At no time, will you remove any Confidential Information or Business Secrets from the office without permission from the Management.

(4) Your duty to safeguard and not disclose the Confidential Information will sur- vive the Termination or expiration of this Agreement and/or your employment with the Company or acceptance of your resignation by the Company.

(5) Breach of the conditions of this clause will render you liable to disciplinary proceedings or summary dismissal under clause above in addition to any other remedy that the Company may have against you in law,

**20. TERM AND TERMINATION:** This Agreement shall be valid for an initial period of three years unless terminated at any time prior thereto for the reasons stated herein.

As our Client is investing a considerable amount of money as resources to have the best of technical and professional services to perform the projects undertaken and the employee would be provided first hand work experience into the same by training and giving the employee, the project experience and other administrative expenses, the employee is required to sign the present Service Contract to serve Client for a minimum period of 36 months, at the sole discretion of the Client. If the employee declines to serve full term, he/she is liable to pay the value of Rs.1,00,000/- (One Lakh Rupees Only) towards the cost of on job training and experience provided to the employee along with three months' notice or salary in lieu of notice, and the employee categorically agreed to the said calculations, reasonability and justifiability of the same.

However, during the Term of this agreement, the Company or the Employee may terminate the Employee's employment for the following reasons:

(a) Termination by Company for a cause:

i) Commission of fraud, theft, misappropriation, embezzlement, misrepresentation etc., OR

ii) Material violation of any provisions of the agreement OR

iii) Insubordination or grossly incompetent in the course of his/her employment.

iv) Termination due to disability – suffering from any physical/mental disability which makes it difficult for the Employee to discharge his duties.

v) Further the Employee's employment with the Company shall be deemed to be terminated immediately upon the employee's death.

(b) Termination by Employee for cause:

Non-payment of salary by the Company consecutively for a period of more than three months, in such an event the Company shall not be entitled for the remedial compensation as specified in Exhibit A under this Agreement.

**21. Age of Retirement/Superannuation:** Your age of Retirement or Superannuation or will be sixty years (60 Years) and on attaining the same, you will stand retired from the services of the Company subject to the Company Rules.

**22. Governing Law/Jurisdiction:** Your employment with the Company is subject to Indian laws. All disputes shall be subject to Arbitration and jurisdiction of Authorities, Tribunals, Courts [High Court] of [State] only.

**Note:** You will receive Salary, Allowances and all other Benefits forming pan of your remuneration package (CTC) subject to and after-tax Deduction at Source (TDS) in accordance with the applicable law from time to time.

**23. Acceptance of our Offer/Appointment:** Please confirm that above Terms and Conditions are acceptable to you by signing a copy of this Letter of Appointment or offer Letter. Please confirm your acceptance of this Offer/Contract of Employment by signing and returning the duplicate copy.

We welcome you to M/s. ASPIRO PHARMA LIMITED. and look forward to receiving your acceptance and working with you and wish you all the best in your career with us.

Thanking you,
Yours Sincerely,

**For TALENTPULSE HR CONSULTING**

**Authorized Signature**

**I agree to accept employment on the Terms and Conditions mentioned in the above Appointment/Offer Letter.**

Signature:

Name:

Place:

Date:

AFFILIATED TO – SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

# SHIVAJI MAHAVIDYALAYA, RENAPUR

(Arts, Commerce & Science NAAC RE-ACCREDITED 'B')

Shivajirao Patil (Kavekar)
(Ex. M.L.A.)
President

Dr. R. S. Awasthi (M.Sc., Ph.D.)
Principal
Cell No. : 9422468428

Outward No. : SMR/2024-25/129

Date : 22/06/2024

नेमणूक पत्र

एकत्रित मानधन तत्वावर

कायमविनाअनुदान पदवी वर्ग

(विज्ञान विभाग)

प्रति,

कु. अनुजा गोपाळराव गुट्टे
बँक कॉलनी, अहमदपूर
ता. अहमदपूर जि. लातूर

विषय :- कायम विनाअनुदानीत पदवी वर्गासाठी एकत्रित मानधनावर नियुक्ती शै. वर्ष २०२४-२५.

उपरोक्त विषयी आपणास कळविण्यात येते की, पदवी वर्गासाठी शै. वर्ष २०२४-२५ करिता एकत्रित मानधनावर **सुक्ष्मजीवशास्त्र** विषयाच्या अध्यापनासाठी आपली निवड झाली असून खालील शर्ती व अटींचे अधिन राहून आपली नेमणूक करण्यात येत आहे.

शर्ती व अटी :

१. आपली नियुक्ती ही तात्पुरत्या स्वरूपाची असून शै. वर्ष २०२४-२५ साठी एकत्रित मानधनावर करण्यात आली आहे.
२. एकत्रित मानधन तत्वावरील मानधन महाराष्ट्र शासन (उच्च शिक्षण विभाग) व स्वामी रामानंद तीर्थ मराठावाडा विद्यापीठ, नांदेड व जे.एस.पी.एम. लातूर यांच्या नियमानुसार अदा करण्यात येईल.
३. उपरोक्त विषयाच्या तासिका दि. १५/०७/२०२४ अथवा रुजू दिनांकापासून सुरू कराव्यात.
४. विभाग प्रमुखाकडुन वेळापत्रकानुसार तासिका घेवून दररोज रजिस्टर मध्ये नोंद करून स्वाक्षरी करावी.
५. आपले संमती पत्र दि.१०/०७/२०२४ पर्यंत कार्यालयात सादर करावे.

प्राचार्य
Principal
Shivaji Mahavidyalaya Renapur
Dist. Latur

यांची एक प्रत:-

१. विभाग प्रमुख.
२. लेखापाल.

Establishment June 1993

AFFILIATED TO – SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

# SHIVAJI MAHAVIDYALAYA, RENAPUR

(Arts, Commerce & Science NAAC RE-ACCREDITED 'B')

Shivajirao Patil (Kavekar)
(Ex. M.L.A.)
President

Dr. R. S. Awasthi (M.Sc., Ph.D.)
Principal
Cell No. : 9422468428

Outward No. : SMR/2024-25/130

Date : 22/06/2024

नेमणूक पत्र
एकत्रित मानधन तत्वावर
कायमविनाअनुदान पदवी वर्ग
(विज्ञान विभाग)

प्रति,
कु. श्वेता शिवाजी बिराजदार
देसाई नगर, रिंग रोड, लातूर
जि. लातूर.

विषय :- कायम विनाअनुदानीत पदवी वर्गासाठी एकत्रित मानधनावर नियुक्ती शै. वर्ष २०२४-२५.

उपरोक्त विषयी आपणास कळविण्यात येते की, पदवी वर्गासाठी शै. वर्ष २०२४-२५ करिता एकत्रित मानधनावर **सुक्ष्मजीवशास्त्र** विषयाच्या अध्यापनासाठी आपली निवड झाली असून खालील शर्ती व अटींचे अधिन राहून आपली नेमणूक करण्यात येत आहे.

शर्ती व अटी :

१. आपली नियुक्ती ही तात्पुरत्या स्वरूपाची असून शै. वर्ष २०२४-२५ साठी एकत्रित मानधनावर करण्यात आली आहे.
२. एकत्रित मानधन तत्वावरील मानधन महाराष्ट्र शासन (उच्च शिक्षण विभाग) व स्वामी रामानंद तीर्थ मराठावाडा विद्यापीठ, नांदेड व जे.एस.पी.एम. लातूर यांच्या नियमानुसार अदा करण्यात येईल.
३. उपरोक्त विषयाच्या तासिका दि. १५/०७/२०२४ अथवा रुजू दिनांकापासून सुरू कराव्यात.
४. विभाग प्रमुखाकडुन वेळापत्रकानुसार तासिका घेवून दररोज रजिस्टर मध्ये नोंद करून स्वाक्षरी करावी.
५. आपले संमती पत्र दि.१०/०७/२०२४ पर्यंत कार्यालयात सादर करावे.

प्राचार्य
Principal
Shivaji Mahavidyalaya Renapur
Dist. Latur

याची एक प्रत:-

१. विभाग प्रमुख.
२. लेखापाल.

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya, Latur.
(Autonomous)
Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC 'B++' Grade (3rd Cycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

Dr. Gopalrao Patil
President

Anirudh Jadhav
Secretary

Dr. Mahadev Gavhane
Principal

जा.क्र. : राशाम/आस्था/२०२४-२५/261 दिनांक : ०८.०७.२०२४

श्रीमती हनवते वैष्णवी राजेंद्र,

०१. आपली सुक्ष्मजीवशास्त्र विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी दिनांक ०८.०७.२०२४ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमूण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य
राजर्षी शाहू महाविद्यालय,लातूर
(स्वायत्त)

प्रति,
श्रीमती हनवते वैष्णवी राजेंद्र,
सुक्ष्मजीवशास्त्र विभाग,
राजर्षी शाहू महाविद्यालय, लातूर.

Shiv Chhatrapati Shikshan Sanstha's
# Rajarshi Shahu Mahavidyalaya, Latur.
(Autonomous)
Kaku Sheth Ukka Marg, Chandra Nagar, Latur - 413512 (Maharashtra)
Affiliated To Swami Ramanand Teerth Marathwada University, Nanded
Arts, Commerce, Science, Comp.Sci. & I.T., Biotechnology and B.Voc.
NAAC 'B++' Grade (3rd Cycle) with CGPA 2.99 , UGC - CPE (Phase-III) & DST-FIST Status

**Dr. Gopalrao Patil** President | **Anirudh Jadhav** Secretary | **Dr. Mahadev Gavhane** Principal

जा.क्र. : राशाम/आस्था/२०२४-२५/333 दिनांक : १६.०७.२०२४

श्रीमती चव्हाण धनश्री धनंजय,

०१. आपली **सुक्ष्मजीवशास्त्र** विषयाचे विनाअनुदानित तासिका तत्वावरील अधिव्याख्याता म्हणून तात्पुरत्या स्वरुपात निवड करण्यात येत आहे.

०२. आपली नेमणूक २०२४-२५ या शैक्षणिक वर्षासाठी दिनांक १६.०७.२०२४ ते सदर विषयाचा अभ्यासक्रम संपेपर्यंत राहील. अथवा जास्तीत जास्त ३०.०४.२०२५ पर्यंत राहील.

०३. आपणास रू. ४००/- (अक्षरी चारशे रू. फक्त) प्रति तासिका मोबदला मिळेल.

०४. आपणास नियमीत सेवेचे कोणतेही हक्क प्राप्त होत नाहीत, त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी/नियमीत सेवेच्या कोणत्याही हक्काची मागणी आपणास करता येणार नाही.

०५. आपले अध्यापन कार्य समाधानकारक नसल्यास कसलीही पूर्व सूचना न देता सेवामुक्त केले जाईल.

०६. महाविद्यालयाच्या होणाऱ्या सर्व बैठका, कार्यक्रमास उपस्थिती आवश्यक आहे.

०७. विभागप्रमुख व प्राचार्यांनी सोपवलेली सर्व कामे करणे बंधनकारक राहील.

०८. संस्थेने प्राध्यापक/कर्मचारी यांच्यासाठी निश्चित केलेल्या आचार संहितेचे पालन करणे बंधनकारक आहे.

०९. प्राध्यापकांसाठी नेमुण दिलेल्या गणवेशात महाविद्यालयात उपस्थित रहावे.

आपला,

(डॉ. महादेव गव्हाणे)
प्राचार्य

**प्राचार्य**
**राजर्षी शाहू महाविद्यालय,लातूर**
**(स्वायत्त)**

प्रति,
श्रीमती चव्हाण धनश्री धनंजय,
सुक्ष्मजीवशास्त्र विभाग.
*राजर्षी शाहू महाविद्यालय, लातूर.*

# TMPCON062453453

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : ATISH MARUTI KALE (A062494775) |
| | (b) Father's/Mother's /Spouse's Name | : Maruti Kale |
| 3. | Address of apprentice | : at takli Maharashtra Latur 413531, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 05-05-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Obc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 21-06-2024 to 15-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 1 months and 13 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062453453

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

# TMPCON062434570

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : VIVEKANAND JANAK SURYAWANSHI (A062458271) |
| | (b) Father's/Mother's /Spouse's Name | : JANAK |
| 3. | Address of apprentice | : null, null, null, null, Maharashtra, Lat<br>: ur, 413521, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 02-01-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Obc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 18-06-2024 to 12-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 5 months and 10 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062434570

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

# TMPCON062459949

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : DHUMAL DATTATRYA DEVIDAS (A0624109942) |
| | (b) Father's/Mother's /Spouse's Name | : Devidas Dhumal |
| 3. | Address of apprentice | : null, null, ta shirur anantpal, null, Ma<br>: harashtra, Latur, 413544, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 09-02-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : No |
| | (b) Name of the Category | : General |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 25-06-2024 to 19-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 4 months and 11 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062459949

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

# TMPCON062459367

## Model Contract of Apprenticeship Training for Major/Minor* Apprentices

| | | |
|---|---|---|
| 1. | Name and Registered Address of Establishment | : Enzene Biosciences Ltd (E07202700042) |
| | with Telephone no. & E-mail address | : Chakan Sawardari,, PunePune, Maharashtra<br>: 020-27334000<br>: N/A |
| 2. | (a) Name of Apprentice (Block Letters) | : DAKARE AKSHAY RAJKUMAR (A0624108808) |
| | (b) Father's/Mother's /Spouse's Name | : Rajkumar Dakare |
| 3. | Address of apprentice | : null, null, null, null, Maharashtra, Lat<br>: ur, 413544, null,<br>: Latur, Maharashtra |
| 4. | Gender | : Male |
| 5. | Date of Birth | : 20-02-2001 |
| 6. | (a) Whether belongs to SC/ST/OBC/PwD/ Minority | : Yes |
| | (b) Name of the Category | : Sc |
| 7. | Educational Qualification (Highest) | : Graduate - B.Sc |
| 8. | (a) Category of Apprenticeship | : Optional |
| | (b) Name of the trade for which Apprentice is training | : Chemist - Production (Pharma, Cosmetics & Biologics): Sterile Product Manufacturing |
| 9. | Apprenticeship Training duration (Total) | : 360 Days |
| | (a) Duration of Basic Training | : 2 Weeks |
| | (b) Period of On-the-Job Training | : From 25-06-2024 to 19-06-2025 |
| 10. | Apprenticeship Training Location | : Chakan , Pune |
| | (a) Name and address of facility where Basic Training is to be provided | : N/A |
| | (b) Name and address of the facility where On-the-Job Training is to be provided | : Enzene Biosciences Ltd<br>Chakan , Pune<br>Pune<br>Maharashtra |
| 11. | (a) Date of execution of contract | : N/A |
| | (b) Age of Apprentice on the date of execution of contract | : 23 years, 4 months and 0 days |
| 12. | Is the establishment opting for benefits under NAPS*?<br>*If yes, Annexure 2 to this contract will also be applicable. | : Yes |

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount

| Year of training | Total stipend amount (in Rs.) | Break up of total stipend amount (in Rs.) | |
|---|---|---|---|
| | | Employer's share out of col. 2 | Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice) |
| (a) During 1st year of training | 15000 | 13500 | 1500 |
| (b) During 2nd year of training | N/A | N/A | 0 |
| (c) During 3rd and 4th year of training | N/A | N/A | 0 |

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

## FOR OFFICE USE ONLY

Contract Registration No. : TMPCON062459367

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

# Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

## Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

GPCLifeSciencesPvtLtd
Website:
www.gpclifesciences.comTel:+91-9923797930,+91-9765800487

**Date:June01,2024**

**Name:Mr, Kiran Vijay Shinde**
**At.Gansargaon;Tal-Renapur; Dist:Latur, Maharastra, Pin- 413 527**

## OFFERLETTER

Dear**Mr, Shinde,**

Congratulations on your selection. We are pleased to offer you position of**Trainee Chemist (E0)**in theResearch and development at GPC Life sciences Pvt. Ltd., NCL-Innovation Park, Dr. HomiBhabha Road,Pashan,Pune,Maharashtra- 411008

**1. Validity ofoffer:**Thisofferisvalidsubjecttoyoursuccessfulterminalexaminationsinthefirstattemptwithaggregatemarks60%or above

**2. Remuneration:** Detailssheetisattached

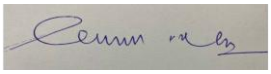
**3. Trainingperiod:**Yourtrainingperiodisforsixmonths.Oncompletionofsuccessfultrainingperiod&yourperformance, youwillbeabsorbed asjuniorChemist(E1)

**4. Leave:** Duringyourtrainingperiod, youwillbeeligiblefor6daysleave

**5. Noticeperiod:**Duringyourtrainingperiod,eitherpartycanterminateagreementofservicebygivingonemonth's Notice periodorpayingone month'sstipend

**6. JoiningDate:**
Youneedtoreportwithin7daysof offer letterorelseourofferwouldstandcancelled

Yourstruly



For**GPCLifeSciencesPvt.Ltd.**
PCRay
Founder&Director

**Note:Kindlyreturntheduplicatecopyofthisletterwithyouracceptance**

Iagreetoacceptemploymentonthetermsandconditionsmentionedinaboveletter.Ishallbereportingfordutyon……..

GPCLifeSciencesPvtLtd
Website:
www.gpclifesciences.comTel:+91-9923797930,+91-9765800487

*Encl.:*Remunerationpackageeffectivefromdateofjoiningon*prorata*basis

| **Grade** | **TraineeChemist(E0)** | |
|---|---|---|
| **Designation** | **TraineeChemist** | |
| | PM | PA |
| Basic | 10000 | 120000 |
| AdhocAllowance | NA | NA |
| HRA | NA | NA |
| EducationalAllowance | NA | NA |
| Conv.Allow | NA | NA |
| SpecialcityAllowance | NA | NA |
| Medical | NA | NA |
| LeaveTravelAllow | NA | NA |
| Bonus | NA | NA |
| **GrossMonthly/Annum** | **10000** | **120000** |
| PF | NA | NA |
| Gratuity | NA | NA |
| Retirals | NA | NA |
| **FixedCTC** | | **120000** |
| AverageperformanceIncentive | | NA |
| **GrandTotal** | | **NA** |

*** ** ****

# Offer Letter - Trainee R & D

1 message

**Tushar Gharat** <tushar@nglfinechem.com> Sat, 15 Jun, 2024 at 3:27 pm
To: omkargaikwad7650@gmail.com <omkargaikwad7650@gmail.com>
Cc: Rahul Naik <rahul.naik@nglfinechem.com>

Dear Mr. Omkar Gaikwad,

With reference to your application and based on our subsequent discussions with you, we are glad to inform you that you have been selected as **Trainee R & D** for our unit **M/s. NGL Fine Chem Ltd**., **Plot No. F-11, Tarapur MIDC Industrial Area, Kalode Naka, Boisar.**

Your Annual Compensation would be as per Annexure 1 which has been acknowledged by you.

Your date of joining is **20.06.2024,** You need to report at the mentioned unit along with this email and other undermentioned documents for verification.

1. Age Proof - Copy of PAN Card
2. Address proof - Aadhar Card.
3. All Educational Qualification Certificates (Originals & Photo Copy).SSC/ HSC / Graduation or certification
4. Two Photographs (Passport size – Colour).
5. Offer Letter and Appointment Letter of Previous 2 Companies.
6. Last six months salary slips & Bank statement
7. Copy of Bank Passbook/Cancelled Cheque
8. Employees Provident Fund - UAN (Universal Account Number) (if applicable).
9. ESIC ID No. ( if applicable)
10. All Experience and Relieving letters from Previous Companies.

Offer stands canceled in case of any deviations in information or your medical report is unfit.

On reaching the unit, you will report to Mr. Tushar Gharat –Sr. Executive - HR (Mobile No. 9158888253) for verification of the above documents and completion of joining formalities.

Please revert with acceptance of this offer email within the next 24hrs or this offer will be considered as forfeited.

Warm Regards,
Team Human Resource
NGL Fine Chem Ltd.

**August 29, 2024**

**Vishakha Narayan Surkute**
Tanaji Chowk Anand Nagar, Latur,
Maharashtra - 413512

**OFFER OF APPOINTMENT**

Dear **Vishakha,**

This is in reference to the interview and discussions you had with us. We are pleased to offer you the position of **"Research Associate"** under the grade of **"Professional"** in level **"P1"** in **"Synthesis - 2"** of our organization and you will be based at **Mallapur, Hyderabad.**

Your Annual **Cost to Company (CTC)** will be **INR. 5,20,000/- (Rupees Five Lakhs Twenty Thousand per annum only)**, detailed CTC breakup is given in Annexure.

Please note that you are required to join the organization on or before **Nov 27, 2024**, failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo a pre-employment medical checkup before the date of your joining.

Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.
2. Clearance in the background verification checks may be required as per the company policy.
3. Submission of all the following documents at the time of joining:

   i. Relieving letter and service certificate from current employer
   ii. Last 3 months pay slips.
   iii. Form-16 if applicable
   iv. Four copies of your latest passport size photographs
   v. Copies of all Service certificates from past employment
   vi. Copies of all the educational certificates
   vii. PAN Card
   viii. Aadhar Card

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

Yours Sincerely
For ARAGEN LIFE SCIENCES LIMITED.

**Suresh Anubolu**
**Chief Human Resources Officer**

I accept the offer of appointment on the above terms.

**Signature of the candidate:** _____ **Date:** _____

**Registered & Corporate Office**
**Aragen Life Sciences Limited**
28A, IDA Nacharam, Hyderabad-500076, India
T: +91 40 6692 9999 F: +91 40 6692 9900
W: aragen.com CIN: U74999TG2000PTC035826

**Annexure**

**Salary Structure – Vishakha Narayan Surkute**

| Salary Components | Per Month (INR.) | Per Annum (INR.) |
|---|---|---|
| **A. Gross Salary** | | |
| Basic | 14,721 | 1,76,656 |
| HRA | 5,888 | 70,662 |
| Special Allowance | 16,193 | 1,94,322 |
| **Gross Salary (A)** | **36,803** | **4,41,640** |
| **B. Retiral & Other Benefits** | | |
| Provident Fund | 1,800 | 21,600 |
| Statutory Bonus | 2,460 | 29,522 |
| Group Medical Insurance Premium | 1,562 | 18,744 |
| Gratuity | 708 | 8,497 |
| **Benefits (B)** | **6,530** | **78,360** |
| **Total Cost to Company (A+B)** | **43,333** | **5,20,000** |

1. PF & Group Medical Insurance mentioned are employer's contribution.
2. Statutory Bonus & Gratuity is an annualized amount and payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policy.

Yours Sincerely
For ARAGEN LIFE SCIENCES LIMITED.

**Suresh Anubolu**
**Chief Human Resources Officer**

I accept the offer of appointment on the above terms.

**Signature of the candidate:** _____ **Date:** _____

**Registered & Corporate Office**
**Aragen Life Sciences Limited**
28A, IDA Nacharam, Hyderabad-500076, India
T: +91 40 6692 9999 F: +91 40 6692 9900
W: aragen.com CIN: U74999TG2000PTC035826

Sai Make it better together

Ref: OL/2024-25/195
23 May 2024

Vishal Vyankatrao Deshmukh
Shameerpet,Hyderabad, Telangana, India, (Shameerpet)

Dear Vishal Vyankatrao Deshmukh,

**OFFER LETTER**

It gives us immense pleasure to extend you an Offer to join us as **"Senior Research Chemist"** in **"P R&D"** department, **SSRL**Business Unit at **"Shameerpet, Telangana"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 5,00,000** (Five Lakh Indian Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis (after the end of Each Financial Year) subject to your being on rolls of the Organization on 31st March, for that Financial Year. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV) clear report.** Your acceptance of this offer shall be considered as your permission to conduct BGV through a third party. The Offer is subject to the data/documents/information provided by you during the Interview/Selection process, being true.
3. **Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
4. **Upon acceptance of this offer, you shall receive an Onboarding Link on your email. As a part of onboarding process, you are required to upload all the following documents/certificates. The Onboarding should be completed minimum 14days prior to your Date of Joining**
    - Aadhaar Card
    - PAN Card
    - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
    - Proof of Work Experience – Service Certificates/ Relieving Letter of all the previous organizations you worked with.
    - Last three months' Pay Slips from the latest/previous employer and Increment Letter, if Applicable.
    - Passport size photograph
    - P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
    - Last 6 months bank statement of the salary account.

Please get a photocopy of the following documents on the day of joining;

- Offer Letter

- If you already have an account with HDFC / SBI / ICICI / Indus Ind / Standard Chartered, please provide Cancelled Cheque (with Printed name) / Bank Statement for preferred Salary Account.
- Aadhaar, PAN and 4 Passport Size Photographs, if you do not have an account with the above-mentioned Banks. We shall help you with opening an account with one of these Banks.
- **Relieving/Service Letter of the Last Organization worked if applicable.**

**Notable Points:**

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.

You are hereby requested to confirm the date of joining along with a copy of your resignation to the current employer, within 10 working days from the date of offer after the completion of pre-employment medical check-up.

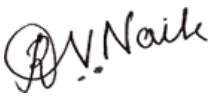
This Offer is valid till **16 September 2024**. If you are unable to join on the specified date, then this offer shall be automatically withdrawn. Incase of any changes pertaining to your Date of Joining, you are requested to consult your respective recruiter, these changes are subject to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please note that you must not directly report to any of the Sai units for Joining, without prior confirmation by the recruiter.

Please feel free to contact **Swetha** on **6366226772** or mail to **swetha.p@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours Sincerely,



Rajesh Vinodrai Naik
Senior Vice President & Global Head – Human Resources
SAI LIFE SCIENCES LIMITED

Sai Make it better together

## ANNEXURE I

| | |
|---|---|
| Name of the Associate | Vishal Vyankatrao Deshmukh |
| Designation, Department & Level | Senior Research Chemist , P R&D & 1 |
| CTC | 5,00,000 |

| SALARY COMPUTATION | | |
|---|---|---|
| **Components** | **Per Annum** | **Per Month** |
| **A Monthly Components** | | |
| Basic | 2,00,000 | 16,667 |
| HRA | 1,20,000 | 10,000 |
| Telephone Reimbursement | 6,000 | 500 |
| Internet Broadband Reimbursement | 6,000 | 500 |
| Special Allowance | 75,733 | 6,311 |
| Bonus | 54,000 | 4,500 |
| **Total A** | **4,61,733** | **38,478** |
| **B Annual Benefit** | | |
| Provident Fund | 21,600 | 1,800 |
| LTA | 16,667 | |
| **Grand Total** | **5,00,000** | |

* Depending upon your role, site, function and applicable policies, you may have potential to earn an additional amount of up to Rs.6,100/- per month. Your eligibility under various polices shall be explained to you upon joining.

Sai Make it better together

**ANNEXURE II**

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of Agilus centers is attached in the mail. If any Agilus Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this letter, to be presented at Agilus Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

**On Previous day**

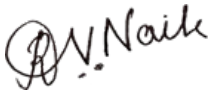
- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

**On the day of check-up**

- Do not eat anything. Observe fasting.
- Report to the Agilus Centre by 9.00AM

Please revert for queries.

For Sai Life Sciences



Authorized Signatory

Ref: OL/2024-25/195
Dear Agilus Team,

Kindly conduct the pre-employment medical test for Vishal Vyankatrao Deshmukh.
Share the soft copy of the report with us and send hard copy to Our Address:
Sai Life Sciences Limited, 4th Floor, SLN Terminus, Gachibowli,
Hyderabad – 500034.

**Client code: -**

| | | | |
|---|---|---|---|
| C000056857 | WE | SAI LIFE SCIENCES LTD | Hyderabad |

**Test Code:**

| | |
|---|---|
| HM3731A | SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP |

HR Name: Swetha
HR Email ID: swetha.p@sailife.com

For Sai Life Sciences

Authorized Signatory

**This is Computer generated Sheet and signature not required**

# MODERN EDUCATION SOCIETY, PUNE

19, Late Principal V. K. Joag Path,
Pune - 411 001 Maharashtra (India)

Registered under Society's Registration Act XXI, 1860, SR.No. 619 of 1931-1932
and Bombay Public Trust Act, 1950 Bearing No. F-29 (Pune)

(020) 26164117 info@mespune.org www.mespune.org


**Ref.: A-32/AJR/JR/NWC/24-25/68-A/41** **26th August 2024**

**To,**
**Ms. Sayali Deshmukh**
**Pune.**

**Sir / Madam,**

Pursuant to your application and subsequent interview before the Selection Committee constituted by the Management; we have the pleasure to inform you that you are appointed as **Full-Time Assistant Teacher in Chemistry on purely Temporary Ad-hoc Basis at Modern Education Society's Nowrosjee Wadia College (Junior College) Pune - 411001 w.e.f. 26th August 2024** till end of the Academic Year 2024-25 on the following conditions:

1) You will be paid **consolidated salary of Rs. 21000/- (Rs. Twenty One Only) per month.**
2) You will not be entitled to any other allowances.
3) Your appointment is subject to the minimum number of students and the workload prescribed for the post.
4) You will not entitle to receive vacation salary.
5) You will not conduct or engage yourself in any private tuition or private coaching classes, any other assignment and any other job paid full-time / part-time or otherwise, during the tenure of your appointment in the college without prior permission from the Modern Education Society, Pune.
6) You will strictly follow the instructions / orders issued by the Management of Modern Education Society, Pune or Principal of the College from time to time, will be binding on you. The ignorance or failure to follow the same will be treated as violation of terms and conditions of service, which may lead to termination of this order.
7) Your services shall automatically stand terminated on completion of the period by efflux of time. No separate letter of termination or completion or secession of the appointment shall be given to you and you shall not claim any right to continue in the services thereafter.
8) Your services will be governed by the provisions of the University Statutes, Ordinance, Government Resolutions, Maharashtra Public Universities Act, 2016 / Secondary School Code, and Rules and Regulations of Modern Education Society as applicable to you.
9) You may be granted maximum One leave per month during the Academic Year 2024-25 on pro-rata basis. Long leaves more than 3 days will not be entertained under any circumstances.
10) You shall not claim permanency in service at any time during the period of this term or after the expiration of the period due to continuation for some time, in any manner whatsoever, and shall not claim automatic re-appointment to the said post after expiry of the period of term and you will not be eligible any gratuity or retirement benefits.
11) In case you continue on the same post after the expiry of the period of appointment the same shall be on month-to-month basis and it cannot be treated as continuation under the present appointment letter. Your appointment is subject to the workload available for the said post and your services shall be terminate from either side by giving one calendar month notice or month's salary in lieu of notice.
12) During your service with the Society, you may be transferred to any other institute run by the society anywhere in India without any additional remuneration.
13) During the period of your service, you shall not directly or indirectly do such things, which are subversive to the interests of the Society / University / Institute / College / Students.
14) You will be entitled to conduct extra lectures and practical during the winter vacation as per the workload allotted by Vice-Principal Junior College.

1)

UNITED SPIRITS
A DIAGEO Group Company

**Date:18.02.2025**

## DIAGEO INDIA INTERNSHIP – 2024-25 Completion letter

This is certified that **Ms. Yogita Harkal** has successfully completed her internship project with Diageo India.

During the internship with us, she worked on project – **Study of Malt Spirit plant, Based at Nashik.**

The project was for a period of eight months, starting from **18th June 2024.**

Congratulations on the successful completion of the Internship at Diageo India.

We wish her all the best for her future endeavours.

Yours truly,
For **Diageo India**

**Pradeep Chougule**
**Sr. Manager Human Resources Nashik.**

UNITED SPIRITS LTD.-UNIT NASIK
Quality Control Dept.
Village - Parmori,
Tal. Dindori,
Dist. Nasik

E-mail :info@aarviencon.com
Website :www.aarviencon.com

Tel.: 91-22-4049 9999
Fax.: 91-22-4049 9998

**Aarvi Encon Limited**
CIN : L29290MH1987PLC045499
(ISO 9001 & 14001 & ISO 45001)
Regd. Office : B1-603, 6th Floor, Marathon Innova,
Marathon Nextgen Complex, Opp. Peninsula Park,
Lower Parel, Mumbai - 400 013, India.

**AEL/Brilliant Bio Pharma/RK/US/2025/224** **June 30, 2025**

**Mr. Raut Satish Dilip**
At Kalamkonda khu, Tq, post : kalamnuri, dist : hingoli,
Maharashtra India 431702
Mobile-8080574616
E-mail-satisrauta@gmail.com

**Subject: - Offer of Employment**

Dear Raut Satish Dilip,

Reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **"Production Trainee"** for our Client at **M/s. Brilliant Bio Pharma at Hyderabad, Sangareddy.**

Your job profile, Compensation (total cost to company) **Rs.18955/- CTC (Rupees Eighteen Thousand Nine Hundred and Fifty Five Only)** and service terms and conditions have already been explained to you in detail and confirmed by you. Details are given below.

| | | | | |
|---|---|---|---|---|
| Basic | : | Rs. | 5500/- | Per Month |
| HRA | : | Rs. | 10151/- | Per Month |
| **Gross** | **:** | **Rs.** | **15651/-** | **Per Month** |
| Leave Wages | : | Rs. | 752/- | Per Month |
| Ex-Gratia lieu Bonus * | : | Rs. | 1304/- | Per Month |
| **Sub Total** | **:** | **Rs.** | **17707/-** | **Per Month** |
| PF AEL Contribution (13%) | : | Rs. | 715/- | Per Month |
| ESIC | : | Rs. | 533/- | Per Month |
| **CTC** | : | Rs. | **18955/-** | **Per Month** |

You required joining the organization on or before **July 07, 2025** failing which this offer shall be deemed to be withdrawn and may be further extended solely at the discretion of the Management. Before joining you are required to submit documents as per attached personal information form.

Aarvi Encon is committed to conducting business with the highest degree of ethics, integrity and compliance with laws worldwide. Make sure under any circumstance, you are not party to any unethical activity. If you see or suspect the unethical behavior has occurred, you are obligated to come forward with your concerns, email the information to ethics@aarviencon.com. Reports will go to Executive Director and Secretary

A formal letter of Appointment with the detailed salary structure will be issued to you on your joining subject to submission of all KYC documents mentioned in Personal Information Form.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same, indicating your date of joining.

Yours Sincerely,
**For, AARVI ENCON LTD**

Santosh Narayan Kasturi
Digitally signed by Santosh Narayan Kasturi
Date: 2025.06.30 14:54:56 +05'30'

**SR. HR MANAGER**

I accept, all the terms and conditions of employment are explained to me. I will join on_____

(Name of the Employee: - _____)

सीएसआईआर-कोशिकीय एवं आणविक जीवविज्ञान केंद्र, हैदराबाद 500007 तेलंगाणा
**CSIR-CENTRE FOR CELLULAR AND MOLECULAR BIOLOGY**
**HYDERABAD 500007 TELANGANA**

No.**2333**\EI-Rectt

दिनांक/Dated: **20.01.2025**

कार्यालय ज्ञापन /**OFFICE MEMORANDUM**

इस केन्द्र द्वारा दिनांक 30.12.2024 को जारी नियुक्ति प्रस्ताव सं.031124A/4219010050/EI-Rectt में दी गई निबंधन एवं शर्तों को मानते हुए, **सुश्री साक्षी विजयसिंह राजपुत** ने ₹ 18,000/- प्रतिमाह की वृत्तिका एवं मकान किराया भत्ते (पात्रता के अनुसार) पर **एक वर्ष** तक की अवधि के लिए इस केन्द्र में दिनांक **13.01.2025** (पूर्वाह्न) को **प्रोजेक्ट टेक्निकल सपोर्ट-I** के रूप में कार्यभार ग्रहण किया है। संबंधित व्यय को ग्रांट # **GAP00626** के नामे डाला जाए।

Having accepted the terms and conditions mentioned in the offer of engagement No.031124A/4219010050/EI-Rectt dated 30.12.2024 **Ms Sakshi Vijaysingh Rajput** has reported to duty as **Project Technical Support-I** on **13.01.2025** (FN) on a stipend of ₹ 18,000/- p.m. + HRA as applicable/ admissible for a tenure of **one year**. The expenditure is debitable to the grant # **GAP00626**.

सीसीएमबी की आवास सुविधा का उपभोग करने के कारण उन्हें मकान किराया भत्ता देय नहीं होगा। उन्हें मिलने वाली वृत्तिका में से लाइसेंस शुल्क, जल एवं विद्युत प्रभार से संबंधित आवश्यक कटौती की जाएगी। HRA is not admissible as he/she is availing CCMB accommodation. Necessary deductions towards license fee, water and electricity charges may be recovered from the stipend.

चन्दन कुमार

(चन्दन कुमार / Chandan Kumar)
प्रशासनिक अधिकारी/ Administrative Officer

सेवा में/To:

**सुश्री साक्षी विजयसिंह राजपुत, प्रोजेक्ट टेक्निकल सपोर्ट-I /**
**Ms Sakshi Vijaysingh Rajput, Project Technical Support-I** [ID # **20258013**]

प्रति/Copy to:

1 प.अ./PI: डॉ. संतोष चौहान / Dr Santosh Chauhan
2 वित्त एवं लेखा नियंत्रक / Controller of Finance & Accounts
3 आदान एवं संवितरण अधिकारी/ Drawing & Disbursing Officer
4 प्रधान, पीएमई समूह/ Head, PME Group
5 प्रधान, आईटी समूह/ Head, IT Group – CCMB-email address of candidate may be furnished by return email to update SIMS records
6 सुरक्षा अधिकारी/ Security Officer
7 स्टाफ ऑफिसर / Staff officer
8 विद्यार्थी/ट्रेनी हॉस्टल वार्डेन / Student/Trainee Hostel Warden
9 अधिकारी प्रभारी, कैंटीन / Officer Incharge, Canteen

May 15, 2025

Miss Prajakta Ranjit Bite
Krishna Priyanka PG Near Sai Mandir, Shivaji Chowk Hinjewadi Phase 1, Pune
Pune,Pune
Maharashtra, India, 411057

**Offer Letter**

Dear **Prajakta Ranjit Bite**,

Congratulations on your selection at Lupin Ltd – ***An innovation led transnational pharmaceutical company.***
We are pleased to offer you an employment as per details given below:

| | |
|---|---|
| **Designation** | **Trainee Officer** |
| **Grade** | **Trainee Officer** |
| **Location** | **Bio MFG Pune** |
| **Annual Compensation (INR)*** | **442430** |

** The detailed breakup of your annual compensation and other company benefits applicable to your grade is attached as* ***Annexure I***

1. You are required to join the services of the organization at the earliest but not later than **June 4, 2025**, or any other date approved by organization in writing, failing which this offer shall automatically stand cancelled.
2. You will be on training for one year from the date of your appointment. On successful completion, of your training, you will be absorbed, as an Officer and your salary will be revised as per the salary group norms prevalent at that time.
3. The Company reserves the right to specify the notice period required. However, either party can terminate this agreement by giving **30** days notice during the probation and **90** days notice on confirmation with or without assigning any reasons on either side.
4. In the event of misconduct or any act in contravention of company policies / code of conduct, the company may terminate the employment, any time without notice or payment in lieu of the notice period.
5. You are requested to provide a formal acceptance of this offer within **2 days** of its receipt, or any other date approved by the organization in writing, failing which this offer shall automatically stand cancelled.
6. This offer letter is valid subject to the satisfactory completion of all regulatory/ background checks and health checkup. Please note that failure to clear any one of these will lead to the immediate withdrawal of this offer letter.

A detailed formal letter of appointment will be issued to you on your joining.

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

For **Lupin Limited**

**Gaurav Mehta**
**Vice President – Human Resources**

Encl.: 1. Annexure I: Compensation & Benefit Program

Please note this is a system generated offer letter and does not require physical signature.

LUPIN

Annexure I

COMPENSATION & BENEFITS PROGRAM

| | |
|---|---|
| **Name** | **Miss Prajakta Ranjit Bite** |
| **Designation** | **Trainee Officer** |
| **Grade** | **Trainee Officer** |
| **Location** | **Bio MFG Pune** |

| | Compensation Details | Monthly Amount (Rs.) | Annual Amount (Rs.) |
|---|---|---|---|
| **A** | Basic | 22000 | 264000 |
| | Adhoc Allowance | 0 | 0 |
| | House Rent Allowance | 7700 | 92400 |
| | **TOTAL (A)** | **29700** | **356400** |
| **B** | **Retirals** | | |
| | ESIC (3.25% of Gross) | | 0 |
| | Provident Fund (Co. Contribution 12% of Basic) | | 31680 |
| | Gratuity (4.81% of Basic) | | 12698 |
| | **TOTAL (B)** | | **44378** |
| **C** | **FIXED CTC (A+B)** | | **400778** |
| **D** | Bonus | | 41652 |
| **E** | Exgratia | | 0 |
| **F** | **TOTAL CTC (C+D+E)** | | **442430** |

Medical and Insurance Coverage:

A. Group Mediclaim Policy: This Policy covers self, spouse, two children and dependent Parents, subject to a limit of **Rs.125000/-** as defined by the policy. However, there is 10% co-payment for parental claims.
B. Group Accident Insurance Policy: The Insurance coverage for your grade is **Rs.1000000/-** as Per Company Policy.
C. Group Term Life Insurance Scheme: The Insurance coverage for your grade is **Rs. 600000/-** as Per Company Policy.

For **Lupin Limited**

**Gaurav Mehta**
**Vice President – Human Resources**

- *Gratuity will be paid as per provisions of Payment of Gratuity Act as applicable from time to time.*
- *Company retains the right to adjust amount paid towards Performance/Sales Incentive against Statutory bonus payout.*
- *In case of change in the statute/legal requirement, company can change employee's salary structure without changing employee's cost to company. Any additional financial burden due to change in statute/legal requirement will be adjusted against Employee's cost to company.*
- *The compensation & Benefits program is subject to revision/change as per company policy.*
- *All payments are subject to the provisions of Income Tax Act.*

**I have read and understood the content of this letter and I accept the same.**

**Name: Prajakta Ranjit Bite**

**Sign:**

**Date: May 15, 2025**

Please note this is a system generated offer letter and does not require physical signature.

Date :04/12/2024

To
Vivek Dilip Shinde
(Code: CAN674884)

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Document Controller**. Your services are being deputed to **SUBENO INDIA PRIVATE LIMITED** at **PUNE** based on the following terms and conditions:

- Your employment will be valid from **12/12/2024 To 11/12/2025** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 311,400.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

  a. Complete on the Randstad portal:
     - Employee profile form
     - Statutory Nomination forms like ESIC, PF, Mediclaim etc.

  b. Upload proofs of your documents:
     - Government mandated ID proof: Aadhar Card and PAN
     - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
     - Copy of both Educational certificates & Previous employment documents.
     - Bank Details for Salary processing: Copy of cancelled cheque.

- The employment opportunity envisaged under this provisional offer letter is subject to successful Background Verification and other necessary checks. During the course of your Background Verification, if it is found that any information/document provided by you is false, fabricated, and/or incorrect or you fail to report on the specified date(s), in such circumstances, any offer made to you and/or your appointment shall automatically stand revoked.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.
The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

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

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

**Authorized Signatory**
**Unnikrishnan PS**
**Company Secretary and Head - ELM**

**Annexure I: Salary Breakup**

| Component | Monthly | Yearly |
|---|---|---|
| Basic | 16,000.00 | 192,000.00 |
| House Rent Allowance | 6,400.00 | 76,800.00 |
| Statutory Bonus | 1,333.00 | 15,996.00 |
| Other Allowance | 2,217.00 | 26,604.00 |
| **Gross Salary** | 25,950.00 | 311,400.00 |
| Employer's Contribution to EPF | 1,920.00 | 23,040.00 |
| Insurance | 1,297.00 | 15,564.00 |
| **CTC (Cost to the company)** | 29,167.00 | 350,004.00 |
| Employee's Contribution to EPF | 1,920.00 | 23,040.00 |
| Total Deduction | 1,920.00 | 23,040.00 |
| **Net-Take Home** | 24,030.00 | 288,360.00 |

* Income tax, Professional tax and LWF as applicable will be deducted.
* All the taxes will be deducted as applicable by law.Your salary is strictly confidential.

**For Randstad India Pvt Ltd.**

**Authorized Signatory**
**Unnikrishnan PS**
**Company Secretary and Head - ELM**

**Registered Office :**
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

05-02-2024

Ref No. GB/HR/B//30001467

Mr. Ravishankar Swami
NARAYN NAGAR LATUR, -, LATUR, Latur - 413512, Maharashtra, India

## SUB: APPOINTMENT LETTER

Dear Ravishankar,

This has reference to your application for employment in our organization and subsequent interviews you had with us. We are pleased to appoint you as **'Officer - Production'** in **'Production' Department** in **GradeO01-Officer** w.e.f.**05-02-2024** on the following Terms and Conditions:

### TERMS AND CONDITIONS

### 1.0 EMOLUMENTS AND BENEFITS.

1.1 Your Total Cost to Company is **Rs. 3,40,000.00**. The details are as per **Annexure- A** and subject to Terms and conditions mentioned in the Annexure/s.

1.2 You will be eligible for Benefits Viz. Provident Fund, E.S.I., Gratuity and Bonus etc., as per the laws applicable in India and as per the rules and regulations laid down in the HR Manual of the company.

1.3 Your personal e-tax liability, if any, shall be borne by you.

### 2.0 WORKING HOURS

The working hours of the company shall be as required to complete and fulfill your daily duties and responsibilities, subject to legal provisions.

### 3.0 TRAINING / PROBATION / CONFIRMATION AND TERMINATION OF EMPLOYMENT

3.1 You will be on Training period of Six months. During this period your services can be terminated without notice & without assigning any reason.

3.2 After successful completion of the training & on recommendation of your immediate Superior, you shall be on probation for a period of six months. However your probation period can be extended depending upon your performance.

3.3 During the probation period your performance, attendance, discipline, behavior, relationship with Superiors and Subordinates will be closely assessed.

3.4 On Successful completion of your Probation period, your services will be confirmed by 'Confirmation Letter' in writing and until such Confirmation you will be deemed to be on Probation.

3.5 Your services during the Probation can be terminated without notice or without assigning any reason thereof.

3.6 Your Services can also be terminated without any notice or pay in lieu thereof if the Management finds that particulars furnished by you either in application form or at the time of interview are incorrect and / or purported.

3.7 On confirmation your services can also be terminated by **30/90** days' notice on either side depending on your grade at the time of separation with the organization or pay in lieu thereof.

However, the company shall have option to relieve you at an earlier date at no additional cost to the company.

3.8 The Management reserves the right to terminate your employment forthwith without any notice or pay in lieu of notice if in its opinion you are guilty of inattention or negligence of the conduct of the company's business or any other Act of omission or commission incon sistent with your duties and responsibilities.

3.9 To join training / induction program and / or any organization without relieving letter from our end leads to double employment which is illegal and against the norms of the company.

3.10 In the event of your leaving the employment within a period of Two year from your date of joining (inclusive of your training and probation period, if any), you would be liable to pay to the company following cost during your employment. The Management reserves its right to recover the below mentioned cost as per company's policy from time to time. The expenses incurred towards payment of your Relocation, Notice Pay Buy-out, Joining Bonus and your stay at Company's Accommodation as applicable, Training & Induction and any other Incidental Charges related to Joining shall be deducted from your Full and Final Settlement. The present recovery terms are as follows :-

i) Leaving before completion of 1 year from date of joining : 100% Recovery

ii) Leaving before completion of 2 year from the date of joining : 50% Recovery

3.11 In the event you leave the services and if any dues are recoverable from you, then you hereby authorize the company to recover fully/partially such dues from all payable amounts to you, such as unpaid salary , encashment of leave, arrears of payment on account of wages or salary revision, gratuity, unpaid bonus etc. This authorization is irrevocable until the full recovery is made by the company.

## 4.0 DEPUTATION/ TRANSFER OF SERVICE/ TRANSFER OF EMPLOYMENT

4.1 Your services or employment may be deputed or transferred to any other section / department / division of the company and/or to any other / associate/ affiliate/ subsidiary of the company, existing at present / established in future, and/ or to any place in India or abroad, if necessary without affecting any of your existing service conditions.

## 5.0 INTELLECTUAL PROPERTY RIGHTS

For the purpose of this clause, **'Intellectual Property'** shall mean and include trademark, patents, design and copyright owned by the company. You acknowledge and agree that:

5.1 The Company shall remain the owner of all intellectual property disclosed to you or developed by you during your employment.

5.2 During the period of your appointment and even thereafter, you shall not at any time either directly or indirectly:

a. Use the intellectual property rights of the company unless otherwise specifically authorized.

b. Communicate to any unauthorized person about any intellectual property rights concerning the Company's business, thereby causing loss to the company.

c. Print, copy, possess or take away any documents or data pertaining to the intellectual property of the Company other than as necessary in the course of your duties.

5.3 If you become aware of infringement of company's intellectual property by any of the Company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the company about the same and give the company all reasonable assistance in connection with any proceedings which the company may institute against any such persons.

5.4 The provisions of this clause shall survive the cessation or termination of your appointment.

## 6.0 CONFIDENTIALITY

6.1 For the propose of this clause, 'Confidential Information' shall mean and include all non-public and proprietary information , in whatever form (whether tangible, verbally communicated, physically and electronically communicated or disclosed in writing or otherwise including without limitation information disclosed by samples ) which has been or will be disclosed by the company to you, during the term of your appointment related to inventions, process, product, design, trade secrets, formula and formulations, know how technology, test and other data and other information related to development analysis, approval, manufacture and packing, compute programs

and other information relating to the manufacturing activities. The terms and conditions contained in this appointment letter shall also be treated as confidential at all times.

6.2 **'Trade Secret'** shall mean and include such confidential information which will be disclosed from time to time during the period of your appointment.

### 6.3 Further:

a. You acknowledge and agree that nothing contained in this appointment letter shall be construed as granting any confidential information to you, by license or otherwise during the course of your employment.

b. You shall not during the period of your employment and even thereafter, either directly or indirectly:

i. Disclose and divulge any confidential information to any third Party.

ii. Communicate to any third Party or any other unauthorized person or company any confidential matter concerning the company or the business.

iii. Communicate upon any matter concerning the confidential information to any of the company's customers, suppliers, bankers, competitors, ex-employees or other persons with whom the company does the business, except as instructed in the course of his/her duties.

iv. Use the benefit of any trade secret/s of the company.

v. Print, copy, possess or take away any confidential information of the company other than as necessary in the course of your duties.

c. If you become aware of any breach of confidence by any of the company's employees, ex-employees, co-employees, agents, sub-contractors, vendors, you shall promptly notify the company and give the company all reasonable assistance in connection with any proceedings which the company may institute against any such persons.

d. The provisions of this clause shall survive the abandonment or termination of your employment.

### 7.0 UNDERTAKINGS

7.1 You hereby undertake to the company that at all times you shall provide independent and unbiased advice to the company or its clients/customers on behalf of the company, if any in relation to the activities which you are bound to perform under this appointment letter. You shall not, without the prior written consent of the company, accept any commission, salary, gift, other financial or material benefit or inducement from any customers, suppliers, consultants, or vendors past, existing or potential.

7.2 You shall observe and abide by all the rules and regulations of the Company and its policies as may be framed from time to time including its Anti-Corruption Policy. In case you need any clarification, you may contact your HR department.

### 8.0 NON COMPETE AND NON SOLICITATION

During the period of your employment, you shall not either directly or indirectly whether as principal, agent, partner, employee or in any other capacity:

8.1 Compete with the business of the company, its subsidiaries, affiliates, successors and assigns and such other venture undertaken by the company presently existing and which may be set up after the date of this appointment letter.

8.2 Compete with the business of the company using the company's confidential information and/or trade secret in its embodied or disembodied form.

8.3 Compete with the company by taking employment in any other entity which is in the same line of business as that of the company.

8.4 Interact with, solicit or endeavor to entice away any of the present/ex-employees, present/ex-consultants and/or present/ex- local/abroad vendors, clients/ customers of the Company, its subsidiaries, affiliates, successors and assigns with a view to start a competing business or work in a competing entity.

## 9.0 ABANDONMENT

9.1 You are not authorized to remain absent for more than 10 days from duty without prior written permission of the company. The same shall be construed as 'abandonment', which shall be treated as breach of this appointment letter.

9.2 Notwithstanding anything mentioned in the above clauses, you acknowledge and agree that such abandonment will not amount to severance/ termination of your employment and as such all the terms of your employment shall remain effective and applicable to you during the period of such abandonment as well. However, in such case you will not be entitled for the benefits as per the company policy.

## 10.0 TERMINATION

10.1 You will have a right to resign by serving prior written notice of 30/90 days applicable to your grade, as per company policy or upon payment of salary in lieu of notice period as mentioned in the Company policy as per your grade at the time of separation. The Company shall however have the right to relinquish any of the conditions as per its sole discretion.

10.2 The Company shall have the right to terminate the services without assigning any reason, with one (1) month prior written notice or immediately upon payment of salary in lieu of the notice period. The Company shall however have the right to relinquish any of the conditions as per its sole discretion.

10.3 Notwithstanding anything contained herein or in any other document or correspondence between the parties, in the event of Company having a reasonable ground to believe that you are guilty of misconduct, fraud, dishonest act, misappropriation of money, data theft, confidential information leakage, negligence, gross and/or willful under performance, found competing with the Company or its Affiliates, interacting with the clients, ex- employees of the Company or its Affiliates for any unlawful gains or with any other ulterior motives, or such other acts which the Company feels amounts to misconduct and which causes any loss to the Company or has committed any breach of the provisions of this appointment letter and/or HR Manual or other policies, the Company shall have every right but not the obligation to terminate your services immediately without giving any notice or any monetary compensation.

10.4 In case your employment/service is terminated by reason of reconstruction or amalgamation of the Company and you are offered employment with any concern or undertaking resulting from the reconstruction or amalgamation on terms and conditions substantially the same as of this appointment letter, then you shall not claim any damages/ compensation against the Company.

## 11.0 EFFECT OF TERMINATION/ ABANDONMENT / RESIGNATION

11.1 In the event of termination as per clause 10.3 above or abandonment of service you shall be liable to pay liquidated damages and you shall also reimburse the Company with the following:

a. Training costs / fees paid during employment.

b. All expenses including payment towards relocation and/or stay at Company's accommodation as applicable, traveling, board, lodging and other incidental expenses incurred by the Company on your further experience.

c. Any loan along with the interest and/or outstanding amount provided/ paid/ disbursed to you by the Company irrespective of completion of final settlement.

11.2 The Company can set-off the aforesaid amount from any money/compensation payable to you. The Company may initiate appropriate civil/criminal actions, if necessary and /or initiate actions for any other equitable reliefs.

11.3 On termination of your employment, all rights and obligations to be fulfilled by you and the Company under this appointment letter shall automatically terminate except for such rights of action as shall have accrued prior thereto and any obligations which expressly or by implication are intended to come into or

continue to be in force on or after such termination. All Company materials shall be promptly delivered to the Company.

## 12.0 GENERAL PROVISIONS

12.1 On separation you will return all property of the Company handed over to you in your custody in serviceable condition and obtain 'No dues Certificate' from your department Head for the settlement of your accounts.

12.2 The age of superannuation is **58** years and the same shall be applicable to you.

12.3 You have submitted Date of Birth at the time of joining of the employment and on the basis of the submission Management has recorded the same in all relevant records.

You are requested to verify the same and revert in the event of any discrepancy within one month from today. If you do not revert it will be considered that the date submitted by you is a final and will not be changed under any circumstances in future.

12.4 This appointment and it's continuance is subject to your being found fit physically and mentally. You shall appear before the Medical Officer of the Company or any Medical Practitioner nominated for the purpose of medical examination and / or health survey from time to time. You shall submit to such medical examination as and when required and failing to do so would be considered as gross misconduct.

12.5 In addition to the terms and conditions mentioned in this Appointment Letter, you shall also abide by the service rules/HR Manual of the company as may be amended from time. In addition to the terms and conditions mentioned in Appointment Letter, an employee shall also abide by the notification sent electronically and provisions of this Employee Manual whether or not it is individually notified. Such attachments, notifications, and the provisions of Employee Manual or any other form of written communication shall be treated as implied terms and conditions of employment and any violation of the same shall amount to breach of the Service Rules.

12.6 Any dispute arising between you and Company shall be settled by the sole arbitrator Adv. Surekha Kinkar and in her absence Adv. Sunita Kinkar having their present office at Pune in accordance with the provisions of Arbitration and Conciliation Act, 1996 or any amendments thereof. Subject to the aforesaid, Pune Courts shall have exclusive jurisdiction

## 13.0 INDEMNITY CLAUSE

Indemnification of Employee: Company shall indemnify Employee and hold him/her harmless for lawful acts or decisions made by him/her in good faith while performing their duties for Company, its parent, subsidiaries and affiliates to the full extent allowed by law.

Indemnification of Employer: Employee shall indemnify Company and hold it harmless against any demands, claims, damages, costs or charges which Company might incur as a result of any unlawful acts or decisions undertaken by the Employee during the course of his/her employment with the Company. Employee shall ensure that he/she doesn't misrepresent to any person or entity that he/she continues to be in employment with the Company post separation or termination from the Company.

For matters, which are hereinabove not provided specifically, Employee shall be governed by such rules and regulations that are existing in force at the time of employment with the Company.

In the event of dispute, the jurisdiction will be Pune court or any court in India, as agreeable by both the Company and the Employee.

## 14.0 Please furnish the self-attested photocopies of following documents on or before joining.

a. Certificate of Date of Birth (Either Municipal or School leaving certificate).
b. Testimonials, Certificates of your education and other achievements.
c. Service / salary certificate and relieving letter from your previous employer.
d. Pan Card.
e. Passport.
f. Address Proof

g. Aadhaar Card
h. Medical Fitness Certificate, including Chest X-ray and Blood report from a qualified Doctor.
i. Five copies of your latest passport size photographs.

This appointment letter is enclosed in duplicate. Please sign the duplicate copy of this letter in acknowledgement of your acceptance of the above terms and conditions of your employment.

We welcome you to our Organization and are sure that your joining us will enhance our mutual interests. Wish you a very happy association with our Organization.

Thanking You,

Yours truly,

**For Gennova Biopharmaceuticals Ltd.**

**AUTHORISED SIGNATORY**

I have read, understood, and accepted out of my own free will, the terms and conditions mentioned aforesaid.

Sign : Place :

Name: Date :

## Annexure - A
## Details of Annual Cost to Company

| | |
|---|---|
| Employee No. | 30001467 |
| Name | Ravishankar Swami |
| Grade | O01-Officer |
| Designation | Officer - Production |
| Date Of Joining | 05-02-2024 |

| Component | ANNUAL (INR) | MONTHLY (INR) |
|---|---|---|
| Basic | 2,16,000 | 18,000 |
| HRA | 10,800 | 900 |
| Education Allow | 34,509 | 2,876 |
| **Monthly Gross** | **2,61,309** | **21,776** |
| **Flexible Allowance** | **0** | **0** |
| Provident Fund | 25,920 | 2,160 |
| Gratuity | 10,389 | 865 |
| **Statutory Benefits** | **36,309** | **3,026** |
| Bonus | 42,382 | 3,532 |
| **Other Benefits** | **42,382** | **3,532** |
| **Fixed CTC** | **3,40,000** | **28,333** |
| **CTC** | **3,40,000** | **28,333** |
| **Total CTC** | **3,40,000** | |

1. Provident Fund, Gratuity & Bonus is as per the prevailing statutory laws applicable to you.

2. Ex-Gratia (if applicable) will be calculated commencing from date of joining onwards till closer of the FY. At the time of disbursement employee should "Active" on Payroll.

3. Reimbursement will happen against submission of relevant documents/bills/voucher payments.

4. All Payments are subject to the provision of Income Tax Act.

5. In addition to the above, your family (Self + Spouse + First 2 children upto age of 25yrs) is also covered for mediclaim policy.

6. You are also entitled for Gennova GPA (group personal accident policy) which has 24-hour coverage.

# Placement Record Proofs
# (2025-26)

TEXOL ENERGY

MR. Akash A Kale,
Wala Latur
Maharashtra-431522
Mobile- 9637552823

Dear Mr. Akash,

Further to your interview held at our Bavdhan office for the post of "Project Assistant". We are pleased to inform you that your candidature is accepted on following terms and conditions.

Please note that this position is temporary and co-terminus with the project duration.

## Project Details

| | |
|---|---|
| **Title of Project** | Synergistic Biohythane Production: Integrating Bio-hydrogen and Bio-methane Bioprocesses |
| **Scheme** | National Green Hydrogen Mission (NGHM), MNRE) |

You are entitled to monthly fellowship of Rs. 25,400/- inclusive of HRA, Subject to deduction at source of all statutory taxes.

Your fellowship starts on 1st July 2025.

## Termination

Your association shall be liable to be terminated by the Company for any reasons whatsoever, by giving three months'. Should you desire to leave the Company anytime, you shall give three months' notice in writing to the Company. . The Company also reserves the right to terminate your services forthwith if you are guilty of any misconduct or breach of duty, without any notice period.

## Confidentiality

- During course of your association, you may have access to trade secrets and/or confidential and proprietary technical and/or business information of the Company which may relate to its products, product development activities, technology, know-how, trade secrets, marketing, business, customers, pricing, commercial strategies, profitability, other financial information and any other information of the Company which neither is in the public domain nor reasonably expected to be so and which is unique in context to the product and/or the services manufactured/provided by the

Company or those that are otherwise commercial in content or scope or which can otherwise reasonably be construed to be confidential in nature (collectively "Confidential Information")

- The expression "Confidential Information" also includes confidential information of third parties, which has received under an obligation of confidentiality. You shall treat all information of any third party within any of the areas described above as confidential unless you are specifically informed that such information was not disclosed to the Company under an obligation of confidentiality.

- You either shall not, during association or after termination of your association for any reason and regardless of fault, make any use of Confidential Information or disclose any Confidential Information to any third party, for any reason, whatsoever. In the event of termination of your association, you shall forthwith return all documents or other media containing Confidential Information without keeping any copies thereof in any form, electronic or otherwise. Any direct or indirect use of such Confidential Information shall also imply commission of theft of the Confidential Information or any part thereof and/or commission of criminal breach of trust and the Company shall be at a liberty to initiate civil and criminal proceedings against you.

- Additionally, you will respect all your contractual, statutory and customary obligations regarding confidential information of third parties, including in particular all your previous employers. In particular, you should promise not to bring any information with yourself to and not to use any such information in any manner in connection with your association. if such actions would constitute a breach of any such contractual, statutory or customary obligation. If you have any doubt as to whether particular information of a previous employer or other third parties is subject to the preceding paragraph, you must discuss the matter with us before bringing or using such information for your work at Texol Energy Pvt. Ltd.

**Non-competition**

- You shall not, subject to the limitations set out below, directly or indirectly, become employed by, or perform any services in any capacity for, any company or entity which is involved in the business of developing, manufacturing and/or selling Pilot Plants.

- These non-competition undertakings shall apply only for a period of twenty four (24) months following the termination of your employment.

- Subject to applicable law the Company may, by thirty (30) days prior notice of termination of your employment, waive any non-competition undertaking herein, together with any corresponding payment obligation, without any further obligation.

**Non-solicitation:**

You shall not, in consideration of the provisions of Confidentiality and Non-compete as mentioned above, during the entire term of your employment with the Company and for a period of twenty-four (24) months after the termination thereof, directly or indirectly, whether as employee, consultant, director, agent, distributor, advisor or in any other capacity, whether full-time or part time: (i) solicit any person or company who is or was, during the previous twelve (12) months, a customer of any part of the business of the Company with a view to diverting such customer away from the Company, nor (ii) induce, or assist in inducing, any employees with whom the Employee has had material dealings to leave employment of the Company.

Upon termination of your association with the employer for any reason, or at any other time at the request of the employer, you should return to the employer all property of the Company.

You shall not during the continuance of your association with us, undertake, carry on, participate in or associate yourself with any other business, trade or profession in any capacity whatsoever, except with the prior written approval of the Company which may be given at the sole discretion of the Management,

Any inventions made by you either by yourself or jointly with any other person during your service with the Company, relating to or capable of being used in connection with any trade or business which the Company or any of its Principals, Associates or Subsidiaries are authorized to carry on, shall be deemed to belong to the Company absolutely and beneficially. You shall promptly communicate to the Company full particulars of any such invention to enable the Company to apply for any Letter Patent or other equivalent protection in respect of the same, besides rendering all necessary assistance in the matter of procuring any such protection.

You will be subject to the rules and regulations of the Company that maybe drawn up and enforced by the Management from time to time.

You will give the Company due intimation of any change in your residential address.

Please return the duplicate of this letter duly signed by you as a mark of your acceptance.

We look forward to a long and happy association.

Yours faithfully,

For Texol Energy Pvt. Ltd.

TEXOL ENERGY PVT. LTD. PUNE

Vijaykumar R
Director

Pune/1st July-2025

Received and accepted.

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

***Offer Letter***

Date: 08/07/2025

Dear Mr. Mohamadhahanif Gulab Katkar,

Congratulations!

**Sub:** Employment Offer Letter for the position of Research Associate Trainee with NeoCell Bio-Technologies Private Limited.

With reference to the interviews and discussions conducted by Neocell Bio-Technologies Private Limited we are pleased to offer you the position of Research Associate Trainee at Neocell Bio-Technologies Private Limited office at Hyderabad.

Your Total Compensation, including benefits will be INR 2,40,000 (Rupees Two lakhs Fourty Thousand only) per annum. A detailed breakdown of the compensation is enclosed below.

You are requested to join us on or before 09-07-2025, failing which this employment offer will stand rescinded.

Please send the soft copies of the requested documents to us via email and ensure to bring the following documents with you at the time of joining:

1. All Educational certificates (self-attested photocopies and originals for verification).
2. Relieving Letter from the last company.
3. Salary slips for the last three months, if any.
4. All Experience certificate(s).
5. Passport size photographs x 4 copies
6. Documents of proof of residence (Permanent & Current)
7. Pan Card
8. Aadhaar
9. EPFO/UAN enrolment Details

You shall be required to sign the formal letter of appointment cum agreement containing detailed terms and conditions of the employment on the date of your joining. Please note that this offer is conditional to completing third-party BGV (Background Verification) successfully and in case of any adverse remarks, Company reserves the right to immediately revoke this offer without any liability whatsoever.

If you decide to accept this offer, please sign and return the duplicate copy of this letter in the space below as a token of your acceptance to this offer.

We wish you a fulfilling career, success and good health in your journey with us.

Yours faithfully,
For and on behalf of **NeoCell Bio-Technologies Private Limited.**

M. Sree Rama Chandra Murthy
Director
NeoCell Bio-Technologies Pvt Ltd.

Offer Date : AUG 18,2025
Offer No : GS10505323

**FIXED TERM EMPLOYMENT CONTRACT**

Dear **Saurabh Satish Jadhav**

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

**DEPUTATION:**
You are deputed to BHARAT BIOTECH INTERNATIONAL LIMITED under this Contract. The terms of employment is exclusively with Quess, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from AUG 18,2025 be deputed by Quess, to work at client's office / premises at any of their locations.

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

**TENURE:**
The term of your Contract shall be valid from AUG 18,2025 to JUL 17,2026.

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



**Quess Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

**LOCATION:**
You are required to work at client's location at Turkapally.

**POSITION:**
You are appointed as Entry Level Trainee

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

**EXTENSION:**
Unless otherwise notified to you in writing this contract of employment would be valid AUG 18,2025 from the date of you joining Quess. This contract may be considered for an extension depending on the client and Quess' requirements. The extension of contract period would be considered on fresh terms as agreed between you and Quess through a separate mutually executed contract of employment. Quess shall inform you in writing of the extension requirements.

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

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

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

Your employment with the Company shall be terminated immediately forthwith in the event you are found to be under the age of 18 years and anything done thereof by you shall be considered null and void.



**Quess Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

**NOTICE PERIOD:**

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing. The Contract can be terminated at the discretion of Quess subject to 30 days' notice. However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

**INDEMNITY:**

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

**CODE OF CONDUCT:**

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

**HOLIDAYS:**

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

**ADDRESS FOR COMMUNICATION:**

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

**BACKGROUND VERIFICATION:**

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



**Quess Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

**ABSENTEEISM:**

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

**RULES AND REGULATIONS:**

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

**OTHER TERMS OF CONTRACT:**

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

**JURISDICTION:**

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

**DEEMED CANCELLATION OF CONTRACT:**

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

You shall report to work on AUG 18,2025 at the clients place.



**Quess Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

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

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

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

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

With warm regards,
For **Quess Corp Limited.**

Nitin Dave

**Nitin Dave**
CEO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:..... Signature:.....
Place:..... Date:.....



This is a system generated letter

**Quess Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

---

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

QUESS
WINNING TOGETHER

**Compensation Sheet**

| | | | |
|---|---|---|---|
| **Offer No** | : GS10505323 | **Associate Name** | : Saurabh Satish Jadhav |
| **Designation** | : Entry Level Trainee | **Location** | : Turkapally |

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.
Please mention your

- Offer No :GS10505323
- Name :Saurabh Satish Jadhav
- Mobile No :9322590660

Link to download WorQ
Play Store (Android) - https://goo.gl/rqsMnr
App Store (iOS) - https://goo.gl/DmHpEj



This is a system generated letter

**Quess Corp Limited**
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
**http//:www.quesscorp.com | Toll Free No: 1800-572-3333**

---

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

# M. J. Biopharm Private Limited

**Sep 23, 2025**

**To,**
**Mr. Sagar Borale**
Pune, Maharashtra.

**Dear Sagar,**

With reference to your application and the subsequent interview with us, we are pleased to Offer you the position of an **Apprentice** in the **Quality Control – Analytical** department of our **Drug Substance** facility based at Pune under the **National Apprentice Promotion Scheme (NAPS)** and as per the provision of **Apprentices Act, 1961.**

You will be joining us on **06 Oct, 2025.** Please note that, post this date, the said offer shall automatically stand cancelled, unless specifically extended in writing.

You shall be on Apprenticeship training period for the 12 months from the date of joining. On Completion of your apprenticeship training, we shall provide you Apprenticeship completion certificate and relive from the company. Stipend payable to you for this period shall be as discussed with HR.

You are requested to submit a Pre-medical Check-up Report along with the acceptance of this Offer Letter. The Pre-medical Check-up expenses shall be reimbursed on submission of original bills on your Appointment. The list of the Pre-medical Check-up is attached herewith.

You shall be provided with our formal Appointment Letter on joining duties.

This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background checks are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/ cancel this offer.

Please provide your acceptance of the terms and conditions of the offer by signing and returning to us a duplicate copy of this Letter.

We welcome you to our company and wish you a successful career with us.
Thanking you.

Yours sincerely
For **M. J. Biopharm Private Limited**

23/09/2025

**Monika Chhabra**
**Sr. Manager -HR &Admin**

CONFIRMATION OF ACCEPTANCE


**Corporate Office** : 113, Jolly Maker Chambers No.2, Nariman Point, Mumbai-400021, INDIA | Tel.: 91-22-22020644 / 61454000
Email: mjgroup@mjbiopharm.com | Visit us at www.mjgroup.co.in

**Unit 1 & Registered office** : Plot No 18, International Biotech Park, Hinjawadi, Phase II, Pune-411057, INDIA |Tel: +91-20-67973200 / 250
PAN: AAGCS5624R | CIN: U24234PN2002PTC158855

**Unit 2** : L-7, MIDC Industrial Area, Taloja-410208, Dist Raigad, Maharashtra, INDIA | Tel: 91-22-27402331

Date: 31-10-2025,

To,
Mr. Suraj Bhagvat Bolegave,
S/O Bhagvat Bolegave,
Shirur Anantpal Taluk,
Sawargaon Village,
Latur,
Maharashtra-413531.

Email ID- bolegavesuraj@gmail.com

Contact: +91 8010283066

Dear Mr. Suraj,

Sub:- Offer Letter for Employment.

With reference to your application and subsequent interviews you had with us, the Management of Globion (subsidiary of **Virbac Animal Health I Pvt Ltd**) is pleased to offer you the position **Senior Officer – Production (A1L1 I)** at **Globion India Pvt Ltd** located at Biotech Park Phase III, Karkapatla Village, Markook Mandal, Siddipet Dist, Telangana, India.

About Company:

**Globion India Pvt Ltd.** is located in Hyderabad- and is engaged in manufacturing of advanced poultry vaccines for both live and inactivated categories for breeders, layers and broilers with an annual turnover of INR 130+ crores. Globion produces world class poultry vaccines by complying to cGMP, ISO 9001, ISO 14001 and OHSAS 18001 standards.

Globion is a subsidiary of **Virbac Animal Health I Pvt Ltd** and was incorporated on the 24th day of March, 2006 under the certificate of Incorporation issued by the Registrar of Companies Maharashtra, Mumbai as a wholly owned subsidiary of Virbac SA headquartered in France. The Virbac Group has more than 5500 employees with sales subsidiaries in 33 countries, production sites in 10 countries and R&D centers in 5 continents.

**Virbac Animal Health I Pvt Ltd** is involved in the trading of Animal Health products by purchasing the same from various manufacturers in India and elsewhere and distributing the same with the help of its field force spread all over India and Nepal. The Company has 27 Carrying & Forward Agents (CFA's) all over the country where the company products are stored and further distributed through the trade channel.

Other terms and conditions of the offer letter are as follows:

Reply all

Forward

LUPIN LIMITED
T-142,M.I.D.C. Tarapur via. - Boisar
Taluka & Dist. Palghar, Maharashtra - 401 506
Tel: +91-2525-243300,243600

LUPIN

19-Dec-25

To,
**Sachin Ganpatrao Mane**
Gangarwasahi , Flat No.3,
Renuka nagar keshav nagar latur,

Dear **Sachin Ganpatrao Mane** ,
With reference to your application dated 02.12.2025 and subsequent interview held with us, we would like to offer you as an "Apprentice Trainee" under The Apprentices Act, 1961, on the following TERMS AND CONDITIONS:

1. **PERIOD OF TRAINING:** The initial period of your training is for 12 (Twelve) months i.e. from 19-Dec-25 to 18.12.2026 your training will cease on 19.12.2026 automatically. In case your performance is not found to be satisfactory, your training is liable to be terminated any time during the training period without any notice and without assigning any reason whatsoever.
2. **STIPEND:** You will be paid stipend of Rs 14500/- (Fourteen Thaousand Five Hundred only). As an apprentice trainee, you will not be entitled to any other benefit/privilege available to the other employees.
3. **MEDICAL FITNESS:** Your appointment will be subject to your being declared medically fit by our Company Medical Officer. Your continuance as a trainee in the Company will depend upon your medical fitness.
4. Be it clearly understood and agreed that as an apprentice trainee you will not have any lien or right on the regular job, either during the initial or the extended period of training even there is a vacancy.
5. This appointment is further subject to verification of the particulars given by you on your application form, successful registration and enrolling on *http://intrdnats.gov.in/* and approval of contract by Boards of Apprenticeship Training. 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.
6. **GOVERNING RULES AND REGULATIONS:** You will abide by all the Rules and Regulations and follow the policies and practices of the Company as existing or to be framed from time to time and rule as under "The Apprentices Act, 1961".
7. **LEAVE:** You will be eligible for 18 working days of Leave in a year.
8. During the period of training, you will participate in on the job training and appear for tests/review on every quarter and also submit monthly report on or before 7th day of the following month, reviewing your work along with your observations and suggestions.
9. will devote your whole time to learn and will not undertake any other direct/indirect business or work, honorary or remunerator, except with the written permission of the Management.
10. The services of employees in your grade are liable to be relieved from organization by serving minimum of 30 days of notice period.

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

***Offer Letter***

Date: 08/05/2025

Dear Mr. Mahesh Pawar,

Congratulations!

**Sub:** Employment Offer Letter for the position of Research Associate Trainee with NeoCell Bio-Technologies Private Limited.

With reference to the interviews and discussions conducted by Neocell Bio-Technologies Private Limited we are pleased to offer you the position of Research Associate Trainee at Neocell Bio-Technologies Private Limited office at Hyderabad.

Your Total Compensation, including benefits will be INR 2,40,000 (Rupees Two lakhs Fourty Thousand only) per annum. A detailed breakdown of the compensation is enclosed below.

You are requested to join us on or before 11-05-2025, failing which this employment offer will stand rescinded.

Please send the soft copies of the requested documents to us via email and ensure to bring the following documents with you at the time of joining:

1. All Educational certificates (self-attested photocopies and originals for verification).
2. Relieving Letter from the last company.
3. Salary slips for the last three months, if any.
4. All Experience certificate(s).
5. Passport size photographs x 4 copies
6. Documents of proof of residence (Permanent & Current)
7. Pan Card
8. Aadhaar
9. EPFO/UAN enrolment Details

You shall be required to sign the formal letter of appointment cum agreement containing detailed terms and conditions of the employment on the date of your joining. Please note that this offer is conditional to completing third-party BGV (Background Verification) successfully and in case of any adverse remarks, Company reserves the right to immediately revoke this offer without any liability whatsoever.

If you decide to accept this offer, please sign and return the duplicate copy of this letter in the space below as a token of your acceptance to this offer.

We wish you a fulfilling career, success and good health in your journey with us.

Yours faithfully,
For and on behalf of **NeoCell Bio-Technologies Private Limited.**

M. Sree Rama Chandra Murthy
Director
NeoCell Bio-Technologies Pvt Ltd.

NEOCELL
BIO-TECHNOLOGIES

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

**(Compensation Structure and benefits)**

| Mr. Mahesh Pawar | | |
|---|---|---|
| **Total Remuneration Summary** | | |
| | | |
| **Salary Structure** | **Monthly** | **Yearly** |
| Basic | 8,000 | 96,000 |
| House Rent Allowance | 3,200 | 38,400 |
| Medical Allowance | 1,250 | 15,000 |
| Conveyance Allowance | - | - |
| Leave Travel Allowance | - | - |
| Special Allowance | 6,205 | 74,462 |
| **Total (A)** | **18,655** | **2,23,862** |
| **Retirals** | | |
| PF Contribution | 960 | 11,520 |
| Gratuity | 385 | 4,618 |
| **Total (B)** | **1,345** | **16,138** |
| **CTC (A+B)** | **20,000** | **2,40,000** |

| | |
|---|---|
| Employer Provident Fund | This denotes the employer contribution towards the PF, where equal contribution will be contributed by the employee each month |
| Probation Period | 06 months' probation period will be applicable from the date of joining. Probation period will be applicable with only eligibility for 5 sick leaves.<br>For Fresher's, Trainee, Research Associates, Jr. Officers and Operators will be eligible for 6 months training with no paid leaves. Post training, 6 months' probation period will be applicable as mentioned above. |
| Medical Insurance Benefits | As per company policy. |
| Gratuity | Employees will be eligible for **Gratuity** as per the provisions of the Payment of Gratuity Act, 1972, provided they complete **5 years of continuous service** with the company. |

**Acknowledgement and Acceptance of Terms**

I Mahesh Pawar do hereby accept all the terms and conditions of this offer by the Company and I shall join on or before 11/05/25.

**Signature:** _____

**Name:** _____

**Date:** _____

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

***Offer Letter***

Date: 07/05/2025

Dear Mr. Ajinkya Pawar,

Congratulations!

**Sub:** Employment Offer Letter for the position of Research Associate Trainee with NeoCell Bio-Technologies Private Limited.

With reference to the interviews and discussions conducted by Neocell Bio-Technologies Private Limited we are pleased to offer you the position of Research Associate Trainee at Neocell Bio-Technologies Private Limited office at Hyderabad.

Your Total Compensation, including benefits will be INR 2,40,000 (Rupees Two lakhs Fourty Thousand only) per annum. A detailed breakdown of the compensation is enclosed below.

You are requested to join us on or before 14-05-2025, failing which this employment offer will stand rescinded.

Please send the soft copies of the requested documents to us via email and ensure to bring the following documents with you at the time of joining:

1. All Educational certificates (self-attested photocopies and originals for verification).
2. Relieving Letter from the last company.
3. Salary slips for the last three months, if any.
4. All Experience certificate(s).
5. Passport size photographs x 4 copies
6. Documents of proof of residence (Permanent & Current)
7. Pan Card
8. Aadhaar
9. EPFO/UAN enrolment Details

You shall be required to sign the formal letter of appointment cum agreement containing detailed terms and conditions of the employment on the date of your joining. Please note that this offer is conditional to completing third-party BGV (Background Verification) successfully and in case of any adverse remarks, Company reserves the right to immediately revoke this offer without any liability whatsoever.

If you decide to accept this offer, please sign and return the duplicate copy of this letter in the space below as a token of your acceptance to this offer.

We wish you a fulfilling career, success and good health in your journey with us.

Yours faithfully,
For and on behalf of **NeoCell Bio-Technologies Private Limited.**

M. Sree Rama Chandra Murthy
Director
NeoCell Bio-Technologies Pvt Ltd.

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

**(Compensation Structure and benefits)**

| Mr. Ajinkya Pawar | | |
|---|---|---|
| **Total Remuneration Summary** | | |
| | | |
| **Salary Structure** | **Monthly** | **Yearly** |
| Basic | 8,000 | 96,000 |
| House Rent Allowance | 3,200 | 38,400 |
| Medical Allowance | 1,250 | 15,000 |
| Conveyance Allowance | - | - |
| Leave Travel Allowance | - | - |
| Special Allowance | 6,205 | 74,462 |
| **Total (A)** | **18,655** | **2,23,862** |
| **Retirals** | | |
| PF Contribution | 960 | 11,520 |
| Gratuity | 385 | 4,618 |
| **Total (B)** | **1,345** | **16,138** |
| **CTC (A+B)** | **20,000** | **2,40,000** |

| | |
|---|---|
| Employer Provident Fund | This denotes the employer contribution towards the PF, where equal contribution will be contributed by the employee each month |
| Probation Period | 06 months' probation period will be applicable from the date of joining. Probation period will be applicable with only eligibility for 5 sick leaves.<br>For Fresher's, Trainee, Research Associates, Jr. Officers and Operators will be eligible for 6 months training with no paid leaves. Post training, 6 months' probation period will be applicable as mentioned above. |
| Medical Insurance Benefits | As per company policy. |
| Gratuity | Employees will be eligible for **Gratuity** as per the provisions of the Payment of Gratuity Act, 1972, provided they complete **5 years of continuous service** with the company. |

**Acknowledgement and Acceptance of Terms**

I Ajinkya Pawar do hereby accept all the terms and conditions of this offer by the Company and I shall join on or before 14/05/25.

**Signature:** _____

**Name:** _____

**Date:** _____

NEOCELL
BIO-TECHNOLOGIES

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

***Offer Letter***

Date: 08/05/2025

Dear Ms. Shruti Devakate,

Congratulations!

**Sub:** Employment Offer Letter for the position of Research Associate Trainee with NeoCell Bio-Technologies Private Limited.

With reference to the interviews and discussions conducted by Neocell Bio-Technologies Private Limited we are pleased to offer you the position of Research Associate Trainee at Neocell Bio-Technologies Private Limited office at Hyderabad.

Your Total Compensation, including benefits will be INR 2,40,000 (Rupees Two lakhs Fourty Thousand only) per annum. A detailed breakdown of the compensation is enclosed below.

You are requested to join us on or before 15-05-2025, failing which this employment offer will stand rescinded.

Please send the soft copies of the requested documents to us via email and ensure to bring the following documents with you at the time of joining:

1. All Educational certificates (self-attested photocopies and originals for verification).
2. Relieving Letter from the last company.
3. Salary slips for the last three months, if any.
4. All Experience certificate(s).
5. Passport size photographs x 4 copies
6. Documents of proof of residence (Permanent & Current)
7. Pan Card
8. Aadhaar
9. EPFO/UAN enrolment Details

You shall be required to sign the formal letter of appointment cum agreement containing detailed terms and conditions of the employment on the date of your joining. Please note that this offer is conditional to completing third-party BGV (Background Verification) successfully and in case of any adverse remarks, Company reserves the right to immediately revoke this offer without any liability whatsoever.

If you decide to accept this offer, please sign and return the duplicate copy of this letter in the space below as a token of your acceptance to this offer.

We wish you a fulfilling career, success and good health in your journey with us.

Yours faithfully,
For and on behalf of **NeoCell Bio-Technologies Private Limited.**

_____

M. Sree Rama Chandra Murthy
Director
NeoCell Bio-Technologies Pvt Ltd.

NEOCELL
BIO-TECHNOLOGIES

# NEOCELL BIO-TECHNOLOGIES PVT LTD

Plot No 69 & 70, IDA Bollaram, Sangareddy Dist, Hyderabad-502325

**(Compensation Structure and benefits)**

| Ms. Shruti Devakate | | |
|---|---|---|
| **Total Remuneration Summary** | | |
| | | |
| **Salary Structure** | **Monthly** | **Yearly** |
| Basic | 8,000 | 96,000 |
| House Rent Allowance | 3,200 | 38,400 |
| Medical Allowance | 1,250 | 15,000 |
| Conveyance Allowance | - | - |
| Leave Travel Allowance | - | - |
| Special Allowance | 6,205 | 74,462 |
| **Total (A)** | **18,655** | **2,23,862** |
| **Retirals** | | |
| PF Contribution | 960 | 11,520 |
| Gratuity | 385 | 4,618 |
| **Total (B)** | **1,345** | **16,138** |
| **CTC (A+B)** | **20,000** | **2,40,000** |

| | |
|---|---|
| Employer Provident Fund | This denotes the employer contribution towards the PF, where equal contribution will be contributed by the employee each month |
| Probation Period | 06 months' probation period will be applicable from the date of joining. Probation period will be applicable with only eligibility for 5 sick leaves.<br>For Fresher's, Trainee, Research Associates, Jr. Officers and Operators will be eligible for 6 months training with no paid leaves. Post training, 6 months' probation period will be applicable as mentioned above. |
| Medical Insurance Benefits | As per company policy. |
| Gratuity | Employees will be eligible for **Gratuity** as per the provisions of the Payment of Gratuity Act, 1972, provided they complete **5 years of continuous service** with the company. |

**Acknowledgement and Acceptance of Terms**

I Shruti Devakate do hereby accept all the terms and conditions of this offer by the Company and I shall join on or before 15/05/25.

**Signature:** _____

**Name:** _____

**Date:** _____

# APPOINTMENT ORDER

TO

**Pavan Vyankatrao More**,
S/O Vyankatrao More
Niwali, Latur
Maharashtra -413531,
INDIA.

**Subject: APPOINTMENT ORDER FOR - Trainee Chemist – R & D**

**Dear Mr Pavan Vyankatrao More ,**

**TEMPLE ORGANICS**., has considered your application to offer you a position on its R&D vertical as the "**Trainee Chemist – R & D** ".

Should you choose to accept this offer, this letter shall constitute an agreement between you and the Company (the "Agreement") and contains all the terms and conditions relating to the services you are to provide.

**1.** **TERM** This Agreement shall be for the ensuing year, commencing on June 16th, 2025 (the "Effective Date"). Your term as **"Trainee Chemist – R&D"** shall continue until you're further appointed as successor – as duly elected and qualified. The position shall be carried on at the time of Commercial Production through a full responsibility as principally agreed, the terms and provisions of this agreement shall remain in full force and effect unless otherwise revised on such terms as mutually agreed to by you and the Company.

**2.** **SERVICES** You shall render services as Technical **Trainee Chemist – R&D** (herein after your "Duties"). During the term of this Agreement, you shall attend, participate and take responsibility in all activities regularly and at all times specially called. You may attend and participate at each such meeting, via teleconference, video conference or in person. You shall consult with the other members of the Board regularly and as necessary via telephone, electronic mail or other forms of correspondence.

**3.** **SERVICES FOR OTHERS** You will be free to represent or perform services for other persons during the term of this Agreement. However, you agree that you do not presently perform and do not intend to perform, during the term of this Agreement, similar Duties, consulting or other services for companies whose businesses are or would be, in any way, competitive with the Company (except for companies previously disclosed by you to the Company in writing). Should you propose to perform similar Duties, consulting or other services for any such company, you agree to notify the Company in writing in advance (specifying the name of the organization for whom you propose to perform such services) and to provide information to the Company sufficient to allow it to determine if the performance of such services would conflict with areas of interest to the Company.

**4.** **COMPENSATION.** In consideration for your service as a **Trainee Chemist for R&D**, you shall receive cash compensation of **Rs. 2,40,000** per calendar year of service, payable every month in equal installments at the end of every calendar month, as prorated for partial time periods. The Company agrees to reimburse all of your travel and other reasonable expenses relating to your attendance at Project Construction and Implementation. In addition, the Company

agrees to reimburse you for reasonable expenses that you incur in connection with the performance of your duties as a **Trainee Chemist** of the R&D vertical.

You shall receive cash compensation as per calendar year and payable on a quarterly basis. You shall be reimbursed for reasonable expenses incurred by you in connection with the performance of your Duties (including travel expenses for in-person meetings).

**5.** **NO ASSIGNMENT** Because of the personal nature of the services to be rendered by you, this agreement may not be assigned by you without the prior written consent of the Company.

**6.** **CONFIDENTIAL INFORMATION; NON-DISCLOSURE** In consideration of your access to the premises of the Company and/or you access to certain Confidential Information of the Company, in connection with your business relationship with the Company, you hereby represent and agree as follows:

**a.** **Definition.** For purposes of this agreement the term "Confidential Information" means:

**i.** Any information which the Company possesses that has been created, discovered or developed by or for the Company, and which has or could have commercial value or utility in the business in which the Company is engaged; or

**ii.** Any information which is related to the business of the Company and is generally not known by non-Company personnel.

**iii.** By way of illustration, but not limitation, Confidential Information includes trade secrets and any information concerning products, processes, formulas, designs, inventions (whether or not patent-able or register able under copyright or similar laws, and whether or not reduced to practice), discoveries, concepts, ideas, improvements, techniques, methods, research, development and test results, specifications, data, know-how, software, formats, marketing plans, and analyses, business plans and analyses, strategies, forecasts, customer and supplier identities, characteristics and agreements.

**b.** **Exclusions.** Not withstanding the foregoing, the term Confidential Information shall not include:

**i.** Any information which becomes generally available to the public other than as a result of a breach of the confidentiality portions of this agreement, or any other agreement requiring confidentiality between the Company and you;

**ii.** Information received from a third party in rightful possession of such information who is not restricted from disclosing such information; and

**iii.** Information known by you prior to receipt of such information from the Company, which prior knowledge can be documented.

**c.** **Documents.** You agree that, without the express written consent of the Company, you will not remove from the Company's premises, any notes, formulas, programs, data, records, machines or any other documents or items which in any manner contain or constitute Confidential Information, nor will you make reproductions or copies of same. In the event you receive any such documents or items by personal delivery from any duly designated or authorized personnel of the Company, you shall be deemed to have received the express written consent of the Company. In the event that you receive any such documents or items, other than through personal delivery as described in the preceding sentence, you agree to inform the Company promptly of your possession of such documents or items. You shall promptly return any such documents or items, along with any reproductions or copies to the Company upon the Company's demand, upon termination of this agreement, or upon your termination or Resignation, as defined in Section 8 herein.

**d.** **No Disclosure.** You agree that you will hold in trust and confidence all Confidential Information and will not disclose to others, directly or indirectly, any Confidential Information or anything relating to such information without the prior written consent of the Company, except as maybe necessary in the course of your business relationship with the Company. You further agree that you will not use any Confidential Information without the prior written consent of the Company, except as may be necessary in the course of your business relationship with the Company, and that the provisions of this paragraph (d) shall survive termination of this agreement.

**8.** **TERMINATION AND RESIGNATION** Your membership on the Company's Board may be terminated for a reason at a meeting called for the purpose of the election of directors by a vote of the stockholders holding at least a majority of the shares of the Company's issued and outstanding shares entitled to vote. Your membership on a Board committee may be terminated for any or no reason at any meeting of the Board by or by written consent of, a majority of the Board at any time. You may also terminate your membership on the Board or on a committee for any or no reason by delivering your written notice of resignation to the Company ("Resignation"), and such Resignation shall be effective upon the time specified therein or, if no time is specified, upon receipt of the notice of resignation by the Company. Upon the effective date of the termination or Resignation, your right to compensation here-under will terminate subject to the Company's obligations to pay you any cash compensation (or equivalent value in Company common stock shares) that you have already earned and to reimburse you for approved expenses already incurred in connection with your performance of your Duties as of the effective date of such termination or Resignation.

**9.** **GOVERNING LAW** All questions with respect to the construction and/or enforcement of this agreement, and the rights and obligations of the parties here-under, shall be determined in accordance within jurisdiction of Chittoor applicable to agreements made and to be performed entirely in the State of Andhra Pradesh.

**10.** **ENTIRE AGREEMENT; AMENDMENT; WAIVER; COUNTERPARTS** This agreement expresses the entire understanding with respect to the subject matter hereof and supersedes and terminates any prior oral or written agreements with respect to the subject matter hereof. Any term of this agreement may be amended and observance of any term of this agreement may be waived only with the written consent of the parties hereto.

Waiver of any term or condition of this agreement by any party shall not be construed as a waiver of any subsequent breach or failure of the same term or condition or waiver of any other term or condition of this agreement. The failure of any party at any time to require performance by any other party of any provision of this agreement shall not affect the right of any such party to require future performance of such provision or any other provision of agreement. This agreement may be executed in separate counterparts each of which will be an original and all of which taken together will constitute one and the same agreement, and may be executed using facsimiles of signatures, and a facsimile of a signature shall be deemed to be the same, and equally enforceable, as an original of such signature.

**11.** **INDEMNIFICATION** The Company shall, to the maximum extent provided under applicable law, indemnify and hold you harmless from and against any expenses, including reasonable attorney's fees, judgments, fines, settlements and other legally permissible amounts ("***Losses***"), incurred in connection with any proceeding arising out of, or related to, your performance of your Duties, other than any such Losses incurred as a result of your negligence or willful misconduct. The Company shall advance to you any expenses, including attorney's fees and costs of settlement, incurred in defending any such proceeding to the maximum extent permitted by applicable law. Such costs and expenses incurred by you in defense of any such proceeding shall be paid by the Company in advance of the final disposition of such proceeding promptly upon receipt by the Company of (a) written request for payment; (b) appropriate documentation evidencing the incurrence, amount and nature of the costs and expenses for which payment is being sought; and (c) an undertaking adequate under applicable law made by or on your behalf to repay the amounts so advanced if it shall ultimately be determined pursuant to any non-appeal-able judgment or settlement that you are not entitled to be indemnified by the Company.

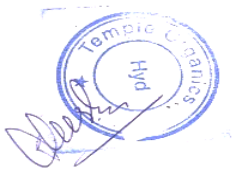
The Agreement has been executed and delivered by the undersigned and is made effective as of the date set first set forth above.

Your compensation as a **Trainee Chemist** of **R&D** in any future periods is subject to the discussion/determination of the Board, and may differ in future periods should you continue to serve on the Board.

Should you choose to accept this position as **Trainee Chemist** of our **R&D**, this letter shall constitute an agreement between you and the Company and contains all the terms and conditions relating to the services you are to provide.

By:

Boddu Krishna MD.




AGREED AND ACCEPTED:

# APPOINTMENT ORDER

TO

**Ganesh Anandrao Deshpande,**
S/O Anandrao Deshpande
Bhadgaon,Bori,Latur
Maharashtra -413531,
INDIA.

**Subject: APPOINTMENT ORDER FOR - Trainee Chemist – R & D**

**Dear Mr. Ganesh Anandrao Deshpande,**

**TEMPLE ORGANICS**., has considered your application to offer you a position on its R&D vertical as the "**Trainee Chemist – R & D** ".

Should you choose to accept this offer, this letter shall constitute an agreement between you and the Company (the "Agreement") and contains all the terms and conditions relating to the services you are to provide.

**1.** **TERM** This Agreement shall be for the ensuing year, commencing on June 16th, 2025 (the "Effective Date"). Your term as **"Trainee Chemist – R&D"** shall continue until you're further appointed as successor – as duly elected and qualified. The position shall be carried on at the time of Commercial Production through a full responsibility as principally agreed, the terms and provisions of this agreement shall remain in full force and effect unless otherwise revised on such terms as mutually agreed to by you and the Company.

**2.** **SERVICES** You shall render services as Technical **Trainee Chemist – R&D** (herein after your "Duties"). During the term of this Agreement, you shall attend, participate and take responsibility in all activities regularly and at all times specially called. You may attend and participate at each such meeting, via teleconference, video conference or in person. You shall consult with the other members of the Board regularly and as necessary via telephone, electronic mail or other forms of correspondence.

**3.** **SERVICES FOR OTHERS** You will be free to represent or perform services for other persons during the term of this Agreement. However, you agree that you do not presently perform and do not intend to perform, during the term of this Agreement, similar Duties, consulting or other services for companies whose businesses are or would be, in any way, competitive with the Company (except for companies previously disclosed by you to the Company in writing). Should you propose to perform similar Duties, consulting or other services for any such company, you agree to notify the Company in writing in advance (specifying the name of the organization for whom you propose to perform such services) and to provide information to the Company sufficient to allow it to determine if the performance of such services would conflict with areas of interest to the Company.

**4.** **COMPENSATION.** In consideration for your service as a **Trainee Chemist for R&D**, you shall receive cash compensation of **Rs. 2,40,000** per calendar year of service, payable every month in equal installments at the end of every calendar month, as prorated for partial time periods. The Company agrees to reimburse all of your travel and other reasonable expenses relating to your attendance at Project Construction and Implementation. In addition, the Company

agrees to reimburse you for reasonable expenses that you incur in connection with the performance of your duties as a **Trainee Chemist** of the R&D vertical.

You shall receive cash compensation as per calendar year and payable on a quarterly basis. You shall be reimbursed for reasonable expenses incurred by you in connection with the performance of your Duties (including travel expenses for in-person meetings).

**5.** **NO ASSIGNMENT** Because of the personal nature of the services to be rendered by you, this agreement may not be assigned by you without the prior written consent of the Company.

**6.** **CONFIDENTIAL INFORMATION; NON-DISCLOSURE** In consideration of your access to the premises of the Company and/or you access to certain Confidential Information of the Company, in connection with your business relationship with the Company, you hereby represent and agree as follows:

**a.** **Definition.** For purposes of this agreement the term "Confidential Information" means:

**i.** Any information which the Company possesses that has been created, discovered or developed by or for the Company, and which has or could have commercial value or utility in the business in which the Company is engaged; or

**ii.** Any information which is related to the business of the Company and is generally not known by non-Company personnel.

**iii.** By way of illustration, but not limitation, Confidential Information includes trade secrets and any information concerning products, processes, formulas, designs, inventions (whether or not patent-able or register able under copyright or similar laws, and whether or not reduced to practice), discoveries, concepts, ideas, improvements, techniques, methods, research, development and test results, specifications, data, know-how, software, formats, marketing plans, and analyses, business plans and analyses, strategies, forecasts, customer and supplier identities, characteristics and agreements.

**b.** **Exclusions.** Not withstanding the foregoing, the term Confidential Information shall not include:

**i.** Any information which becomes generally available to the public other than as a result of a breach of the confidentiality portions of this agreement, or any other agreement requiring confidentiality between the Company and you;

**ii.** Information received from a third party in rightful possession of such information who is not restricted from disclosing such information; and

**iii.** Information known by you prior to receipt of such information from the Company, which prior knowledge can be documented.

**c.** **Documents.** You agree that, without the express written consent of the Company, you will not remove from the Company's premises, any notes, formulas, programs, data, records, machines or any other documents or items which in any manner contain or constitute Confidential Information, nor will you make reproductions or copies of same. In the event you receive any such documents or items by personal delivery from any duly designated or authorized personnel of the Company, you shall be deemed to have received the express written consent of the Company. In the event that you receive any such documents or items, other than through personal delivery as described in the preceding sentence, you agree to inform the Company promptly of your possession of such documents or items. You shall promptly return any such documents or items, along with any reproductions or copies to the Company upon the Company's demand, upon termination of this agreement, or upon your termination or Resignation, as defined in Section 8 herein.

**d.** **No Disclosure.** You agree that you will hold in trust and confidence all Confidential Information and will not disclose to others, directly or indirectly, any Confidential Information or anything relating to such information without the prior written consent of the Company, except as maybe necessary in the course of your business relationship with the Company. You further agree that you will not use any Confidential Information without the prior written consent of the Company, except as may be necessary in the course of your business relationship with the Company, and that the provisions of this paragraph (d) shall survive termination of this agreement.

**8.** **TERMINATION AND RESIGNATION** Your membership on the Company's Board may be terminated for a reason at a meeting called for the purpose of the election of directors by a vote of the stockholders holding at least a majority of the shares of the Company's issued and outstanding shares entitled to vote. Your membership on a Board committee may be terminated for any or no reason at any meeting of the Board by or by written consent of, a majority of the Board at any time. You may also terminate your membership on the Board or on a committee for any or no reason by delivering your written notice of resignation to the Company ("Resignation"), and such Resignation shall be effective upon the time specified therein or, if no time is specified, upon receipt of the notice of resignation by the Company. Upon the effective date of the termination or Resignation, your right to compensation here-under will terminate subject to the Company's obligations to pay you any cash compensation (or equivalent value in Company common stock shares) that you have already earned and to reimburse you for approved expenses already incurred in connection with your performance of your Duties as of the effective date of such termination or Resignation.

**9.** **GOVERNING LAW** All questions with respect to the construction and/or enforcement of this agreement, and the rights and obligations of the parties here-under, shall be determined in accordance within jurisdiction of Chittoor applicable to agreements made and to be performed entirely in the State of Andhra Pradesh.

**10.** **ENTIRE AGREEMENT; AMENDMENT; WAIVER; COUNTERPARTS** This agreement expresses the entire understanding with respect to the subject matter hereof and supersedes and terminates any prior oral or written agreements with respect to the subject matter hereof. Any term of this agreement may be amended and observance of any term of this agreement may be waived only with the written consent of the parties hereto.

Waiver of any term or condition of this agreement by any party shall not be construed as a waiver of any subsequent breach or failure of the same term or condition or waiver of any other term or condition of this agreement. The failure of any party at any time to require performance by any other party of any provision of this agreement shall not affect the right of any such party to require future performance of such provision or any other provision of agreement. This agreement may be executed in separate counterparts each of which will be an original and all of which taken together will constitute one and the same agreement, and may be executed using facsimiles of signatures, and a facsimile of a signature shall be deemed to be the same, and equally enforceable, as an original of such signature.

**11.** **INDEMNIFICATION** The Company shall, to the maximum extent provided under applicable law, indemnify and hold you harmless from and against any expenses, including reasonable attorney's fees, judgments, fines, settlements and other legally permissible amounts ("***Losses***"), incurred in connection with any proceeding arising out of, or related to, your performance of your Duties, other than any such Losses incurred as a result of your negligence or willful misconduct. The Company shall advance to you any expenses, including attorney's fees and costs of settlement, incurred in defending any such proceeding to the maximum extent permitted by applicable law. Such costs and expenses incurred by you in defense of any such proceeding shall be paid by the Company in advance of the final disposition of such proceeding promptly upon receipt by the Company of (a) written request for payment; (b) appropriate documentation evidencing the incurrence, amount and nature of the costs and expenses for which payment is being sought; and (c) an undertaking adequate under applicable law made by or on your behalf to repay the amounts so advanced if it shall ultimately be determined pursuant to any non-appeal-able judgment or settlement that you are not entitled to be indemnified by the Company.

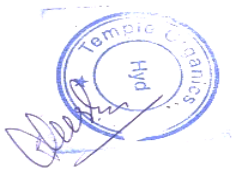
The Agreement has been executed and delivered by the undersigned and is made effective as of the date set first set forth above.

Your compensation as a **Trainee Chemist** of **R&D** in any future periods is subject to the discussion/determination of the Board, and may differ in future periods should you continue to serve on the Board.

Should you choose to accept this position as **Trainee Chemist** of our **R&D**, this letter shall constitute an agreement between you and the Company and contains all the terms and conditions relating to the services you are to provide.

By:

Boddu Krishna MD.




AGREED AND ACCEPTED:

# APPOINTMENT ORDER

TO

**Nagesh Dharmraj Pade**,
S/O Dharmraj Pade,
At.Pimpari,Shi Po.Padoli
Ta Kalamb, Kallam, Osmanabad,
Maharashtra -413507,
INDIA.

**Subject: APPOINTMENT ORDER FOR - Trainee Chemist – R & D**

**Dear Mr Nagesh Dharmraj Pade**,

**TEMPLE ORGANICS**., has considered your application to offer you a position on its R&D vertical as the "**Trainee Chemist – R & D** ".

Should you choose to accept this offer, this letter shall constitute an agreement between you and the Company (the "Agreement") and contains all the terms and conditions relating to the services you are to provide.

**1.** **TERM** This Agreement shall be for the ensuing year, commencing on 1St AUGUST, 2025 (the "Effective Date"). Your term as **"Trainee Chemist – R&D"** shall continue until you're further appointed as successor – as duly elected and qualified. The position shall be carried on at the time of Commercial Production through a full responsibility as principally agreed, the terms and provisions of this agreement shall remain in full force and effect unless otherwise revised on such terms as mutually agreed to by you and the Company.

**2.** **SERVICES** You shall render services as Technical **Trainee Chemist – R&D** (herein after your "Duties"). During the term of this Agreement, you shall attend, participate and take responsibility in all activities regularly and at all times specially called. You may attend and participate at each such meeting, via teleconference, video conference or in person. You shall consult with the other members of the Board regularly and as necessary via telephone, electronic mail or other forms of correspondence.

**3.** **SERVICES FOR OTHERS** You will be free to represent or perform services for other persons during the term of this Agreement. However, you agree that you do not presently perform and do not intend to perform, during the term of this Agreement, similar Duties, consulting or other services for companies whose businesses are or would be, in any way, competitive with the Company (except for companies previously disclosed by you to the Company in writing). Should you propose to perform similar Duties, consulting or other services for any such company, you agree to notify the Company in writing in advance (specifying the name of the organization for whom you propose to perform such services) and to provide information to the Company sufficient to allow it to determine if the performance of such services would conflict with areas of interest to the Company.

**4.** **COMPENSATION.** In consideration for your service as a **Trainee Chemist for R&D**, you shall receive cash compensation of **Rs. 2,16,000** per calendar year of service, payable every month in equal installments at the end of every calendar month, as prorated for partial time periods. The Company agrees to reimburse all of your travel and other reasonable expenses relating to your attendance at Project Construction and Implementation. In addition, the Company

agrees to reimburse you for reasonable expenses that you incur in connection with the performance of your duties as a **Trainee Chemist** of the R&D vertical.

You shall receive cash compensation as per calendar year and payable on a quarterly basis. You shall be reimbursed for reasonable expenses incurred by you in connection with the performance of your Duties (including travel expenses for in-person meetings).

**5.** **NO ASSIGNMENT** Because of the personal nature of the services to be rendered by you, this agreement may not be assigned by you without the prior written consent of the Company.

**6.** **CONFIDENTIAL INFORMATION; NON-DISCLOSURE** In consideration of your access to the premises of the Company and/or you access to certain Confidential Information of the Company, in connection with your business relationship with the Company, you hereby represent and agree as follows:

**a.** **Definition.** For purposes of this agreement the term "Confidential Information" means:

**i.** Any information which the Company possesses that has been created, discovered or developed by or for the Company, and which has or could have commercial value or utility in the business in which the Company is engaged; or

**ii.** Any information which is related to the business of the Company and is generally not known by non-Company personnel.

**iii.** By way of illustration, but not limitation, Confidential Information includes trade secrets and any information concerning products, processes, formulas, designs, inventions (whether or not patent-able or register able under copyright or similar laws, and whether or not reduced to practice), discoveries, concepts, ideas, improvements, techniques, methods, research, development and test results, specifications, data, know-how, software, formats, marketing plans, and analyses, business plans and analyses, strategies, forecasts, customer and supplier identities, characteristics and agreements.

**b.** **Exclusions.** Not withstanding the foregoing, the term Confidential Information shall not include:

**i.** Any information which becomes generally available to the public other than as a result of a breach of the confidentiality portions of this agreement, or any other agreement requiring confidentiality between the Company and you;

**ii.** Information received from a third party in rightful possession of such information who is not restricted from disclosing such information; and

**iii.** Information known by you prior to receipt of such information from the Company, which prior knowledge can be documented.

**c.** **Documents.** You agree that, without the express written consent of the Company, you will not remove from the Company's premises, any notes, formulas, programs, data, records, machines or any other documents or items which in any manner contain or constitute Confidential Information, nor will you make reproductions or copies of same. In the event you receive any such documents or items by personal delivery from any duly designated or authorized personnel of the Company, you shall be deemed to have received the express written consent of the Company. In the event that you receive any such documents or items, other than through personal delivery as described in the preceding sentence, you agree to inform the Company promptly of your possession of such documents or items. You shall promptly return any such documents or items, along with any reproductions or copies to the Company upon the Company's demand, upon termination of this agreement, or upon your termination or Resignation, as defined in Section 8 herein.

**d.** **No Disclosure.** You agree that you will hold in trust and confidence all Confidential Information and will not disclose to others, directly or indirectly, any Confidential Information or anything relating to such information without the prior written consent of the Company, except as maybe necessary in the course of your business relationship with the Company. You further agree that you will not use any Confidential Information without the prior written consent of the Company, except as may be necessary in the course of your business relationship with the Company, and that the provisions of this paragraph (d) shall survive termination of this agreement.

**8.** **TERMINATION AND RESIGNATION** Your membership on the Company's Board may be terminated for a reason at a meeting called for the purpose of the election of directors by a vote of the stockholders holding at least a majority of the shares of the Company's issued and outstanding shares entitled to vote. Your membership on a Board committee may be terminated for any or no reason at any meeting of the Board by or by written consent of, a majority of the Board at any time. You may also terminate your membership on the Board or on a committee for any or no reason by delivering your written notice of resignation to the Company ("Resignation"), and such Resignation shall be effective upon the time specified therein or, if no time is specified, upon receipt of the notice of resignation by the Company. Upon the effective date of the termination or Resignation, your right to compensation here-under will terminate subject to the Company's obligations to pay you any cash compensation (or equivalent value in Company common stock shares) that you have already earned and to reimburse you for approved expenses already incurred in connection with your performance of your Duties as of the effective date of such termination or Resignation.

**9.** **GOVERNING LAW** All questions with respect to the construction and/or enforcement of this agreement, and the rights and obligations of the parties here-under, shall be determined in accordance within jurisdiction of Chittoor applicable to agreements made and to be performed entirely in the State of Andhra Pradesh.

**10.** **ENTIRE AGREEMENT; AMENDMENT; WAIVER; COUNTERPARTS** This agreement expresses the entire understanding with respect to the subject matter hereof and supersedes and terminates any prior oral or written agreements with respect to the subject matter hereof. Any term of this agreement may be amended and observance of any term of this agreement may be waived only with the written consent of the parties hereto.

Waiver of any term or condition of this agreement by any party shall not be construed as a waiver of any subsequent breach or failure of the same term or condition or waiver of any other term or condition of this agreement. The failure of any party at any time to require performance by any other party of any provision of this agreement shall not affect the right of any such party to require future performance of such provision or any other provision of agreement. This agreement may be executed in separate counterparts each of which will be an original and all of which taken together will constitute one and the same agreement, and may be executed using facsimiles of signatures, and a facsimile of a signature shall be deemed to be the same, and equally enforceable, as an original of such signature.

**11.** **INDEMNIFICATION** The Company shall, to the maximum extent provided under applicable law, indemnify and hold you harmless from and against any expenses, including reasonable attorney's fees, judgments, fines, settlements and other legally permissible amounts ("***Losses***"), incurred in connection with any proceeding arising out of, or related to, your performance of your Duties, other than any such Losses incurred as a result of your negligence or willful misconduct. The Company shall advance to you any expenses, including attorney's fees and costs of settlement, incurred in defending any such proceeding to the maximum extent permitted by applicable law. Such costs and expenses incurred by you in defense of any such proceeding shall be paid by the Company in advance of the final disposition of such proceeding promptly upon receipt by the Company of (a) written request for payment; (b) appropriate documentation evidencing the incurrence, amount and nature of the costs and expenses for which payment is being sought; and (c) an undertaking adequate under applicable law made by or on your behalf to repay the amounts so advanced if it shall ultimately be determined pursuant to any non-appeal-able judgment or settlement that you are not entitled to be indemnified by the Company.

The Agreement has been executed and delivered by the undersigned and is made effective as of the date set first set forth above.

Your compensation as a **Trainee Chemist** of **R&D** in any future periods is subject to the discussion/determination of the Board, and may differ in future periods should you continue to serve on the Board.

Should you choose to accept this position as **Trainee Chemist** of our **R&D**, this letter shall constitute an agreement between you and the Company and contains all the terms and conditions relating to the services you are to provide.

By:

Boddu Krishna MD.

AGREED AND ACCEPTED:

RASHTRA BHARATI'S

Affiliation No : 1130814

Rashtra Bharati's
SHREE SHANTINIKETAN
( CBSE School )

FIT INDIA SCHOOL

website - www.shreeshantiniketan.in e-mail: shreeshantiniketan @ gmail.com

Opp. MIT Medical College, Bhagya Nagar, Ambajogai Road, LATUR - 413 512 ( Maharashtra , India )

Ref.. No.:

Date : 09.06.2025

# Appointment Order

**To,**

**Mr/~~Mrs.~~** Vaishnavi Shrirang Kadam.

**Subject: Your appointment as TEACHER in our school for the subjects** Science , Maths **for the academic years 2025 - 26, 2026 - 27 & 2027 - 28 on 11- months' basis.**

Dear Sir / Madam,

We are pleased to inform you that upon your selection in the walk-in-interview you have been appointed as TEACHER in our school on **11- months' basis temporarily** for the ensuing academic years 2025 - 26, 2026 - 27, & 2027 -28 (~~one~~/ Two/ ~~Three~~) year/ years.

We would like to make it very clear that your appointment is **purely on temporary basis** till the end of respective academic year separately for ~~one~~/ Two/ ~~Three~~ year/ years.

**Note:** Further you are asked to submit a **bond (undertaking)** to serve in this school for **one/ Two/ Three year/ years,** as per **terms and conditions mentioned in the undertaking letter.**

**Manager**

*Manager*
Shree Shantiniketan
English Medium School,
LATUR - 413 512(M.S.)

# APPOINTMENT ORDER

TO

**Suhas Pratap Sonwane**,
S/O Pratap Sonwane,
At Shiradhon,Nilanga,Latur,
Maharashtra -413521.
INDIA.

**Subject: APPOINTMENT ORDER FOR - Trainee Chemist – R & D**

**Dear Mr Suhas Pratap Sonwane**,

**TEMPLE ORGANICS**., has considered your application to offer you a position on its R&D vertical as the "**Trainee Chemist – R & D** ".

Should you choose to accept this offer, this letter shall constitute an agreement between you and the Company (the "Agreement") and contains all the terms and conditions relating to the services you are to provide.

**1.** **TERM** This Agreement shall be for the ensuing year, commencing on 1St AUGUST, 2025 (the "Effective Date"). Your term as **"Trainee Chemist – R&D"** shall continue until you're further appointed as successor – as duly elected and qualified. The position shall be carried on at the time of Commercial Production through a full responsibility as principally agreed, the terms and provisions of this agreement shall remain in full force and effect unless otherwise revised on such terms as mutually agreed to by you and the Company.

**2.** **SERVICES** You shall render services as Technical **Trainee Chemist – R&D** (herein after your "Duties"). During the term of this Agreement, you shall attend, participate and take responsibility in all activities regularly and at all times specially called. You may attend and participate at each such meeting, via teleconference, video conference or in person. You shall consult with the other members of the Board regularly and as necessary via telephone, electronic mail or other forms of correspondence.

**3.** **SERVICES FOR OTHERS** You will be free to represent or perform services for other persons during the term of this Agreement. However, you agree that you do not presently perform and do not intend to perform, during the term of this Agreement, similar Duties, consulting or other services for companies whose businesses are or would be, in any way, competitive with the Company (except for companies previously disclosed by you to the Company in writing). Should you propose to perform similar Duties, consulting or other services for any such company, you agree to notify the Company in writing in advance (specifying the name of the organization for whom you propose to perform such services) and to provide information to the Company sufficient to allow it to determine if the performance of such services would conflict with areas of interest to the Company.

**4.** **COMPENSATION.** In consideration for your service as a **Trainee Chemist for R&D**, you shall receive cash compensation of **Rs. 2,16,000** per calendar year of service, payable every month in equal installments at the end of every calendar month, as prorated for partial time periods. The Company agrees to reimburse all of your travel and other reasonable expenses relating to your attendance at Project Construction and Implementation. In addition, the Company

agrees to reimburse you for reasonable expenses that you incur in connection with the performance of your duties as a **Trainee Chemist** of the R&D vertical.

You shall receive cash compensation as per calendar year and payable on a quarterly basis. You shall be reimbursed for reasonable expenses incurred by you in connection with the performance of your Duties (including travel expenses for in-person meetings).

**5.** **NO ASSIGNMENT** Because of the personal nature of the services to be rendered by you, this agreement may not be assigned by you without the prior written consent of the Company.

**6.** **CONFIDENTIAL INFORMATION; NON-DISCLOSURE** In consideration of your access to the premises of the Company and/or you access to certain Confidential Information of the Company, in connection with your business relationship with the Company, you hereby represent and agree as follows:

**a.** **Definition.** For purposes of this agreement the term "Confidential Information" means:

**i.** Any information which the Company possesses that has been created, discovered or developed by or for the Company, and which has or could have commercial value or utility in the business in which the Company is engaged; or

**ii.** Any information which is related to the business of the Company and is generally not known by non-Company personnel.

**iii.** By way of illustration, but not limitation, Confidential Information includes trade secrets and any information concerning products, processes, formulas, designs, inventions (whether or not patent-able or register able under copyright or similar laws, and whether or not reduced to practice), discoveries, concepts, ideas, improvements, techniques, methods, research, development and test results, specifications, data, know-how, software, formats, marketing plans, and analyses, business plans and analyses, strategies, forecasts, customer and supplier identities, characteristics and agreements.

**b.** **Exclusions.** Not withstanding the foregoing, the term Confidential Information shall not include:

**i.** Any information which becomes generally available to the public other than as a result of a breach of the confidentiality portions of this agreement, or any other agreement requiring confidentiality between the Company and you;

**ii.** Information received from a third party in rightful possession of such information who is not restricted from disclosing such information; and

**iii.** Information known by you prior to receipt of such information from the Company, which prior knowledge can be documented.

**c.** **Documents.** You agree that, without the express written consent of the Company, you will not remove from the Company's premises, any notes, formulas, programs, data, records, machines or any other documents or items which in any manner contain or constitute Confidential Information, nor will you make reproductions or copies of same. In the event you receive any such documents or items by personal delivery from any duly designated or authorized personnel of the Company, you shall be deemed to have received the express written consent of the Company. In the event that you receive any such documents or items, other than through personal delivery as described in the preceding sentence, you agree to inform the Company promptly of your possession of such documents or items. You shall promptly return any such documents or items, along with any reproductions or copies to the Company upon the Company's demand, upon termination of this agreement, or upon your termination or Resignation, as defined in Section 8 herein.

**d.** **No Disclosure.** You agree that you will hold in trust and confidence all Confidential Information and will not disclose to others, directly or indirectly, any Confidential Information or anything relating to such information without the prior written consent of the Company, except as maybe necessary in the course of your business relationship with the Company. You further agree that you will not use any Confidential Information without the prior written consent of the Company, except as may be necessary in the course of your business relationship with the Company, and that the provisions of this paragraph (d) shall survive termination of this agreement.

**8.** **TERMINATION AND RESIGNATION** Your membership on the Company's Board may be terminated for a reason at a meeting called for the purpose of the election of directors by a vote of the stockholders holding at least a majority of the shares of the Company's issued and outstanding shares entitled to vote. Your membership on a Board committee may be terminated for any or no reason at any meeting of the Board by or by written consent of, a majority of the Board at any time. You may also terminate your membership on the Board or on a committee for any or no reason by delivering your written notice of resignation to the Company ("Resignation"), and such Resignation shall be effective upon the time specified therein or, if no time is specified, upon receipt of the notice of resignation by the Company. Upon the effective date of the termination or Resignation, your right to compensation here-under will terminate subject to the Company's obligations to pay you any cash compensation (or equivalent value in Company common stock shares) that you have already earned and to reimburse you for approved expenses already incurred in connection with your performance of your Duties as of the effective date of such termination or Resignation.

**9.** **GOVERNING LAW** All questions with respect to the construction and/or enforcement of this agreement, and the rights and obligations of the parties here-under, shall be determined in accordance within jurisdiction of Chittoor applicable to agreements made and to be performed entirely in the State of Andhra Pradesh.

**10.** **ENTIRE AGREEMENT; AMENDMENT; WAIVER; COUNTERPARTS** This agreement expresses the entire understanding with respect to the subject matter hereof and supersedes and terminates any prior oral or written agreements with respect to the subject matter hereof. Any term of this agreement may be amended and observance of any term of this agreement may be waived only with the written consent of the parties hereto.

Waiver of any term or condition of this agreement by any party shall not be construed as a waiver of any subsequent breach or failure of the same term or condition or waiver of any other term or condition of this agreement. The failure of any party at any time to require performance by any other party of any provision of this agreement shall not affect the right of any such party to require future performance of such provision or any other provision of agreement. This agreement may be executed in separate counterparts each of which will be an original and all of which taken together will constitute one and the same agreement, and may be executed using facsimiles of signatures, and a facsimile of a signature shall be deemed to be the same, and equally enforceable, as an original of such signature.

**11.** **INDEMNIFICATION** The Company shall, to the maximum extent provided under applicable law, indemnify and hold you harmless from and against any expenses, including reasonable attorney's fees, judgments, fines, settlements and other legally permissible amounts ("***Losses***"), incurred in connection with any proceeding arising out of, or related to, your performance of your Duties, other than any such Losses incurred as a result of your negligence or willful misconduct. The Company shall advance to you any expenses, including attorney's fees and costs of settlement, incurred in defending any such proceeding to the maximum extent permitted by applicable law. Such costs and expenses incurred by you in defense of any such proceeding shall be paid by the Company in advance of the final disposition of such proceeding promptly upon receipt by the Company of (a) written request for payment; (b) appropriate documentation evidencing the incurrence, amount and nature of the costs and expenses for which payment is being sought; and (c) an undertaking adequate under applicable law made by or on your behalf to repay the amounts so advanced if it shall ultimately be determined pursuant to any non-appeal-able judgment or settlement that you are not entitled to be indemnified by the Company.

The Agreement has been executed and delivered by the undersigned and is made effective as of the date set first set forth above.

Your compensation as a **Trainee Chemist** of **R&D** in any future periods is subject to the discussion/determination of the Board, and may differ in future periods should you continue to serve on the Board.

Should you choose to accept this position as **Trainee Chemist** of our **R&D**, this letter shall constitute an agreement between you and the Company and contains all the terms and conditions relating to the services you are to provide.

By:

Boddu Krishna MD.

AGREED AND ACCEPTED:

**Natco Pharma Limited**
Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Ref: HR / OFR / 2025

29th September 2025

## OFFER LETTER

**MR. PAVAN VYANKATRAO MORE**
**S/O MR. VYANKATRAO RAMCHANDRA MORE**
**NIWALI VILAGE & POST**
**LATUR TALUK**
**LATUR DISTRICT**
**MAHARASHTRA – 413511.**

**Dear Mr. Pavan More,**

We refer to your application and the subsequent interview you had with us. We are pleased to offer you the position of **TRAINEE – CR&D** in our Organization based at **NATCO RESEARCH CENTER – SANATH NAGAR,** as per the terms and conditions discussed and mutually agreed upon.

This offer is valid up to **27.10.2025.** However, we would like you to join us as early as possible. Kindly confirm your acceptance and date of joining within 7 days, failing which this offer will stand canceled.

Your appointment will be subject to your medical fitness, and your appointment letter will be issued soon after your joining.

Please bring with you the relevant documents as mentioned below:

1. Photocopies of all educational qualifications, including school-leaving certificates.
2. Recent passport-size photographs. (5 no's).
3. Recent photographs (postcard size 2 Nos. family for E S I).
4. Photocopy of HDFC / ICICI / SBI Bank account Cheque / Passbook (for salary transfer)
5. You have to undergo a thorough medical checkup before joining us.
6. Photocopy of PAN CARD (Self) and AADHAR CARD (Self and Family).
7. Carry a linking copy of Aadhar and PAN cards on the e-Filing Portal.

We look forward to welcoming you into the **NATCO FAMILY.**

for **NATCO PHARMA LIMITED**

**(A. LAKSHMINARAYANA)**
**SENIOR VICE PRESIDENT – HR**

---

I am pleased to accept this offer as per the terms and conditions mutually agreed.

Pavan More
(Name and Signature)

29/09/2025
(Date)

Scanned with OKEN Scanner

Date: 7th August, 2025
Place: Mumbai

To
Aparna Nelwade,

We are delighted and excited to welcome you at Muskurahat Foundation as a Crowdfunding Intern. At Muskurahat Foundation, we believe that our people are our biggest strength and we take pride in hiring only the best and the brightest. We are confident that you would play significant role in the overall success of the organization and we wish you the most enjoyable, learning packed and truly meaningful internship experience with Muskurahat Foundation.

Your appointment will be governed by the terms and conditions presented in Annexure A.

We look forward to have you on board. Please respond to the email to confirm your acceptance of the offer letter.

Congratulations!

Himanshu Goenka,
Founder & President,
Muskurahat Foundation

Date: 7th August, 2025
Place: Mumbai

Annexure A: -

You shall be governed by the following terms and condition of service during the internship with Muskurahat Foundation, and those may be amended from time to time.

- You are being hired as a Crowdfunding Intern and Samay Gada will be your Reporting Manager and mentor during the internship. As a Fundraiser, you will be responsible for raising funds for the organization through your own personal network.

- Your joining date is «Date» and the duration of the internship will be 1 month. During this time, you are expected to devote your time and efforts solely to Muskurahat work. You are also required to let your mentor know about your forthcoming events (if any) in advance so that your work can be planned accordingly.

- You will be working remotely for this internship. There will be online catch ups scheduled with your mentor to discuss the work progress and overall internship experience at regular intervals.

- All the work you will produce at or in relation to Muskurahat Foundation will be the intellectual property of the organization. You are not allowed to store, copy, sell, and share or distribute it to a third party under any circumstances.

- We take data privacy and security very seriously to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. Muskurahat Foundation operates on zero tolerance principle with regards to any breach of data security guidelines.

- Communications will be completely through WhatsApp and two-way communication is expected.

Date: 7th August, 2025
Place: Mumbai

- You are expected to acknowledge the information, PDFs and messages delivered to you and update your Reporting Manager (Samay) with your progress whenever asked to do so.

- During the appointment period, you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the organization.

- Incentives are performance based. Incentive structure will be shared in two of days after the internship commences.

- Under normal circumstances, either the company or you may terminate this association by providing a notice of 7 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.

- You are expected to conduct yourself in utmost professionalism in dealing with your mentor, team members, colleagues, clients, and others and treat everyone with due respect.

- Muskurahat Foundation is a Non- Government Organization and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity, and hard work – and expect the appreciation & rewards to follow.

- This is a paid internship. You will be given 20% of the funds you collect in total as a stipend at the end of the internship tenure.