



Managed by K.D.M. Education Society
VIDARBHA INSTITUTE OF TECHNOLOGY

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Approved by A.I.C.T.E.,New Delhi,Govt. Of Maharashtra & Affiliated to DBATU,Lonere, Raigad,Maharashtra

List of Students placed during last five year

Sr.No.	Name of student placed	Program graduated from	Name of the employer	Pay package at appointment (In INR per annum) (applicable for students who got placement)
Academic Session: 2021 - 2022				
1	Abhilasha A. Bhise	Electronics & Communication Engineering	2COMS Consulting Pvt. Ltd.	5.04 lakh
2	Ajay Suresh Dahare	Electronics & Communication Engineering	Agrofab Machineries Pvt. Ltd.	3 lakh
3	Rahul G. Choudhary	Electronics & Communication Engineering	Mr. Velmurgan Cms IT service Pvt. Ltd.	3 lakh
4	Diksha B. Patil	Electronics & Communication Engineering	Hexaware Technologies Ltd.	2 lakh
5	Rupali Gondane	Computer Science and Engineering	Vidarbha Housekeeping Solution India Private Ltd.	1.2 lakh
6	Riyaz R.Sheikh	Computer Science and Engineering	Smart Software Solution.	0.9 lakh
7	Roshan Gedam	Computer Science and Engineering	Smart Software Solution.	0.6 lakh
8	Akshata A. Ashtankar	Computer Science and Engineering	Bizware International Technologies Pvt. Ltd.	3.99 lakh
9	Soniya S. Makde	Computer Science and Engineering	Western Coalfields Limited	3.64 lakh
10	Divyani B.Chandanbatwe	Electrical Engineering	Ceat tyre,Butibori	1.23 lakh
11	Mosom.Y.Tijare.	Electrical Engineering	Patle eduskills foundation	2.2 lakh
12	Rahul Parate	Electrical Engineering	Arya omnitalk wireless solutions Pvt Ltd,	2 lakh
13	Kartik.B.Marwade.	Electrical Engineering	Ceat Tyres,Butibori.	2.9 lakh

14	Rahul.T.Deshmukh	Electrical Engineering	Ceat Tyres,Butibori.	3 lakh
15	Sunny.G.Deotaare.	Electrical Engineering	Shree Ashoka solar and energy Pvt Ltd.	3.24 lakh
16	Bhushan Khandare	Electrical Engineering	Johnson Lifts Private Ltd.	2 lakh
17	Husen K. Baghele	Electrical Engineering	Leadec India Pvt. Ltd.	3.6 lakh
18	Navin kumar	Electrical Engineering	Annamraju Design and Technologies.	1.8 lakh
19	Priti Bhoyar (Manker)	Electrical Engineering	Confidence Petroleum India Ltd.	1.55 lakh
20	Rutuja R. Ramde	Electrical Engineering	Ceat Tyres,Butibori.	1.5 lakh
21	Tushar Ganesh Wanjari	Mechanical Engineering	Ceat Limited	1.24 lakh
22	Vinayak Gajendra	Mechanical Engineering	Tata Advanced System Ltd	3.5 lakh
23	Manish Nagpure	Mechanical Engineering	GE India Pvt. Ltd.	2.79 lakh
24	Bhumeshwar Patle	Mechanical Engineering	G. K. Sales Corporation	2.22 lakh
25	Sunil Katre	Mechanical Engineering	Kalyani TechnoForce Ltd	3.2 lakh
26	Urkarsh Pipre	Mechanical Engineering	TASL Aero Ltd.	2.10 lakh
27	Rushikesh Paunikar	Mechanical Engineering	MMP Industries Ltd	1.5 lakh
28	Pravin Bhandakkar	Mechanical Engineering	Ace Engineering Solutions	4.5 lakh
29	Alok Shamkuwar	Mechanical Engineering	TAL	1.8 lakh
30	Mr. Aman	Mechanical Engineering	Drsgroupindia	1.44 lakh
31	Kumar Raushan	Mechanical Engineering	Star Pipe Products	2.4 lakh
32	Mohammad Rafik Sheikh Rasul	Mechanical Engineering	QUESS Corp Limited	1.7 lakh
Academic Session: 2020 - 2021				
1	Pranali Yuvraj Raut	Electronics & Communication Engineering	Tech-Mahindra, Pune.	3.25 lakh
2	Bhavika Prakash Rane	Electronics & Communication Engineering	TCS	3.36 lakh

3	Lokesh Dasariya	Electronics & Communication Engineering	U-Visture Finance.	3 lakh
4	Pravin Upade	Electronics & Communication Engineering	Varroc Engineering Limited.	2.10 lakh
5	Basant Mehra	Electronics & Communication Engineering	GTL Limited.	6.15 lakh
6	Rajnee P. Nirwan	Electronics & Communication Engineering	Quess Corp Ltd.	2.42 lakh
7	Vaishnavi A. Gadewar	Computer Science and Engineering	Zensar Technologies Limited.	3.6 lakh
8	Ritesh S. Ghughuskar	Computer Science and Engineering	Abzer Technology Solution Pvt.Ltd.	2.6 lakh
9	Amit S. Sukhadeve	Computer Science and Engineering	Safexpress Logistics Park.	6.5 lakh
10	Sagar M. Thawkar	Computer Science and Engineering	Altimetrik India Private Limited.	7.59 lakh
11	Sneha Nagdive	Computer Science and Engineering	Hotelkey India Pvt.Ltd.	3.2 lakh
12	Asmita M. Gaikwad	Computer Science and Engineering	Adani Digital	7.2lakh
13	Jagannath Bhramnayak	Computer Science and Engineering	Patle Eduskills Foundation	1lakh
14	Nupur D. Golder	Electrical Engineering	Tech Mahindra Limited	2.65 lakh
15	Vaibhav Mule	Electrical Engineering	ChargeIn Kiosk Private Limited, +919909560100	1.8 lakh
16	Roshan H. Lakhe	Electrical Engineering	MMP Industries Ltd.	2 lakh

Academic Session: 2019 - 2020

1	Umesh Choudhari	Computer Science and Engineering	Ignite Technology.	3 lakh
2	Aniket Shewade	Computer Science and Engineering	360 Degree Cloud Technology Pvt. Ltd.	5.00 lakh
3	Neelam Jangid	Electrical Engineering	Airports Authority of India Western Region HQRS	3.6 lakh
4	Aniket T. Rangari	Electrical Engineering	Saurabh Engineering Services.	1.44 lakh
5	Omprakash Dashariya	Mechanical Engineering	Yashasvi Academy For Skills	1.68 lakh
6	Akshay Chavan	Mechanical Engineering	Kunal Facilities India Pvt. Ltd.	2.71 lakh
7	Nirmala Lilhare	Mechanical Engineering	Atomberg Technologies Ltd.	3.3 lakh
8	Jeevan Gaidhane	Mechanical Engineering	Ceat Tyres Limited, Butibori, Nagpur	1.24 lakh

9	Ashish Ukey	Mechanical Engineering	Ceat Tyres Limited, Butibori, Nagpur	1.24 lakh
10	Sachin Tajne	Mechanical Engineering	LIC	1.06 lakh
11	Shubham Chauhan	Mechanical Engineering	Tata Advanced Systems Ltd.	1.8 lakh
12	Netram Damahe	Mechanical Engineering	Spacewood	1.8 lakh
13	Omprakash Dashariya	Mechanical Engineering	Yashasvi Academy For Skills	1.68 lakh
Academic Session: 2018 - 2019				
1	Nikhil Chobe	Electronics & Communication Engineering	PWC,Pune	5.75 lakh
2	Tushar Meshram	Electronics & Communication Engineering	Cyient. IMC	3.5 lakh
3	Heena wanjari	Electrical Engineering	Epitome components Pvt, Ltd.	2.2 lakh
4	Ashish N. Shende	Electrical Engineering	Proto Biologicals India Pvt. Ltd.	2.48 lakh
5	Nikita T. Gomase	Electrical Engineering	San Technologies Pvt. Ltd.	3.00 lakh
6	Ram Lanjewar	Mechanical Engineering	Sigma Electronic Manufacturing	3 lakh
7	Gaurao Bageshwar	Mechanical Engineering	BYJU	1.56 lakh
Academic Session: 2017 - 2018				
1	Deepak G. Baghele	Electronics & Communication Engineering	Evision Technoserve Pvt.Ltd.	1.5 lakh
2	Rajesh C. Baghele	Electronics & Communication Engineering	CMA	2.4 lakh
3	Rahul B. Yenurkar	Electronics & Communication Engineering	Reliance SMSL Limited,	3.46 lakh
4	Ashwini Katkade	Computer Science and Engineering	Aptlogica	5 lakhs
5	Shubham J. Pote	Electrical Engineering	Western Coalfields Ltd.	6 lakh
6	Himesh Bedwar	Electrical Engineering	Electrical Contractor.	3 lakh
7	Gaurav Nimbulkar	Electrical Engineering	MSER.	5.28 lakh

8	Swapnil Nagrale	Mechanical Engineering	Saurashtra Industries.	3.98 lakh
9	Mohammad Rahil	Mechanical Engineering	Licious Pvt. Ltd.	2.84 lakh
10	Shubham Shobhane	Mechanical Engineering	R.C. Plasto Tanks and Pipes Pvt. Ltd.	3 lakh
11	Nazim Raza Mohammad Shabbir	Mechanical Engineering	Apave Pvt. Ltd.	1.68 lakh
12	Shubham Jaiswal	Mechanical Engineering	Educare Plus, Pune.	3.98 lakh
13	Arjun Ambone	Mechanical Engineering	Postal Department.	3.72 lakh
14	Aniket Zungare	Mechanical Engineering	HCL	2.75 lakh
15	Prashis Shirsat	Mechanical Engineering	S.M. Auto Engineering Pvt. Ltd. Pune	2.76 lacs
16	Rahul Bobde	Mechanical Engineering	Welspun Flooring Limited.	2.4 lakh
17	Jayesh C. Nagpure	Mechanical Engineering	Shri Dnyaneshwar Thakre Pvt. ITI	3.6 lakh

Date: 20-09-2022

Appointment for post of Lead_Staffing_IT

Dear **Abhilasha Ashokrao Bhise (ED5338)**

We are pleased to offer you, the position of **Lead_Staffing_IT** with **2COMS Consulting Pvt. Ltd.** on the following terms and conditions:

Commencement of appointment

Your Probation Period will be effective, as of **21-09-2022**.

Probation Period

You will be on probation for a minimum of **six months** which may be extended or confirmed in writing after a satisfactory assessment of your performance based on the Performance Measurement System (PMS) of evaluation.

Compensation Details

Your salary and other benefits will be as set out in **Annexure 1**, hereto. Your monthly CTC will be **Rs. 45,950.00**.

Place of posting

You will be posted at **Nagpur_1**. You may however be required to work at any place of business which the Company has or may later acquire. You may be redeployed to any other process of the client at any point of time within the duration of your employment.

Hours of Work

The normal working days are Monday through Saturday (**2nd and 4th Saturday and Sunday being Weekly Off**). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from **9.30 AM to 6.30 PM**, and you are expected to work not less than **9 hours** qualifying a full days' work, and if necessary for additional hours depending on your responsibilities.

Leave/Holidays

During probation period you would be entitled for a paid Leave of 3 days subject to a maximum of 0.5 days in a month. However, no leaves shall be granted on the first month of joining.

On confirmation you will be entitled for 3 types of leaves – casual leave, sick leave, and privilege leave.

- i. Casual Leave (CL) – You are entitled for 7 days of CL per year on PRO – RATA basis
- ii. Sick Leave (SL) – You are entitled for 7 days of SL per year on PRO – RATA basis
- iii. Privilege Leave (PL) – You are entitled for 7 days of PL per year on PRO – RATA basis

Note:

0.58 PL, 0.58 CL, 0.58 SL will be added every month.

The mentioned leave will start getting credited after the payroll closure of the effective month.

You will be entitled for **21 days of Leave Benefit on PRO RATA basis**. All Leaves need a prior Approval from the reporting authority in writing.



Head Office

8, Moulavi Majibur Rehman Sarani,



CIN Number

U74140WB1993PTC058499



Helpline Number

95999 14411



Ticket Helpdesk

hrss_help@2coms.com

Company Assets

You will always maintain in good condition company assets such as ID cards, access cards, laptops, etc. which may be entrusted to you for official use during the course of your employment and shall return all such assets to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

Termination

Your appointment can be terminated by the Company, without any reason, by giving you **15 days'** prior notice in writing or salary in lieu thereof.

You may terminate your employment with the Company, without any cause, by **15 days'** prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

Confidential Information

During your employment with the Company, you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly, or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

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

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

Intellectual Property Right

If during the period of your employment with us you achieve any invention, process improvement, operational improvement or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.



Head Office

8, Moulavi Majibur Rehman Sarani,
Kolkata - 700017



CIN Number

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hrss_help@2coms.com

Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to 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.

Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Kolkata & is therefore subjected to West Bengal Jurisdiction only.

Adherence to compliance rules for ESI and PF

As per compliance rules, you are not permitted to have multiple ESI or PF numbers/accounts. In case you have any prior ESI or PF number/account, it is your responsibility to submit proof of the same at the time of submission of documents. In case the same is not submitted, we will assume you are not registered under ESI, and PF and we would be initiating the registration processes if applicable. Also, as per ESI rules, you cannot add as beneficiaries' family members drawing a salary of more than 5000 per month. For registering any of your family members under ESI, we would be needing a declaration stating that the family member has a salary less than Rs. 5000 per month.

Appointment in Good Faith

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures, and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Acceptance of our offer

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

Please confirm your acceptance of Employment Offer by signing and returning the duplicate copy. We

welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,



Authorized Signatory

Piyali Bardhan

AVP – Human Resource

2COMS Consulting Pvt. Ltd.

Date: 20-09-2022

**Head Office**

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ANNEXURE 1

	Monthly	Quarterly	Annual	
Basic	10,400.00		1,24,800.00	Components
HRA	5,200.00		62,400.00	
Conv	4,940.00		59,280.00	
PDA	-		-	
Other/Disc Pay	23,460.00		2,81,520.00	
Stat Bonus	-	-	-	
GROSS	44,000.00	-	5,28,000.00	
PF	1,800.00		21,600.00	Employer Contributions
PF Admin	150.00		1,800.00	
ESI	-	-	-	
Total	1,950.00	-	23,400.00	
CTC	45,950.00	-	5,51,400.00	
PF	1,800.00		21,600.00	Employee Deductions
ESI	-	-	-	
Ptax	200.00	-	2,400.00	
Total	2,000.00	-	24,000.00	
Net In Hand	42,000.00	-	5,04,000.00	
***Note: 1. The Actual amount may slightly vary/differ due to System generation. 2. P Tax deduction is subject to monthly calculable amount and may get applied variably. 3. Medical Insurance facility is available, and the applicable Insurance premium amount is subject to one time deduction from the employee's first month's salary per year. (Optional)				



Authorized Signatory
 Piyali Bardhan
 AVP – Human Resource
 2COMS Consulting Pvt. Ltd.
 Date: 20-09-2022



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SEW ENGINEERING WORKS

32 GAJANAN NAGAR HINGNA ROAD
NAGPUR 16 MOB 8983989581

ID CARD



NAME : AJAY DAHARE
DOB : 1999
WORK PLACE : AGROFAB MACHINERIES (I)
PVT LTD EL-32 ELECTRONIC ZONE HINGNA MIDC
NAGPUR 16
DEPARTMENT : PRODUCTION
EMPLOYEE ADD : AT PANDHARI PO SALEKASA GONDIA
441916

SIGN :

SADHNA ENGINEERING WORKS

Shankar



RAHUL GAJANAN CHOUDHARY

Employee Code : 33005221

Blood Group : O+

Emergency Cont. No : 9112832738



Date: 26-April-2022

Name: Diksha Babarao Patil
Emp Id: N14133
Grade: BAND 1
Sub Level: D
Designation: Specialist

Dear Diksha Babarao Patil,

As you are aware, a Career Development Plan is one of the most important aspect in any employee's growth and progress in the organization. UDAAN- My Career @ My Pace is one such initiative which empowers our colleagues in Hexaware to choose their career objectives and helps them to reach their career goals within the organization.

It is a proud moment for all of us to see our fellow colleagues learn and grow in their chosen career path within the organization through a fair, transparent and automated process. Last 12 months, you have revealed a high level of persistence, dedication and continuous learning that greatly contributed to the organization's objectives.

Congratulations!! In recognition of your exemplary performance all through the journey of Udaan, we are very proud to inform you that, you have been promoted as **Specialist in BAND 1 (D)** effective 01-April-2022.

As per our annual hike process, your compensation review will be scheduled during the upcoming Appraisal Cycle.

We wish you the very best in your new role and hope that you will consistently raise the bar of your performance level in the future.

Yours sincerely,

For Hexaware Technologies Ltd.

Sanhita Ganguly
Human Resources - BPS



VIDARBHA HOUSEKEEPING SOLUTION INDIA PRIVATE LIMITED

OFFER LETTER

CANDIDATE'S NAME : RUPALI GONDANE

TITLE : CUSTOMER RELATIONSHIP EXECUTIVE

COMPANY NAME : VIDARBHA HOUSEKEEPING SOLUTION INDIA PVT LTD

ADDRESS : NAGPUR MAHARASHTRA

PIN CODE : 440015

Dear Rupali,

We are pleased to offer you the position of ' Customer Relationship Executive at Vidarbha Housekeeping Solution Pvt Ltd. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion, your joining date will be on 20/07/2022 ,your package will be 1.2 lakh per annum plus incentives.

Please confirm the acceptance of this offer letter by signing the second copy and return it to us.

We look forward to welcoming you on board.

**Corporate Identification Number is (CIN) U74999MH2018PTC318331 and its registration number is 318331..
registered address plot Number 254 Empress Mill Colony Suyog Nagar Narendra Nagar Sq, Nagpur MH.
440015 Contact No +919049055259**



**Smart
Softwares**

BUILD YOUR BUSINESS WITH US

A-wing 3rd floor Poonam Chamber Chaoni, Nagpur (MS), India-440013

Email: hr@smartsoftwaresolution.com

Website: www.smartsoftwaresolution.com

Date : 24-06-2022

OFFER LETTER

MR. Riyaz Sheikh,

Congratulations! We are pleased to confirm that you have been selected to work for **Smart Software Solution**. We are delighted to make you the following job offer.

The position we are offering you is that of **Jr. Software Engineer** at a monthly salary of Amt 7500 INR with an annual cost to company 90000/- (Ninety Thousand Rupees Per Annum) with the Probation Period of first 3 months, after successful completion of probation period your employment will be on permanent with **Smart Software Solution**.

You should report on 02-August-2018 at 10:30 AM. We hope you will be able to make a significant contribution to the success of Smart Software Solution and look forward to working with you.

We wish you the best of luck in your new post.



Thanks and Regards,
Mohammad Sabeel
Recruitment Head

Smart Software Solution
email: sabeel@smartsoftwaresolution.com
contact: +91 9823478234
www.smartsoftwaresolution.com



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A-wing 3rd floor Poonam Chamber Chaoni, Nagpur (MS), India-440013

Email: hr@smartsoftwaresolution.com

Website: www.smartsoftwaresolution.com

Date : 24-06-2022

OFFER LETTER

MR. Roshan Gedam,

Congratulations! We are pleased to confirm that you have been selected to work for **Smart Software Solution**. We are delighted to make you the following job offer.

The position we are offering you is that of **Jr.Front-End Developer** at a monthly salary of amt 5000 INR with an annual cost to company 60000/- (Sixty Thousand Rupees Per Annum) with the Probation Period of first 3 months, after successful completion of probation period your employment will be on permanent with **Smart Software Solution**.

You should report on 01-June-2021 at 10:30 AM. We hope you will be able to make a significant contribution to the success of Smart Software Solution and look forward to working with you.

We wish you the best of luck in your new post.



Thanks and Regards,
Mohammad Sabeel
Recruitment Head

Smart Software Solution
email: sabeel@smartsoftwaresolution.com
contact: +91 9823478234
www.smartsoftwaresolution.com

CIN:U72900PN2019PTC1826

GSTINNo.:27AAICB6772H1ZC

Bizware International Technologies Pvt. Ltd
NISARG HARDIK PHASE-1,
BALIRAJ COLONY-2,
RAHATNI, Pune,
Maharashtra, 411017
Contact No.: 9923599177

Mr.Akshata Arun Ashtankar
Ph: (91) 7888195573

20thAug 2022

Subject: Employment Contract

Congratulations! Further to our discussion, we are delighted to offer you (the “Employee”) a role of HR Manager with Bizware International Technologies Pvt. Ltd. (the “Employer”).

Your Role Designation will be **HR Manager** and the scheduled date of your joining the company is 01thSep 2022.

The terms & conditions of the employment contract are as follows:

Term of Employment

The employment of the Employee shall commence on 01thSep 2022 and continue for an indefinite term until terminated in accordance with the provisions of this agreement.

Probation

The Employer and Employee agree that the initial six (6) months period of this agreement is "probationary" in the following respects:

- The Employer shall have an opportunity to assess the performance, attitude, skills and other employment-related attributes and characteristics of the Employee;
- The Employee shall have an opportunity to learn about both the Employer and the position of employment;

CIN:U72900PN2019PTC1826

GSTINNo.:27AAICB6772H1ZC

Either party may terminate the employment relationship at any time during the initial six-month period without advance notice or justifiable reason, in which case there will be no continuing obligations of the parties to each other, financial or otherwise. If the employee has not been available to work the full probationary period, the length of the probation may be extended at the discretion of the Company.

Duties and Responsibilities

The Employee shall be employed in the capacity of HR Manager the current duties and responsibilities of which are set out under Annexure I, forming part of this agreement. These duties and responsibilities may be amended from time to time in the sole discretion of the Employer, subject to formal notification of same being provided to the Employee.

Compensation and Benefits

In consideration of the services to be provided during the term of employment, the Employee shall be paid a fix monthly salary of Rs. **33,333** (Thirty Three Thousand Three Hundred and Thirty Three Rupees) during the probation period.

Termination of Employment

Subsequent to completion of the probationary term of employment referred to previously in this document, the Employer may terminate the employment of the Employee at any time by providing one (1) months' notice.

The Employee may terminate his employment at any time by providing the Employer with at least Three (3) months' advance notice of his/her intention to resign.

Restrictive Covenant

CIN:U72900PN2019PTC1826

GSTINNo.:27AAICB6772H1ZC

Following the termination of the employment of the Employee by the Employer, with or without cause, or the voluntary resignation by the Employee, the Employee shall, for a period of one year following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own benefit or that of any third person or organization, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

Confidentiality

The Employee acknowledges that, in the course of performing and fulfilling his/her duties hereunder, he/she may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of itself and/or its customers, the disclosure of any of which confidential information to competitors of the Employer would be highly detrimental to the interests of the Employer. The Employee further acknowledges and agrees that the right to maintain the confidentiality of such information constitutes a proprietary right which the Employer is entitled to protect. Accordingly, the Employee covenants and agrees with the Employer that he/she will not, during the continuance of this agreement, disclose any of such confidential information to any person, firm or corporation, nor shall he/she use same, except as required in the normal course of his engagement hereunder, and thereafter he/she shall not disclose or make use of the same.

Assignment

This agreement shall be assigned by the Employer to any successor employer and be binding upon the successor employer. The Employer shall ensure that the successor employer shall continue the provisions of this agreement as if it were the original party of the first part.

Severability

Each paragraph of this agreement shall be and remain separate from and independent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remaining paragraphs of this agreement.



CIN:U72900PN2019PTC1826

GSTINNo.:27AAICB6772H1ZC

Interpretation of Agreement

The validity, interpretation, construction and performance of this agreement shall be governed by the applicable laws and regulations of India. This agreement shall be interpreted with all necessary changes in gender and in number as the context may require and shall convey to the benefit of and be binding upon the respective successors and assigns of the parties hereto.

In token of your acceptance of this offer, kindly sign and return the duplicate copy at the earliest to the undersigned at:

Bizware International Technologies Pvt. Ltd.
NISARG HARDIK PHASE-1,
BALIRAJ COLONY-2,
RAHATNI, Pune,
Maharashtra, 411017

We welcome you to the **Bizware** family and wish you a rewarding career over the years to come.

Yours sincerely,

Rahul Yelne

Director

I have read, understood and agreed to the terms and conditions as set forth in this contract.

Signature:

Name: Akshata Arun Ashtankar

Date:

Location: Pune

WESTERN COALFIELDS LIMITED
OFFICE OF THE AREA GENERAL MANAGER, UMRER AREA
PO: UMRER PROJECT, DISTT: NAGPUR - 441204

Ref.No.WCL/AGM/UA/PER/LAND-OUSTEES/SSM/ 419

Date: 24/06/2020

To
Kum Soniya Subhash Makde
At: Makardhokda Tah: Umred.
Distt: Nagpur (Maharashtra) 441203



SONIYA SUBHASH MAKDE

APPOINTMENT LETTER

Sub: Employment to the Project Affected Person against the Land Sukali Gut No. 5 & 10 adm. 1.51 ha. Against land acquired for Dinesh (MKD-III) OC Project of Umrer Area.

In pursuance of approval of Competent Authority of WCL and communicated by Dy. Manager (P/IR), WCL Hqrs., Nagpur vide sanction order reference No.WCL/IR/LO/2020/348 dated 04.02.2020. You were earlier declared medical fit as per initial medical examination report and as per further directives vide letter No. WCL/IR/MP/3640 dated 29/10/2016 issued by Dy GM(P/IR) WCL Hqrs., Nagpur to verify verification of antecedents, we are pleased to offer you appointment as 'General Mazdoor, Cat-I (Trainee)'. On satisfactory completion of your training period the Management may consider to absorb you in the Company as General Mazdoor, Cat-I with initial basic pay of Rs. 1011.27 per day under NCWA-X.

The offer of appointment will be subject to following terms & conditions

1. Medical fitness of the appointee and eligibility as per norms applicable.
2. Payment of Basic & D.A. of Cat-I wages without other allowances shall be paid to the appointee during the initial training period of six months. Thereafter, you shall be paid Cat-I wages as is being provided to the dependents in case of compassionate employment. After your induction in regular cadre as per the approved cadre scheme, you shall be on probation for a period of 6 (six) months as General Mazdoor, Category-I, and on satisfactory performance during the probation, you will be confirmed on the above post, otherwise your probation period may be extended.
3. This offer of employment is for Surface job.
4. You will be posted on surface in WCL where there is requirement irrespective of the Area for which the land was acquired as per the decision of the Company. Further you can be transferred / posted in any of the subsidiaries of CIL as per requirement.
5. You will be required to report to the Area General Manager, Umrer Area, immediately after receipt of this appointment letter for duty.

Ref.No.WCL/AGM/UA/PER/LAND-CUSTEES/SSM/ 415

Date: 24/06/2020

If the above terms & conditions are acceptable to you, you are directed to sign on the duplicate copy of this letter as a token of your acceptance and submit the same and report within 15 (fifteen) days from the date of receipt of the said letter to the Area General Manager, Umrer Area for duty, as per sanction order No. WCL/IR/LO/2020/348 dated 04.02.2020 of Dy. Manager(P/IR), WCL, Hqrs., Nagpur.

Recd
24/6/2020
AREA GENERAL MANAGER
UMRER AREA

DY.GM (PERSONNEL) APM
UMRER AREA
24/6/2020
Parash

Date of birth of Kum Soniya Subhash Makde is 23 03 2000
(Twenty Third March Two Thousand)

I hereby accept the above terms & conditions.

Parash
26/6/2020
(Kum Soniya Subhash Makde)

Copy to: -

1. Area General Manager, WCL, Umrer Area.
2. GM (P&IR), WCL, Nagpur.
3. SO (P&P), Umrer Area

Adm No: 213240202692

PAN No: FVXPM868F

DECLARATION OF WITNESS

1. (i) Shri Kujal S/o Shri Pyarelal Shinde
 (ii) Shri Pocindli S/o Shri Rajin Chawakhar

known and identity Shri Sanjay Makde. At - Makarand whose photograph is affixed over the appointment letter. We hereby certify and confirm the correctness and genuineness of the appointment who is appointed against the Gut No. 5210, acquired by WCL. If this fact is found to be incorrect and false in future I shall be held responsible for it.

Name of Witness

Signature

Permanent Address

1. Shri Kujal Shinde Kujal At post Makarand
 2. Shri Pocindli Chawakhar Pocindli At post - Makarand



Under Jurisdiction of Nagpur Courts only
ISO 9001:2008 Certified
वेस्टर्न कोलफील्ड्स लिमिटेड
WESTERN COALFIELDS LIMITED
(A Mini Ratna Company)
(Government of India Undertaking)
(A Subsidiary of Coal India Limited)

OFFICE OF THE AREA GENERAL MANAGER
UMRER AREA
PERSONNEL DEPARTMENT
PO: UMRER PROJECT
DIST. NAGPUR (MS)
PIN: 441 204
PH No.07116-247429 FAX.07116-247374
email address:apmwclua@gmail.com



Regd Office Coal Estate Civil Lines, Nagpur 440 001

CIN of WCL : U10100MH1975GOI018626
Website : westerncoal.nic.in

Ref No WCL:AGM:UA:PER:Posting Order: 567

Date 13.07.2020

OFFICE ORDER

Kum Soniya Subhash Makde, Land Oustee/ Nominee, whose land has been acquired by the Management of WCL for Dinesh (MKD-III) Open Cast Mine and provided employment as General Mazdoor Category-i (Trainee) and posted at Umrer Area vide Appointment letter No.WCL/AGM/UA/PER/Land Oustees/SSM/419 dt 24.06.2020 has reported for duty in Umrer Area on 30.06.2020.

She is hereby allowed to join duty as 'General Mazdoor Category-I (Trainee)' and posted in Area System Department, AHQ, Umrer Area.

She is directed to report for duty to the Assistant Manager System, AHQ, Umrer Area. After joining duty in Area System Department, AHQ, Umrer Area, Kum Soniya Subhash Makde, will report to Area Training Officer, Umrer Area for Vocational Training.

This issues with the approval of competent authority.

Dinesh
13.07.2020
DY. MANAGER (PERSONNEL)
UMRER AREA

Distribution :-

1. Area General Manager, Umrer Area
2. GM(P/IR), WCL,Hqrs., Nagpur
3. DY.GM(Personnel)/APM, Umrer Area
4. Area Finance Manager, Umrer Area
5. Assistant Manager System, AHQ, Umrer Area Kum Soniya Subhash Makde may kindly be directed to report to ATO, Umrer Area to complete Vocational Training, immediately after joining duty in Area System Department, AHQ, Umrer Area
6. SO(P&P), Umrer Area
7. ATO/VTO, VTC, Umrer Area with request to kindly allow her for VTC as per VT Rules.
8. Dy.Manager (Personnel)/IR, WCL Hqrs. Nagpur
9. Dy.Manager (Personnel)/MP/Legal, Umrer Area
10. Translator(OL) AHQ, Umrer Area
11. Employee concerned – As above
12. Land oustees posting order file

25.11.2022

Dear Divyani Babanrao Chandanbatawe


Further to the interview you had with us, we have pleasure in appointing you as an "Associate Trainee" based at our Nagpur Plant on the following terms and conditions:

- 1) Your training will commence effective 25.11.2022. Your training period will be for a period of 1 year.
- 2) Your present appointment is subject to passing of Diploma Engineering.
- 3) During the training period, you will be paid an all-inclusive Basic of Rs. 10327/- (Rupees ten thousand three hundred twenty seven only) per month.
- 4) You will be entitled to "Customized Allowance Pool (CAP)" amount of Rs. 2109/- (Rupees two thousand one hundred nine only) per month. The amount paid under various heads will be taxable as per Income Tax Act.
- 5) Upon successful completion of your training, you will be placed on probation for a period of 6 months. Unless specifically confirmed in writing, you will be deemed to continue on training.
- 6) You will be governed by leave rules applicable for trainees.
- 7) During the training period, your appointment is liable to be terminated on either side by giving One month notice or notice pay in lieu of notice at the sole discretion of organization. For the purpose of this clause, notice pay shall be calculated as one month basic pay.
- 8) During the training period, as well as thereafter, you may be transferred to any of the establishments of the company or associate companies within the RPG Group in which case you will be governed by the rules and regulations of that establishment.
- 9) Your appointment is subject to your being found medically fit at all times. If found medically unfit, your above appointment automatically stands cancelled and withdrawn.
- 10) Notwithstanding anything contained in this letter, the company reserves its right to terminate, extend, or in any way alter your training period.
- 11) You will abide by such rules and regulations of the Company that may be made applicable to you from time to time.

Kindly sign the duplicate of this letter in token of your acceptance and confirmation to the above terms and conditions and return the duplicate to us.

For CEAT LTD

Accepted


Anamika Mehta
Senior Manager - HR

Name
Date



NEEM Trainee

Name : Mosam Tijare

Date of Birth : 21/10/1994 Blood Group :

Mob. : 9284683760

From : 8/06/2022 To

Employee No./ID :


Trainee's Signature


Authorised Signatur





ARYA OMNITAL
WALKY TALKY | GPS TRACKING | TOLL & HTMS

Mr. Rahul Chunnilal Parate
Plot No 1057,
Adarsh Vinkar Colony,
New Wasti, Tandapeth,
Nagpur - 440017.

Date: 04.02.2022

Dear Mr. Rahul Chunnilal Parate,

This has reference to your application and subsequent discussions we had with you. We are pleased to offer you the position of **Senior Site Engineer - HTMS** in management Grade M8, to be based at **Rui**, on the terms and conditions discussed and agreed upon by you.

You will be paid a Consolidated Salary of **Rs.3,500/- p.m.** Details of your total compensation package are given in Annexure (attached).

You are required to join on or before February 06, 2022 after which this offer stands withdrawn.

The detailed letter of appointment will be issued to you on the date of joining. You are required to submit the following at the time of your joining.

1. 2 nos. passport size photographs, 1 stamp size photo.
2. Proof of age.
3. Proof of qualifications / additional qualifications + mark sheets
4. Certificate of specialised training obtained if any.
5. Relieving letter from last employer in original with copy.
6. Last drawn pay slip.
7. Service certificate / appointment order from all previous employers.
8. Copy of the Pan Card.
9. Passport details if any.
10. Proof of present address.

Please note that your appointment is subject to your being found medically fit, positive reference checks and verification of your qualification / experience.



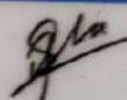
Arya Omnitalk Wireless Solutions Private Limited
Regd. Off.: Arya Omnitalk Limited, Naranga Road, Ahmedabad, Gujarat - 380 025, India
CIN No. U31100GJ1995PTC0245
Head Off.: Unit No- 202, 2nd Floor, Summer Court, Magarpatta City, Pune - 411013, India
Tel : 91-020-67470100 Fax : 91-020-67470101
www.aryaomnitalk.co



Name : Kartik Marwade
Emp. ID : 11000854
Blood Group : B+ve
Emergency : Bhiva Marwade
Contact

☎: 9158044517

Office Address :
CEAT Limited, Plot No. SZ 39,
Butibori MIDC, Nagpur-441 108


(Authorised Signatory)

To,

Rahul Tularam Deshmukh

Employee Code: 11000846

Department : P55

Sub: Letter of service confirmation

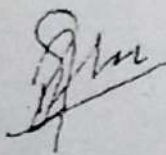
Dear Rahul Tularam Deshmukh

Consequent to the review of your performance during your probation, management is pleased to inform you that your services are being confirmed on the permanent roll of the company w.e.f 19th May 2022.

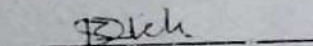
All the other terms and condition as detailed in your appointment letter dated 18th November 2020 remain unchanged.

We look forward to your valuable contribution and wish you all the very best for a rewarding career with the organization

Please sign the duplicate copy of this letter as a token of acceptance of the same



Abhishek Sinha
Sr. Manager-Human Resources



Sign of the employee

Date:

Hot Payment Successful. Your Payment Confirmation Number is 131947526

Welcome! Mr. ASHOK G AHERKAR

Tuesday, May 10, 2022 4:57 PM

**Cyber Receipt !**

Date: Tuesday, May 10, 2022 4:57 PM

Transaction Details	
Payment Id	131947526
NEFT UTR Number	BKIDY22130447368
Internet Banking Payment Status	Success
Internet Banking Ref. No.	NEFTBWY100522165523212
Beneficiary Name	SUNNY DEOTARE
Beneficiary Account Number	8824000100019643
Beneficiary Account Type	Savings
Beneficiary Bank Name	PUNJAB NATIONAL BANK
Beneficiary Branch Name	NAGPUR CITY SAHU NGR BESA RD
Beneficiary Address	NAGPUR NAGPUR 440034
IFSC Code	PUNB0882400
Sender Name	SHREE ASHOKA SOLAR AND ENERGY PVT LTD
Debit Account Number	870230110000104
Payment Amount	20900
Remarks	SHREE ASHOKA SOLAR AND ENERGY

Note:

- 1) Charges for Online NEFT Outward Transactions Upto Rs. 10,000/- --> **Rs.2.00/- + GST as applicable** per transaction.
- 2) Charges for Online NEFT Outward Transactions Above Rs. 10,000/- --> **Rs.4.00/- + GST as applicable** per transaction.
- 3) No charges are levied for NEFT transactions done through Savings Accounts.

[Save](#) [Print](#) [Back](#)

Secured By REL-ID

OUR REF : JLPL/BB/HR/PROM-K/2021-2022/030

DATE : 01.03.2022.

Mr. Bhushan Khandare,
I-86,
VHB Colony,
Shanti Nagar,
Nagpur – 440 002.

LETTER OF PROMOTION
(WITH REVISED SALARY-STRUCTURE W.E.F. 01.01.2022)

Dear Mr. Bhushan Khandare,

Congratulations,

We are pleased to elevate you to the post of 'Assistant Engineer – Quality Assurance' in 'Grade – BM-2' with revised salary-structure w.e.f. 01.01.2022. Your revised salary structure and other details of employment are given hereunder :

Date of Appointment : 01.01.2008
Date of Confirmation : 01.01.2009

Details of revised Salary Structure : As Per Annexure – A (w.e.f. 01.01.2022).

We re-iterate and place on records that you are a confirmed employee in the Managerial Cadre and that accordingly the terms and conditions of confirmed employee will be applicable to you. Other contents of your employment as contained in your Letter of Appointment No. JLPL/HR/APP-K/2007-2008/186 Dated : 04.02.2008, remain unchanged.

We appreciate efforts put in by you and looking forward for your continual contribution towards company's common objectives and your improved performance in the years to come.

Thanking you,

Yours Sincerely,
For Johnson Lifts Private Limited,



(M.D. Manapure)
Senior Manager-Human Resource.

Encl : As Above.

Strictly Private and Confidential

Date: 31-Dec-2021

Mr. Husen Baghele

At. Babai, Po. Gidhadi,
Tal – Goregaon, Dist – Gondia,
Maharashtra - 441801

Ref. No - VS-Ops-W-Mah-Nag-M&M-PM-Dec-21-O&A-222

Subject: Letter of Offer Cum Appointment Order

Dear Mr. Husen,

With reference to your recent meetings with us, we are pleased to offer you the position as Engineer in Leadec India Pvt. Ltd. Your initial posting shall be at Nagpur, Maharashtra.

We are pleased to offer you the below position in our organization on the terms and conditions discussed with you at the time of Interview. The broad terms of offer are as under:

Name of Position	: Engineer
Compensation (CTC)	: As per Salary Annexure - I
Deductions	: The salary is subject to normal deductions as per company rules.
Date of Joining	: 17-Jan-2022

This Letter of Offer Cum Appointment Order is issued to enable you to initiate steps to join the Company on or before the above date. Your initial date of appointment shall be on **17-Jan-2022**. Please note that this Offer Cum Appointment Order is valid subject to your positive background verification and Successful completion of Pre-employment medical test.

The said Offer Cum Appointment order shall ceased to be effective automatically if your written acceptance is not received by the company on or before on 06-Jan-2022.

Please contact HR department at 09.00 am on the date of joining with the following copies of mandatory documents along with the originals for cross verification: -

1. Certificate of proof of age. Certificate in respect of educational qualifications.
2. Service certificate from all employers or a proof of employment / Relieving letter / Resignation
3. Resignation Acceptance letter from the last employer.
4. Salary certificate from the last employer. In case the service certificate itself explains the last held position, the last working day, as well as the last drawn salary, the salary certificate is not necessary.
5. Copies of PAN Card, Aadhar Card (Mandatory).
6. Three passport size photographs, Address Proof (Permanent and temporary)

The documents as mentioned above are required to be submitted by you on 06-Jan-2022 or at the time of initial joining the company that is on 17-Jan-2022.

We are very confident that you are the right choice for Leadec at the same time we are sure that Leadec is the right choice for you and are looking forward to a long and fruitful association.

29 Aug 2022

Dear Navin Kumar,

Reference: Provisional Offer of Appointment

We take great pleasure in inviting you to be an integral part of **Annamraju Designs & Technologies**.

Congratulations! For being selected as a **Junior UI Developer** at a monthly salary of Rs.15,000/- with An Annual cost to company Rs.1,80,000/-. This position reports to Managing Director, Bharadwaj. Your working Hours will be from 9:30AM to 7PM, Monday to Friday.

You shall be on a probationary period of 3 months. Your performance will be reviewed at regular Intervals during the probation period & at its end. We would like you to start work on 1/09/2022 at 9:30AM.

A Detailed compensation break-up will be given in your appointment letter with in Thirty Days after you join.

We are enclosing herewith your offer letter, which may kindly be sent to us with your signature as a token of acceptance.

At the day of your joining you need to submit the following documents:

- 1.All Educational Certificates (One Set of Xerox)
- 2.2 Passport Size Photographs
3. Previous company & current company Appointment letter, Increment letter, Relieving letter and latest 3 months Pay slips.
4. ID Proof & Address Proof (Driving License / Aadhar Card / Voter ID)
- 5.PAN Card
- 6.Passport

We look forward to you having a long and fruitful relationship with AD & Technologies.

Yours Sincerely,

For Annamraju Designs & Technologies



Sri Divya
Proprietor

Signature



CONFIDENCE PETROLEUM INDIA LTD.

Corp. Off.404, satyam apartment, 8 wardharoad,Nagpur-
440012, Ph. 0712-3250318 /319, Fax-6612083
Email - info@confidencegroup.co

DATE: 29th August 2022

To,
Mrs. Priti Manker,
C/o Parvatibai Raut
175/1 Sonwari Quarter Nagpur
Contact: 84129 30065
Email: priti18bhoyar@gmail.com

Offer Letter

Dear Mrs. Priti Manker,

We are pleased to offer you the position of **Coordinator – Operations & Development** in our **PCD Division** based at **Nagpur** Location. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed and agreed with you, your CTC will be Rs. 13,000/- only (Rupees Thirteen Thousand only) per month (Refer annexure I). Subject to tax and other statutory deductions. This offer letter is valid till **1/09/2022**.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Head office**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two passport-size color photos (5) latest salary slip from your previous organization and (6) proof of address.



CONFIDENCE PETROLEUM INDIA LTD.

Corp. Off. 404, satyam apartment, 8 wardharoad, Nagpur-

440012, Ph. 0712-3250318 /319, Fax-6612083

Email - info@confidencegroup.co

Salary Annexure I

SALARY BREAK UP SHEET				
ANNUAL CTC	MONTHLY CTC	SALARY HEADS	AMOUNT	AMOUNT
			PER MONTH	PER ANNUM
156000	13000	BASIC	3900	46800
		HRA	1950	23400
		MEDICAL	1250	15000
		TRAV	1600	19200
		SPECIAL	3218	38616
		GROSS	11918	143016
		PF 12%	468	5616
		ESIC 0.75%	89	1068
		PT	200	2500
		NET	11,161	133932
		PF 13%	507	6084
		ESIC 3.25%	387	4644
		Gratuity	188	2250
		CTC	13,000	155994

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

We look forward to welcome you aboard.

Sincerely

For Confidence Petroleum India Ltd.



Mrs. Neha KharaBhandari

01-September-2022

Dear Rutuja Ramaji Ramde

Further to the interview you had with us, we have pleasure in appointing you as an "Associate Trainee" based at our Nagpur Plant on the following terms and conditions.

- 1) Your training will commence effective 01.09.2022. Your training period will be for a period of 1 year.
- 2) Your present appointment is subject to passing of Diploma Engineering
- 3) During the training period, you will be paid an all-inclusive **Basic of Rs.10327/-** (Rupees ten thousand three hundred twenty seven only) per month
- 4) You will be entitled to "**Customized Allowance Pool (CAP)**" amount of **Rs. 2303/-** (Rupees two thousand three hundred three only) per month. The amount paid under various heads will be taxable as per Income Tax Act.
- 5) Upon successful completion of your training, you will be placed on probation for a period of 6 months. Unless specifically confirmed in writing, you will be deemed to continue on training.
- 6) You will be governed by leave rules applicable for trainees.
- 7) During the training period, your appointment is liable to be terminated on either side by giving One month notice or notice pay in lieu of notice at the sole discretion of organization. For the purpose of this clause notice pay shall be calculated as one month basic pay.
- 8) During the training period, as well as thereafter, you may be transferred to any of the establishments of the company or associate companies within the RPG Group in which case you will be governed by the rules and regulations of that establishment.
- 9) Your appointment is subject to your being found medically fit at all times. If found medically unfit, your above appointment automatically stands cancelled and withdrawn.
- 10) Notwithstanding anything contained in this letter, the company reserves its right to terminate / extend / or in any way alter your training period.
- 11) You will abide by such rules and regulations of the Company that may be made applicable to you from time to time.

Kindly sign the duplicate of this letter in token of your acceptance and confirmation of the above terms and conditions and return the duplicate to us.

For CEAT LTD.

P. Ramde
Accepted



Abhishek Sinha
Sr. Manager – HR

Name: *Rutuja Ramde*
Location: *Nagpur*

18.08.2020

Dear Tushar Ganesh Wanjari

Further to the interview you had with us, we have pleasure in appointing you as an **"Associate Trainee"** based at our Nagpur Plant on the following terms and conditions.

- 1) Your training will commence effective 18.08.2020. Your training period will be for a period of 1 year.
- 2) Your present appointment is subject to passing of Diploma Engineering
- 3) During the training period, you will be paid an all-inclusive **Basic of Rs.10327/-**(Rupees ten thousand three hundred twenty seven only) per month
- 4) You will be entitled to **"Customized Allowance Pool (CAP)"** amount of **Rs. 2109/-** (Rupees two thousand one hundred nine only) per month. The amount paid under various heads will be taxable as per Income Tax Act.
- 5) Upon successful completion of your training, you will be placed on probation for a period of 6 months. Unless specifically confirmed in writing, you will be deemed to continue on training.
- 6) You will be governed by leave rules applicable for trainees.
- 7) During the training period, your appointment is liable to be terminated on either side by giving one month notice or notice pay in lieu of notice at the sole discretion of organization. For the purpose of this clause notice pay shall be calculated as one month basic pay.
- 8) During the training period, as well as thereafter, you may be transferred to any of the establishments of the company or associate companies within the RPG Group in which case you will be governed by the rules and regulations of that establishment.
- 9) Your appointment is subject to your being found medically fit at all times. If found medically unfit, your above appointment automatically stands cancelled and withdrawn.
- 10) Notwithstanding anything contained in this letter, the company reserves its right to terminate / extend / or in any way alter your training period.
- 11) You will abide by such rules and regulations of the Company that may be made applicable to you from time to time.

Kindly sign the duplicate of this letter in token of your acceptance and confirmation of the above terms and conditions and return the duplicate to us.

For CEAT LTD.



Anamika Mehta
Senior Manager – HR

Accepted



Name Tushar Ganesh
Location Wanjari
Nagpur



TATA

TATA ADVANCED SYSTEMS LIMITED



Name : Vinayak Gajendra

Group I.D. : GI004029

Issued on : 01-02-2020

Valid upto : 31-01-2023

A.A. K.L.K.
Issuing Authority

**SECTOR-3, KALKUHI VILLAGE,
MIHAN SEZ, NAGPUR - 441108**

Website : www.tataadvancedsystems.com

TASL/ID/652



GE India Industrial Pvt. Ltd.

Plot A - 78 / 1, Chakan MIDC - Phase II,
Village - Vasuli, Taluka - Khed,
Pune - 410 501, India.

Tel : + 91 2135 620000

Fax : + 91 2135 620010

CIN : U31500DL1992PTC194724

Website : www.ge.com

Trainee Letter

5-Oct-2022

Manish Nagpure

No: 212780014

For your review, we approve of your training at our facilities located at GE India Industrial Ltd, MMF Pune. on the following terms and conditions.

NATURE OF ENGAGEMENT

You will be engaged as an OJT and imparted training in the manufacturing department of the Company so as to facilitate you acquire the requisite degree of proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience on the shop floor.

OBLIGATIONS AND RESPONSIBILITIES

During your training period, the Company expects you to undergo training in any Department/Section in which you are assigned and to perform with a high standard of initiative and efficiency. During reasonable working hours, you shall devote yourself exclusively to undertaking training at the facility of the Company. During your training with the Company, you shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be employed directly or indirectly in any other trade or business during the training period without having first obtained permission, in writing, from the Company.

You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

DURATION OF TRAINING

The duration of the training will be from 19-Aug-22 to 18-Aug-23. On completion of training unless otherwise informed you shall automatically stop attending the facility of the Company and your training hereunder will be deemed to have been terminated.

STIPEND

You will be paid a consolidated stipend of Rs. 170,000/- (INR One Lakh Seventy Thousand) per annum.

TRAVEL

You will be required to undertake travel as part of training responsibilities and you will be paid travel expenses for this as per the company rules.

TRANSFER

During services during training and thereafter is liable to be transferred in any of the associate concern of GE in India or in any establishments where GE has its business interest depending on the need of the Company.

Sales_Offer Letter_Bhumeshwar Y. Patle

Message

GK <managerhr@geekay.co.in>
bhushanpatle.123@gmail.com
garekar.rahul@geekay.co.in

08-08-22

Dear Mr. Bhumeshwar,

Greetings from G K Sales Corporation!

We are pleased to offer you the position of **Territory Incharge** in G K Sales Corporation, Raipur.

Your appointment will be effective on or after **08-Feb-22** and your exact territory within C.G. will be confirmed by Head Office after your joining.

You will be on probation for 6 months after your joining. Your probation period may be extended (based on your performance) as per the decision of authority.

Please report on 08-Feb-2022 at 09:30 am, at Raipur office and it is important to be on time to complete the joining formalities.

Salary - Your Gross Salary will be the **Rs. 2,22,000 per Annum** (Rs. Two lakhs twenty two thousand only)

Offer stands canceled in case you fail to follow the terms & conditions of the company.

We once again congratulate you and welcome you to join the Team G.K.! We look forward for a long and mutually enriching association at G.K. Sales.

Please reply with acceptance along with your date of joining.

Here are the documents list required for joining formality. You need to carry these documents during your joining.

1. Aadhar Card
2. PAN card

- details



KALYANI TECHNOFORGE LIMITED

S. No. 72/76, Behind Siporex (I) Ltd.,
Mundhwa, Pune-411036.



SUNIL SURESH KATRE

T.NO. : 4426

DEPT. : PRODUCTION

BLD G. : AB+ve

Signatory

Ref: TAS/GRP/HR/256

Date: 11-01-2022

Name: Utkarsh Gowardhan Pipare
GID: G1005993 | Emp ID: 298886
Band: SA | Level: Junior Management
Designation: **Officer -TASL Aero Nagpur.**

Confirmation

Dear Utkarsh Gowardhan Pipare,

Consequent to the review of your performance during 10-01-2020 to 10-01-2022 your probation period, we have the pleasure in informing you the following:

Confirmation:

Based on your performance review you have been awarded an appraisal rating of **2.5** and you are hereby confirmed as **Officer -TASL Aero Nagpur** with effect from 10-01-2022.

Compensation Revision:

Based on your appraisal rating your salary will be revised as per the company's revised PMS guidelines.

All the other terms and conditions as detailed in your appointment letter remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

Warm Regards,

Ashish Khole
DGM- HR



MMP INDUSTRIES LIMITED

(Formerly Maharashtra Metal Powders Ltd)

Correspondence Address : B-24, MIDC Area, Hingna Road, Nagpur - 440 016.
Ph.: (07104) 668000, FAX : 07104 668032, Email : sales@mmpil.com, Web : www.mmpil.com, CIN : U32300MH1973PLC030813

Ref. No. MMP/2021 *

Date: -13.08.2022

To,
Mr. Rushikesh Santosh Paunkar
At.Mangli, Post-Champa,
Th.Umred, Dist. Nagpur.
441204.

Sub :- Appointment for the post of Diploma Engineer Trainee AAP

Dear Sir,

With reference to your application dt.06.08.2022 and subsequent interview you had with the undersigned on dt.10.08.2022 We are pleased to appoint you as **"Diploma Engineer Trainee – AAP at Umred"** on terms and conditions stated herewith in the attached Appendix. Your emoluments will be as under :

1) Designation	: Diploma Engineer Trainee – AAP
2) Basic	: Rs 10500 pm
3) HRA	: Rs 1000 pm
4) Medical	: Rs 600 pm
5) Special Allowance	: Rs 660 pm
6) P.F.(13 % as per P.F. Act)	: Rs 1365 pm
7) Bonus (8.33% yearly)	: Rs 875 pm

Total C.T.C : Rs 15000 pm

You shall be under Training for a period of One Year & subject to your satisfactory performance and suitable recommendation from your seniors. Your services can be regularized and you will be put on probation for a period of 6 months from the date of your appointment. Your Training period can be extended for further 3 or 6 months in case your performance is not found satisfactory. You will continue to be in Training period unless so confirmed in writing. You should be stationed in Umred and report for duty on or before 13.08.2019 in the forenoon.

We welcome you and wish you a happy association with our organisation.

Yours faithfully,

For MMP Industries Ltd.


Lalit Bhandari
Director

Encl: General Terms and conditions of employment.

If you are willing to accept this offer on this terms and conditions stated in the appointment letter, please sign and return the duplicate copy of this letter.

I here by agree to the terms & condition mentioned in the above terms of employment.

(Rushikesh Santosh Paunkar)



POWERICA

A POWERIC FOR POWER



Certificate of

Authorization

This is to certify that

Ace Engineering Solutions, Pune

is authorised sales dealer for selling 7.5 kVA to 250 kVA Diesel Generator Sets powered by Cummins engines & alternators and manufactured by Powerica Limited

This certificate is valid upto Dec 31, 2023

Cummins India Limited

Registered Office: 400/100, Pune 411 008 (INDIA)

ICHL: L29112PN1903PL0012276

Phone: (020) 67067000 Fax: (020) 67067011

Website: www.cumminsindia.com

Email: coindia@cummins.com

Babu Nagarajan

Vice President - Sales & Marketing
Cummins Power Generation Business
Division of Cummins India Limited

Bharat Oberoi

Joint Managing Director
Powerica Limited



Ref No: TM/11/822
TAL/HR/601/56/2016
Dated: 23rd September 2022

Sh. Lok Bhushan
Assistant, Post Office,
C/O. Ganga, P.O. 441114

Subject: Appointment Letter

Dear Mr. Bhushan,

We wish to congratulate you on successful completion of your two years training period with us. Based on the assessment done, we have pleasure in appointing you in our organization on the terms and conditions given below, and the attached detail appointment order.

• Designation	Assistant Engineer
• Level	5A
• Function	Assembly
• Division	Aerospace Business Unit
• Location of Job	Nagpur
• Date of Confirmation	23 rd September 2022

You shall be entitled to the compensation as mentioned under Annexure I, attached here with.

Your appointment will be subject to other terms and conditions set out in Annexure II

Please sign and return the duplicate of this letter in token of acceptance of the appointment, on the terms and conditions mentioned above as well as in the Annexure, to HR department as soon as possible.

We welcome you to our organization and look forward to have a long, happy and mutually beneficial association with you in TAL Manufacturing Solutions Ltd.

Yours Sincerely,
for TAL Manufacturing Solutions Ltd

(Lok Bhushan)
Head - Human Resources

TAL MANUFACTURING SOLUTIONS LIMITED

Nagpur Office - 5th Floor - 2nd Phase, SGT Nagar - 441 108
Tel: 91 67100 64100

Registered Office: 7th Floor, ITDA Market, Sardar Chaudhary Park - 411 003
Tel: 91 20 29100400/41 20000

Page | 1

Ancheleshwar Gate Tadban
Ward No.2, Chandrapur,
District – Chandrapur – 442402.
Sub: Offer Letter.

Dear Aman,

We take the pleasure to inform you that in the series of interviews conducted you have been selected as a **Trainee**. You shall be designated as a Trainee for a period of **6 months**.

Your trainee evaluation shall be conducted after 6 months and based on the evaluation of your training, your probation shall be considered.

Your date of joining shall be 19th September 2022. On the joining date you shall carry the following documents:

1. Pan Card
2. Aadhar Card
3. Bank details

Offer Letter for Engineer-Inspector in QC department

Dr. Jayesh D. <jayeshd@starpipetproducts.com>
<raushansingh8450@gmail.com> <raushansingh8450@gmail.com>
Mahesh Mannemont <maheshm@starpipetproducts.com>

Tue, 21 Dec 2022 at 10:41 am

Name: KUMAR RAUSHAN

Mr. RAUSHAN,

Offer Letter

With reference to your application and subsequent discussions with us, we are pleased to offer you a position of Engineer-Inspector in QC Department.

The overall details of compensation based on Take Home Salary of 20,000/- per month. Apart from the Gross Salary, you are also eligible for the yearly performance-based bonus.

A detailed appointment letter shall be issued to you at the time of joining. This offer is subject to your joining us on 26/12/2022. On the day of joining please bring the following documents with you. You Are on probation for Six months.

- Copy of experience certificates from your previous employers.
- Copies of all certifications of your Educational/professional qualifications.
- Aadhar card.
- Pan card.
- 3 passport size photographs.
- Salary slips/salary certification from your previous employer.
- Medical Certificate

Kindly sign the copy of this letter conforming your acceptance.

Looking forward to a long and continuous association with you.

Thanking you,

Compensation Sheet

Offer No: 7743E3 Associate Name: **MOHAMMAD RAFIK SHEIKH RASUL**
 Designation: **MIS Executive** Location: **NAGPUR**

Particulars	Rs. Monthly Pay	Rs. Annual Pay
Basic Salary	7897	94764
Housing Allowance	3949	47388
Dearness Allowance		
Conveyance Allowance	1600	19200
Medical Allowance		
Gratuity	1250	15000
Performance Allowance	5046	60552
Special Allowance		
Other Allowances	3056	36672
Income Tax	738	8856
Total	23536	282432

Employer's Contribution		
PF	1314	15768
ESI	150	1800
Other Contributions		
Total	1464	17568
Total Package	25000	300000

Offer No: 7743E3

IKYA
Page
This

dated letter

IKYA HUMAN CAPITAL SOLUTIONS(a Division of Quess Corp Limited)

Room, A. S. Chambers, No.6, 80 Feet Road, 6th Block, Koramangala, Bangalore - 560 095 India

www.ikyaglobal.com

Training Solution / Training & Skill Development / Executive Search / Recruitment Services



Ref: 862651/2045242/ELTP

23-MAR-2022

Ms. Pranali Yuvraj Raut
Pune (Mah) - 412207
Mobile: 9370848690

Subject: Offer of Appointment

Dear **Ms. Pranali Yuvraj Raut**

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Scheme**. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.





Offer: Computer Consultancy
Ref: TCSL/DT20218487547/Chennai
Date: 20/12/2021

Ms. Bhavika Prakash Rane
12 Rane Chowk Ashti Ta Ashti District Wardha 442202 Mangalvaar Pura Ashti District Wardha, Ward No 6
Prakash Rane,
Ashti-442202,
Maharashtra.
Tel# 91-7219174128

Dear Bhavika Prakash Rane,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

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TCSL/DT20218487547

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

41st, 21, 24, Kumbhar Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 119 Tamil Nadu, India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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3

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21/24, Kumbakonam Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 319, Tamil Nadu, India
Tel: 91 44 6616 2121 Fax: 91 44 6616 2111 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Career Services: 1800 209 1111 Email: career@tcs.com

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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Tata Consultancy Services Limited

AT No. 24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 079, Tamil Nadu, India
Tel: 91 44 56 16 2222 Fax: 91 44 65 16 2155 Website: www.tcs.com
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicecentre: 1800 209 7111 Email: careers@tcs.com

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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5

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Tata Consultancy Services Limited

415, 1st & 4th Floors, Nariman Point, Old Mahabaleshwar, Chennai-600 015, India
Tel: 91 44 6611 2222 Fax: 91 44 6616 2222 Website: www.tcs.com
Registered Office: Nariman Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 2111 Email: careers@tcs.com

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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6

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumbhar Nagar, Sholinganallur, Old Mahabalipuram - Chennai 600 119, Tamil Nadu, India

Tel: +1 44 6616 2222, Fax: +1 44 6616 2525, Website: www.tcs.com

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

TCS Careers: careers.tcs.com 1800 359 4111 Email: careers@tcs.com

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to

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7

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625/11/24, Kumbhari Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu, India

Tel: 91 44 6616 1111 Fax: 91 44 6616 1155 Website: www.tcs.com

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

TCS Careers Page: www.tcs.com/careers

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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8

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415, 1st, 2nd, 3rd Floor, Narayan Nagar, Sholinganallur, East Mahalingapuram, Chennai 600 119, Tamil Nadu, India

Gen. Tel: 91 44 6416 2112 Fax: 91 44 6416 2111 Website: www.tcs.com

Registration Office: Narayan Building, 9th Floor, Narayan Point, Mumbai 400 021

TCS Career Services: 1800 209 3111 Email: careers@tcs.com

Bae



18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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9

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21/24 Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Line: 1800 209 1111 Email: careers@tcs.com

Bae



- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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10

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415, 21-24, Kuruman Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2111 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 2111 Email: careers@tcs.com



24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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11

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21/24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Centre: 1800 209 3111 Email: careers@tcs.com

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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12

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21/24 Kumbakonam Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 119 Tamil Nadu India
Tel: 91 44 6616 2221 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 1111 Email: careers@tcs.com

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GROSS SALARY SHEET

Annexure 1

Name	Bhavika Prakash Rane
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21/24, Kumbharan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 319 Tamil Nadu, India

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

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Bae



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

Base



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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18

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

435, 31-24, Kumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 139 Tamil Nadu, India
Tel: 91 44 6616 2222, Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Centre: 1800 209 3111 Email: careers@tcs.com

Base



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Bave



Off. Add. :- Plot No - 1154-A & B, 1st Floor, Ward no- 71(73),
Above Royal Enfield Showroom, Near Rachana Metro Station,
Takali Sim, Hingna Road, Nagpur 440010



Lokesh Dasariya

Sr. Ops Head

Employee ID : UVF009

9370247157 / 8624015408

u.visturefinance@gmail.com

Authorised Channel
Partner of



HDFC BANK

(Credit Cards)

Varroc Engineering Limited

(Lighting Plant)

(Formerly known as Varroc Lighting Systems India Pvt. Ltd.)

B-14, MIDC, Industrial Area
Mahalunge, Chakan, Tal -
Khed, Dist - Pune - 410 501
Maharashtra, India

Tel + 91 2135
694477

email:
varroc.info@varroc.com
www.varroc.com
CIN :
L28920MH1988PLC047335



To,

Date: 5th September 2021

Mr. Pravin Upade

Dear, Pravin

Sub: EMPLOYMENT OFFER LETTER

This is with reference to your application and the subsequent interview you had with us. Further to the same, we are pleased to offer you the position of "Off Campus GET – QA" on the following terms and conditions:

1. Your proposed annual remuneration will be **Rs. 2,10,000/-** (Rupees Two Lakhs Ten Thousand Only). The detailed breakup is attached as **Annexure-A**.
2. You will be based at **VEL- Lighting Plant, Chakan, Pune**.
3. You will be on training for one year and then on completion of successful assessments you will be put on probation for a period of next six months and on satisfactory completion of your probation period, your services will be confirmed through a letter. In case of necessity, the management reserves the right to extend your probation period. During probation, it is at the discretion of the management to terminate your services by giving one month notice or basic salary in lieu thereof, on either side.
4. You are requested to join your duties on or before **6th October 2021**. Unless extended in writing, this offer for employment shall lapse if you fail to report on duty at the appointed time and place.
5. This Employment Offer is subject to your being found medically fit by a company appointed/recommended medical officer/practitioner.
6. This offer is being made to you based on the information and documents furnished /submitted by you. However, if any discrepancy is found in the information and documents or copies of certificates submitted by you, any time before or after your joining, the company reserves the right to terminate this offer/employment without any notice.
7. A formal appointment letter with detailed terms and conditions of your employment will be issued to you after joining your duties.

Kindly sign and return a copy of this letter as a token of your acceptance of the above terms and conditions within 7 working days through mail/post.

Varroc Engineering Ltd.,

Payal Jamadade
Manager – Human Resources

Regd. & Corp. office – L-4 MIDC Industrial Area, Waluj, Aurangabad 431 136, (M.S.) India, |Tel +91 240 6653699 / 6653700 Fax +91 240 2564540

Varroc Engineering Limited

(Lighting Plant)

(Formerly known as Varroc Lighting Systems India Pvt. Ltd.)

B-14, MIDC, Industrial Area
Mahalunge, Chakan, Tal -
Khed, Dist - Pune - 410 501
Maharashtra, India

Tel + 91 2135
694477

email:
varroc.info@varroc.com
www.varroc.com
CIN :
L28920MH1988PLC047335



Date: 5th September 2021

ANNEXURE A

A) Monthly Emoluments	Per Month(Rs.)	Per Annum(Rs.)
Basic Salary	6,125	73,500
House Rent Allowance	3,063	36,750
Uniform Maintenance Allowance	613	7,356
Transport Allowance	1,600	19,200
Miscellaneous Allowance	3,062	36,744
Sub Total A	14,462	1,73,550
B) Bonus	1,225	14,700
C) Retirals	Per Month(Rs.)	Per Annum(Rs.)
Provident Fund	1,368	16,416
Gratuity (As per Act)	295	3,534
Sub Total C	1,662	19,950
D) Others	Per Month(Rs.)	Per Annum(Rs.)
Uniform Cost(Rs. 150 per month)	150	1,800
Total (A+B+C+D) i.e. Annual CTC	17,500	2,10,000

Patel

Varroc Engineering Limited

(Lighting Plant)

(Formerly known as Varroc Lighting Systems India Pvt. Ltd.)

B-14, MIDC, Industrial Area
Mahalunge, Chakan, Tal -
Khed, Dist - Pune - 410 501
Maharashtra, India

Tel + 91 2135
694477

email:
varroc.info@varroc.com
www.varroc.com
CIN :
L28920MH1988PLC047335



ANNEXURE- B

Others:

1. Two sets of uniform once a year.
2. Gratuity is payable as Per Gratuity Act, 1972.
3. In case of Relocation, you would be provided accommodation at Company Guest house/Hotel as per Company Accommodation Policy for 7 Days.

Documents to be submitted on date of joining (kindly get photo copies of the following):

1. Relieving Letter from last employer
2. Last drawn Salary Certificate
3. Qualification Certificates (Xth, XIIth, Degree, Diploma)
4. Experience Certificates
5. Date of Birth proof & Photo Identification Proof (Indian Government Recognised) – PAN Card, Driving License, Passport, Election Card)
6. 4 Passport Size Photographs
7. Form no 16 of previous employer, if applicable
8. PF-UAN No- (Universal Account number)

(Please bring all the original documents for verification purpose)

Varroc Engineering Ltd.,


Payal Jamadade
Manager – Human Resources



PRIVATE & CONFIDENTIAL

Dated – 12th January, 2022

Name: **Basant Singh Mehra**

APPOINTMENT LETTER FOR FIXED PERIOD

Dear Mr. Basant Singh Mehra,

This has reference to your application and the subsequent interview which you had with us, we are pleased to appoint you as SME.

Rosenberger Electronic Co. (India) Pvt. Ltd. (hereinafter “Rosenberger/Company”) shall mean and include the current location being office located at Maharashtra including any other Branch Office/ Project Office/ Liaison Office/ Subsidiary Company that may come in to existence in the near future

You are hereby informed that the aforesaid appointment as SME for the Company assignment shall be on ‘contractual basis’ for a fixed period on a consolidated salary of **Rs 513816/-** per year besides allowances. You may further take note that no other benefits will be given to you unless the same is specifically mentioned in this letter of appointment.

You are further informed that engagement of your services in the Company shall be for a fixed period as long as the assignment subsists. This appointment is strictly for limited period and based on requirements of the assignment undertaken by the Company.

Kindly refer below summary of the terms and conditions of your employment with the Company.

1. APPOINTMENT

This appointment will commence from the date of your joining i.e. 12.01.2022, provided that you indicate your acceptance to the same by signing and returning a copy of this Appointment Letter to us. You shall be designated as “SME”. Your appointment shall be on contractual basis for fixed period commencing from 12th January, 2022 to 31st December, 2022 based on Company requirement in connection with the assignment, which engagement shall continue as long as the said requirements under the assignment subsists. You shall be posted at our site location which is Maharashtra.

2. REMUNERATION

You shall be paid remuneration and other benefits which details are enclosed to this offer and marked as '**Annexure-A**'. You shall be responsible to bear your own taxes in lieu of the remuneration paid; however the Company shall deduct necessary tax at source on such remuneration, every month.

Other Benefits- In all matters, including those specifically not covered by this offer, such as Provident Fund, Leave Facilities etc., you will be governed by the rules applicable to personnel of your category in the Company or are modified from time to time. The Benefits/ compensation package offered to you by the Company shall be kept strictly confidential. You are hereby advised not to share/divulge any information regarding the remuneration/benefits/ amenities with any person.

3. EXCLUSIVITY

You shall devote your time and attention in the Company interest. Further do take note that You shall not get yourself engaged in any part time employment or in any other professional consultancy work at any place with any individual or group during the period of your engagement with the Company, in any capacity either honorary or otherwise without any prior written permission of the Company Management.

4. COMPLIANCE WITH LAWS & POLICIES

You shall, at all times during your engagement, abide by the rules, regulations, instructions, practices, policies and office orders in force and framed by the Company. All rules and orders of the Company that may come in force from time to time in relation to your service conditions/entitlements shall form part of your terms of your appointment.

You shall strictly abide and follow the Safety Rules and Regulations in force at the work / site premises / location/s, as applicable. You shall wear all required safety equipment provided to you for undertaking safe performance of your work assignments during this appointment.

5. TRANSFER

You shall abide by the Company Management's decision in operating from any other site / office / location/s apart from your current location during the tenure of your appointment. You may be shifted and/or transferred to any such other site/office / location/s or any other unit / affiliate of this Company or stand assigned to any vendor that may have been engaged in connection with completing the assignment, without effecting any change in your remuneration / benefits. In this appointment "affiliate" shall mean person, corporation, sole proprietorship or a legal entity that directly or indirectly through one or more intermediaries, controls as that of the Company. You shall adhere to the order/s of the Company Management in this regard and be

Registered Office:

Rosenberger Electronic Co. (India) Pvt. Ltd.
H-3/157, 2nd Floor, Vikas Puri
New Delhi - 110018, India
E-mail: info@rosenberger.in
Web: www.rosenberger.com

Sales Office:

Rosenberger Electronic Co. (India) Pvt. Ltd.
406/407, 4th Floor, Eco Star,
Vishveshwar Nagar Behind Udipi Hotel,
Goregaon (E), Mumbai - 400 063. India
Tel.: 022-6645 3000

entitled to necessary transportation charges as notified according to the personnel policy of the Company appurtenant for your grade and other specifications.

6. ROTATION OF JOB

Your appointment for carrying out present assignment may undergo change/s from time to time to suit the organizational requirements and accordingly you may be reassigned for similar engagement. Further, it is made clear that during your period of appointment your engagement may be rotated to other jobs, trades or work place as per the requirements of the Company. If required, you may have to undergo a training, as per the training schedule designed for that job by Company Management, from time to time. The order of Company Management in this regard shall be final and binding on you.

7. DUTIES & JOB DESCRIPTION.

You shall be required to perform your work responsibilities to best of your ability in accordance with duties allocated to you from time to time by the Company Management.

8. TRADE SECRET & CONFIDENTIALITY.

You shall not divulge to any person, except with the specific written permission of the Company Management, any information relating to the activities, technical know-how, security and administrative arrangement, organizational or operational arrangement, your remuneration and any other information regarding the "Company and its associates", which may be known to you or which is shared with you by virtue of your engagement with the Company. You hereby, promise and agree not to use any confidential or proprietary information for your private use or for any commercial purpose or in any way acting in detriment to the interests of Company or its affiliates/associates. Any such disclosure will strictly render you liable for termination with immediate effect, notwithstanding any other terms and conditions mentioned in this appointment letter. Your obligation to keep such information confidential shall remain even after cessation or termination or cancellation of your engagement with the Company. You shall not take away any Company document/s either print version or soft copy outside of the office / site / location/s premises under any circumstances. Use of personal/unauthorized devices like pendrive, CD's, Mobile SD card, DVD, I-Pod's, Flash drive etc is prohibited inside the office / site / location/s premises. Company Management reserves the right to check the same at its discretion. The security personnel deputed at such office / site / location/s are authorized to check and in event you are found in possession of any such object, same would amount to be a serious breach of this appointment and consequences shall follow accordingly.

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9. DOCUMENTS TO BE SUBMITTED

You are essentially required to submit the certificates / testimonials in support of your education, professional qualification, experience, Date of Birth, relieving letter from the immediate past employer, declaration on medical fitness etc., for verification together with one set of copies thereof and one passport size photograph for Company records at the designated time of reporting / review of documents, as intimated to you.

10. VERIFICATION

Your appointment is contingent upon successful completion of reference checks, past employment verification, criminal background check, educational / testimonials checks, credit check and a pre-employment physical examination that includes successful completion of a drug screening test. Your engagement is also contingent upon the representation that you are presently not bound by any confidentiality, non-compete or other agreements that would restrict or limit your ability to carry out, execute your responsibilities fully in the manner as required by the Company. In case any information / representation as stated by you is found to be false and/or incorrect or if you are found to have willfully suppressed any material information/particulars, including but not limited to information provided prior to your joining, your appointment will be deemed as void ab initio and liable for termination without any notice or salary in lieu of the notice. To the extent that you may have confidentiality agreements with former employers, we expect that you will fully abide by them. The reference check may be conducted before or during the course of your engagement. The reference check will pertain to:

- Satisfactory verification of your character, antecedents and testimonials; and
- Authenticity and accuracy of the details provided by you in the job application or other COMPANY documents.

Any adverse findings in the reference check may result in immediate termination of your appointment and cancellation of this proposed engagement with the Company, without any notice or salary in lieu thereof.

11. PROPERTY OF THE COMPANY

You shall be responsible for safe keeping and returning, in good condition and order, all of the properties of the Company, which may be in your use, custody or charge. For the loss of any property of the Company in your possession, a right to assess, and recover the damage of all such materials from you shall solely lie with the Company as also to take such other action as it deems proper in the event of your failure to account for such material or property of its satisfaction.

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12. INTELLECTUAL PROPERTY

Intellectual Property includes collectively, all; (i) copyrights, patents, database rights, rights in trade marks, designs, domain names, legally protectable know-how and confidential information (whether registered or unregistered); (ii) applications for registration, and rights to apply for registration, of any of the foregoing rights; and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world. All trademarks, service marks and trade names, including logos, identifying the Company's product or services (the "Company Marks"), copyrights, patents, database rights, designs, legally protectable know-how and confidential information (whether registered or unregistered) are the exclusive property of the Company or its Affiliates. You shall not take any action that jeopardizes, diminishes or dilutes the value of the Company Marks. You shall not use any of the Company Marks or the Company logo in any manner without obtaining the prior written consent and approval of the Company.

You shall not use the Company's or its Affiliates name, trademarks, trade names, or other proprietary identifying symbols or any other information pertaining to the Company or its Affiliates in any publication, broadcast, advertisement, promotions, any marketing or promotional materials or other public or private document or any type of announcement without the prior written consent and approval of the Company.

13. ADDRESS

Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.

14. CHANGE OF ADDRESS

In case there is any change in your communication /residential address, you will intimate the same in writing to the HR department addressed to Manager within three (3) days from the date of such change and get such change of address recorded in your personal file, failing which any communication sent to your last recorded address shall be deemed to have been served on you.

15. RETIREMENT

That you shall retire from the service of the company on attaining the age of superannuation i.e. at the age of 58 years.

16. INDEMNITY

Without prejudice to any other right available to the COMPANY in law or under equity, you shall be liable to compensate and indemnify, defend and hold harmless the COMPANY, its Affiliates, their directors, officers and employees, from and against losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorney's fees and expenses) based upon, arising out of, or in relation to or otherwise in respect of breach of your obligations under this Agreement.

17. INCAPACITY

If at any time you are incapacitated or prevented by illness, injury, accident or any other circumstances beyond your control (such incapacity or prevention being hereinafter referred to as “**incapacity**”) from discharging in full, your duties, for an aggregate period of more than 120 (one-hundred and twenty) working days in any period of 12 (twelve) consecutive months, the COMPANY may by notice in writing, given at any time to you whilst the incapacity continues, cease payment in whole or in part of the salary payable hereunder on and from such date as may be specified in the notice until the incapacity ceases.

18. MEDICAL FITNESS

Your appointment is subject to your self-declaration of being physically and mentally fit so as to undertake routine and /or specific tasks or assignments that is directly related to subject matter of this letter of appointment. The Company Management may, at its discretion, get you medically examined by any certified medical practitioner during the period of your engagement. In case you are found medically unfit to continue the job responsibilities at any time during your tenure of service, you shall stand liable to be terminated on due process and be treated as waiver of your right to defend on continuance of work responsibilities.

19. NON-SOLICITATION:

You shall not, during the term of your engagement and for a period of [twelve (12) months] following the termination or expiration thereof with the Company, except on behalf of the Company or its affiliates, directly or indirectly; (i) contact, solicit or direct any third party to contact or disclose the identity of any such partners or business associates; (ii) disclose the identity of any such partners or business associates, or prospective deals, to any person, firm, corporation, association, or other entity for any reason or purpose whatsoever; and (iii) solicit, hire or engage, or direct any third party to contact, hire or solicit, any individual who was an employee of the Company or its affiliates at the time of the termination or expiration thereof or during the twelve (12) months preceding the termination or expiration thereof.

20. NON-ASSIGNMENT OF DUTIES:

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During the term of your employment, you shall not assign any of your rights or delegate any of your duties or obligations under this appointment without the prior written consent of the Company Management.

21. ABSENCE

Your absence for a continuous period of eight (8) days (including absence when leave though applied for is not granted or when you overstay for more than 8 days) would entail automatic loss of your lien on the appointment without any notice of intimation by the Company Management.

22. NO COMMITMENTS

You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority, nor alter, or be a party to any alteration of any principle or policy of the Company or use any authority over your role and responsibility in the Company.

23. MISCONDUCT

You shall, at all times during your appointment, abide by the certified standing order, rules, regulations, instructions, practices, policies and office orders in force and framed by the Company. All rules or orders of the Company that may come in force from time to time in relation to your service conditions/entitlements shall form part of your terms of engagement hereof.

Your appointment with the Company is subjected to your following of the norms and conditions of certified standing order, rules, regulations, instructions, practices, policies and office orders in force and framed by the Company. All rules or orders of the Company that may come in force from time to time in relation to your service conditions/entitlements shall form part of your terms of employment. In case of violation of any of the rules and order would result in constitution of misconduct.

Receiving any kind of monetary help in terms of loan, gratitude, etc. from any vender or customer of the Company would also be taken as an act of major misconduct.

24. TERMINATION OF SERVICE

Your appointment is based on the Company requirement for the assignment up to 31st Dec, 2022 and unless terminated earlier, your appointment will automatically come to an end on the expiry of the specified period and no notice or notice pay or retrenchment compensation will be payable to you by the Company. It will be the sole discretion of the Company Management to assign you with any work and regulate your working hours from time to time.

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CIN : U32109DL2006PTC146129

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Further you shall not be entitled nor raise any claim for regular employment with the Company even if a vacancy for the post held by you exists or otherwise. Except 15 days' notice or salary in lieu of 15 days' notice, no compensation or remainder wages for unexpired period of contractual and fixed period of appointment will be payable by the Company Management if your services are terminated before the specified period or the work lapses.

During the aforementioned period, this appointment can be terminated with prior notice on either side. Accordingly, Company or you may issue prior notice of 15 days, or upon payment of salary (Comprising Basic salary only) in lieu of notice period this appointment may be brought to an end. In the event of your resignation, the Company may, at its discretion, relieve you, prior to completion of the stipulated notice period, without any pay. Notwithstanding, the above the Company Management may accept or deny the receipt of payment of salary in lieu of notice depending upon the criticality of the assignment / work etc. as deemed fit.

You are thus informed that in view of the afore mentioned terms and conditions that have been set out above, you hereby accord your acceptance of the same effective 12.01.2022. You are requested to put your initial on each page and execute this letter in duplicate.

Please acknowledge your acceptance of above terms and conditions by signing and returning the copy of this letter.

Yours Sincerely,



Mr. Anirudha Dandwate

Sr. Manager – Human Resources

Agreed and Accepted

I have carefully reviewed and considered the aforesaid contents including the terms and conditions contained herein and have fully understood, acknowledge and agree with the same. I hereby accept the terms and conditions stated hereinabove.

Signature

We look forward to welcoming you as an important member/associate of our Team.

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Annexure-A

Rosenberger Electronic Co. (India) Pvt. Ltd.		
Salary Break-up 2021-2022		
Name	Basant Singh Mehra	
Designation	SME	
Location	Maharashtra	
Date of Joining	12.01.2022	
CTC (in INR)	513816	
Salary Components	Annually	Monthly
Basic Salary	252000	21000
HRA	120000	10000
Bonus	20988	1749
Conveyance	24000	2000
CCA	63036	5253
Medical Reimbursement	0	0
Attire Allowance	0	0
Fuel Reimbursement	0	0
Gross salary	480024	40002
ESI (ER)	0	0
PF (ER)	21600	1800
LWF (ER)	72	6
Gratuity	12120	1010
Total CTC	513816	42818

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Tel.: 022-6645 3000

Date: 7/17/2022 10:33:11 PM

RAJANEE PRAHLAKAR NIRWAN

D/O PRAHLAKAR NIRWAN, NEW BAHJI

Offer No QS2676037

Location: PUNE

LETTER OF INTENT

Dear RAJANEE PRAHLAKAR NIRWAN

Please refer to our discussion and subsequent thereto, we are pleased to inform that you have been shortlisted for an OFFER to work at Quess Corp Ltd. (hereinafter referred as Quess), and would be deputed at our Client premise at as Commercial Executive for a fixed term on the following terms and conditions:

1. Your Date of joining will be JUL 18, 2022
2. For payroll processing, your actual date of reporting to the client site will be considered as per your date of joining.
3. This letter is valid subject to your completion of on-boarding documentation and submission of necessary proofs. It is recommended to use POP link shared on your mobile phone and complete your joining formalities. As validity of this letter is purely subjected to completion of your documentation on POP.
4. You undertake to abide by the code of conduct and ethics of QUESS and the rules and regulations as may be applicable while working at the Client site. Any violation would be



Quess Confidential
Page 1

Offer No : QS2676037

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.uesscorp.com> | Toll Free No: 1800-572-3333



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

subjected to appropriate and stringent disciplinary action including termination of service.

5. This contract would be exclusively with QUESS and you shall never be or deemed to be the employee of Client, where you have been deputed.

6. The Annual CTC salary offered to you will be INR 242452 /- Details of your salary break up with components will be given after your joining and also it may change as per requirements. Your deputation at any given location will be subjected for change as per the project and requirement.

7. Notwithstanding what is contained hereinabove, in the event of the project / work / deputation for which you are being employed terminates / lapses before your offer end period, this offer shall be Coterminal with the project / work. During the period of offer, either of the parties may terminate the Contract by giving 30 days prior notice in writing, or payment in lieu thereof. 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.

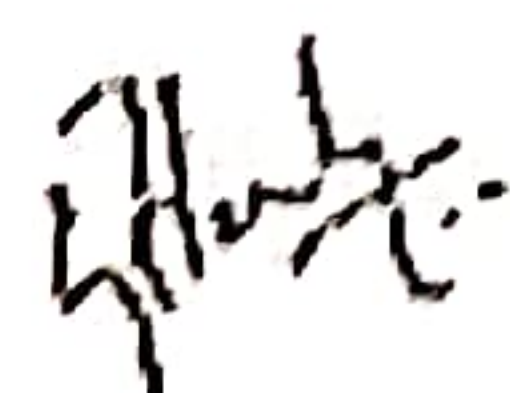
The above is based on current policies of the company; any change in the policy impacting the above points will be communicated through policy communications channel.

This offer will be valid for 7 days from the date of this offer letter.

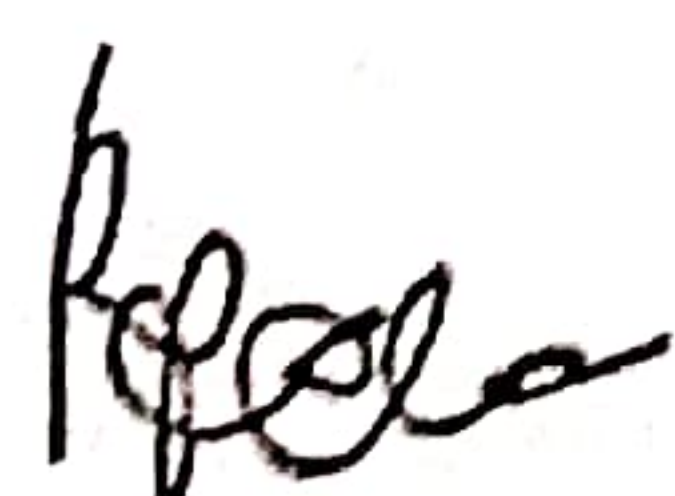
All the best!!!

With warm regards,

For QUESS Corp Limited.



Tej Hans Raj Singh



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Page 2

Offer No : QS2676037

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



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COO Staffing

I hereby accept the above mentioned terms and conditions.

Name: _____ Signature: _____

:

[Handwritten Signature]

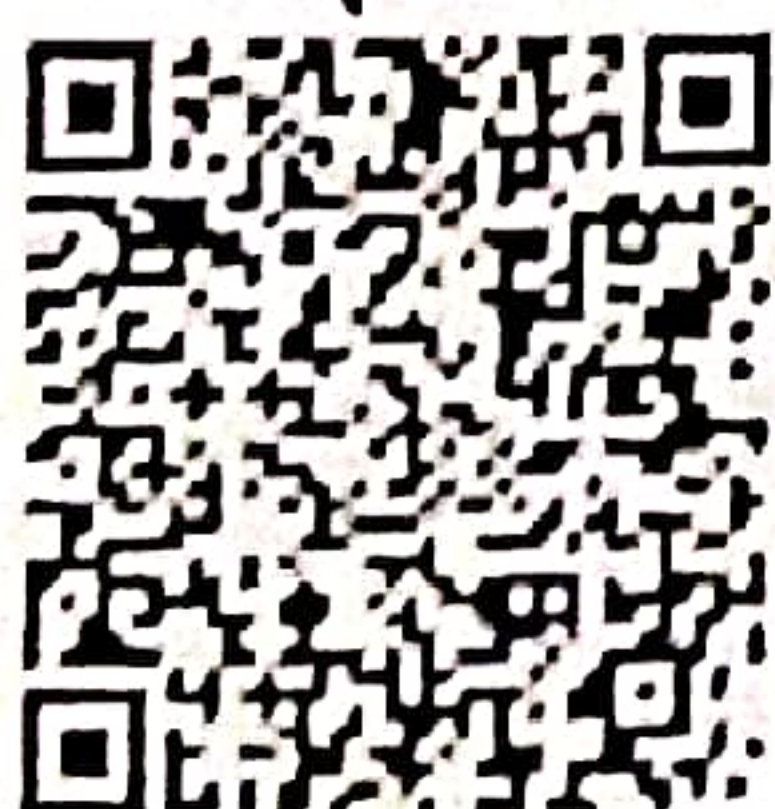
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DISCLAIMER

To whomsoever it may Concern

I, RAJANEE PRABHAKAR NIRWAN , Offer ID QS2676037, 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:

[Handwritten Signature]

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Page 4

Offer No : QS2676037

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Compensation Sheet

Offer No: QS2676037 Associate Name: RAJANE PRABHAKAR NIRWAN
Designation: Commercial Executive Location: PUNE

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12650	151800
House Rent Allowance	4148	49776
Statutory bonus	1054	12648
Gross Salary	17852	214224

Employer's Contribution		
Employer_esi	581	6972
Employer Provident Fund	1645	19740
Insurance	143	1716
Total Contribution	2369	28428
Cost to Company	20221	242652

[Handwritten Signature]



: (CTC)		
Deduction: (Subjected to change)		
Employee Esi	134	1608
Provident Fund	1518	18216
Professio nal Tax	200	2400
Total Deductio n	1852	22224
Net Take Home	16000	192000

[Handwritten Signature]





Ref: OFL/HR/PUN/ZENSAR/0076753_9

Dated: 29-Sep-2021

To,
Vaishnavi ashok gadewar

SUBJECT: Change in the date of your joining

REFERENCE: Offer of Employment Agreement dated 17th Sep 2021 issued to you by Zensar.

Dear Vaishnavi,

You are aware about the fact that vide above referred Offer, under the then prevailing circumstances, your date of joining was confirmed by both of us as 29-Sep-2021.

However, due to business requirements, we are herewith revising your Date of Joining from 29-Sep-2021 to 30-Sep-2021.

In view of the above, now your new date of joining is determined by Zensar as 30-Sep-2021. Please note that all the other terms and conditions of our above referred Offer, shall remain unchanged.

You are requested to signify your acceptance to the above referred change and contents in totality.

For Zensar Technologies Limited, Pune

Sanjeeva Maithani

Vice President - HR

Acceptance

I hereby agree to and accept the above mentioned change in the date of my joining, in totality.

Name of Associate: Vaishnavi A. Gadewar Associates' Signature:
Place: Hydrabad
Date: 29/09/2021

An RPG Company

ATS176/HR/2022-23

9th September 2022

To,
Mr. Ritesh S Ghughuskar
Plot No 35, Shri Ramsudha nagar layout,
besides Dwarka City, Umred,
District Nagpur, Maharashtra-441203

LETTER OF APPOINTMENT

Dear Ritesh,

Welcome to Abzer Technology Solutions....!!

With reference to the offer letter dated 11th July 2022, we are pleased to appoint you as **Junior Software Engineer** on the enrolment, employee ID: **ATS1215** with effective from **29th August 2022** at Abzer Technology Solutions Pvt Ltd.

On the above role, you will be entitled to a starting remuneration **Rs. 2,60,000 (Rupees Two Lakhs Sixty Thousand Only) (Ref Annexure 1)** per annum. You will be on a probation period of **6 Months** from the date of joining. Also, you will be entitled to all allowances and benefits whatsoever decided by the management time to time.

All other terms and conditions stipulated in the offer letter and employee handbook will remain unaltered. Looking forward a long term mutually beneficial association.

Wish you all the best.



Divya Jose
HR Manager

Acceptance of the Appointment Letter

I, **Ritesh S Ghughuskar** understood and accepted the terms and conditions of employment mentioned in the appointment letter.

Date: 13/09/2022

Signature: 

Amit Siddharth Sukhadeve

Account Manager - BDM

amit.sukhadeve@safexpress.com

7827873803

Safexpress Logistics Park

Village Dhamana Amaravati Road,

NH. 6 Nagpur-440023 Maharashtra



Distribution Redefined

Congratulations!

Private and Confidential

27-Sep-2021

Employee Name: Sagar Manohar Thawkar
Employee Id: 3318

Dear Sagar,

Congratulations! You are awesome!

Altimetrik has been on a tremendous journey and you have been an integral part of it! Your dedication and contribution to the business is truly appreciated.

In just the last one year, you have participated and witnessed one of the most remarkable growth stories for a young technology company globally. Over last few years, we added several new logos and exciting projects, and added hundreds of new members across all our locations. Even with the pandemic crisis this year we have managed to stay afloat. We shared our moment of pride when we made it to the 36th Great Places to Work rank this year.

Our people are at the center of everything we do. We are confident that with your dedication and commitment, we will experience more growth in the future for the company and for every individual.

On that note, we are pleased to inform you that your annual compensation has been revised from **INR 759,504.00** to **INR 858,240.00** with effect from **01-Aug-2021**.

The details of your revised annual compensation are presented in the attachment Annexure A.

All other terms and conditions remain unchanged.

Please keep the details of your compensation confidential.

We take this opportunity to thank your family for supporting you to deliver your best at Altimetrik.

Best Regards
For Altimetrik India Private Limited

Krishna Muniramaiah
Head - Human Resources Asia Pacific

ANNEXURE A

DESCRIPTION	CURRENT	NEW
Effective Date	01-Aug-2020	01-Aug-2021
Designation	Staff Engineer - IT and Infrastructure Operations	Staff Engineer - IT and Infrastructure Operations
Annual Basic Pay	284,664.00	321,672.00
Annual House Rent Allowance	142,332.00	160,836.00
Annual Leave Travel Allowance	47,448.00	53,616.00
Annual Flexible Benefit Plan	223,992.00	254,832.00
Annual Meal Voucher	13,200.00	13,200.00
Annual Statutory Bonus	0.00	0.00
Annual Gross Salary	711,636.00	804,156.00
Annual Performance Incentive	0.00	0.00
Annual Employer's Contribution to Provident Fund	34,164.00	38,604.00
Annual Employer's Contribution to ESI	0.00	0.00
Annual Gratuity	13,704.00	15,480.00
Annual Cost To Company	759,504.00	858,240.00





HotelKey

Date: January 25, 2022

Candidate Name: Sneha Nagdive

Via email to: snehanagdive1@gmail.com

Subject – Letter of Offer

Dear Sneha Nagdive,

This has reference to your application for a career opportunity in HotelKey India Pvt. Ltd. and subsequent interviews you had with us, we take pleasure in extending our offer of employment as a Quality Analyst. Date of joining will be not later than February 1st, 2022.

Job Terms:

- **Salary:** You shall be entitled to an annual CTC of INR 3,20,000/- (Three Lakh Twenty Thousand). Salary will be credited to your bank account at the end of the month.
- **Company Location:** HotelKey India Pvt. Ltd., 5th Floor, TECHFINITY TOWERS, IT Park, Gayatri Nagar, Nagpur – 440022
- **Employment:** You will be on probation for six months from the date of your joining, after which you will be confirmed if your work is found satisfactory. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed in writing. Your employment with HotelKey India is at-will and either party can terminate the relationship at any time with cause. The employee is required to provide 2 months' notice to HotelKey India if they wish to terminate their relationship.
- **Start Date:** February 1st, 2022
- **Reporting Time:** 11am
- **Reporting Manager:** Sajil Jose

The following documents are required to be produced by you for our records.

1. Photocopy of the Educational certificates & Marksheets of each year, any technical or professional course undertaken, any training programs undertaken or completed.
2. Photocopy of Release letter Or Experience Certificate from the previous employer. (If applicable)
3. Photocopy of last 3 months salary slips. (If applicable)
4. Photocopy of Aadhar Card & Pan Card.
5. Two recent passport sized photograph.
6. Bank account no. with IFSC code (Cancelled Cheque OR photocopy of the first page of Bank Passbook)

Please note that all the above documents are required to be submitted in original for verification and shall be returned to you immediately.



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

From: **Surya Dahiya** <Surya.Dahiya@adani.com>

Date: Mon, 29 Aug 2022 1:05 pm

Subject: Preliminary Offer - Asmita Gaikwad -

Executive - Tech - Gurugram

To: gaikwadasmita99@gmail.com

<gaikwadasmita99@gmail.com>

Cc: Maheep Singh Sawhney

<maheep.sawhney@adani.com>, Bhavna Mathur

<Bhavna.Mathur@adani.com>

Dear Asmita Gaikwad,

Greetings of the day from Adani Digital.

This is with reference to our discussion, please find herewith preliminary offer for Executive (O2) with CTC(Fixed) **of Rs. 7.2 Lacs / Annum.**

As discussed you will be Posted at Gurugram.

We are sure you will keep this preliminary offer as strictly confidential.

A. Tentative Breakup of CTC



NEEM Trainee

Regi. No.

Name : Jagannath Bzambhaye

Date of Birth : 9-8-95 Blood Group :

Mob.: 9130304114

From : 28-9-21 To

Employee No./ID : 303000571

Trainee's Signature

Authorised Signature



Ref: 930693/2149028/FTC

Date: 17th September, 2022

Nupur Dilip Golder
Chatrapati Nagar, Chandrapur
Chandrapur, Hyderabad, 442401
Phone No: 8330000000

Subject – Fixed Term Contract

Dear Nupur Dilip Golder,

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

1. With reference to our discussions, we are pleased to offer you appointment a Fixed Term Contract with our Organization at **Hyderabad** for a period of **06 Months** with effect from **17th September, 2022** to **16th March, 2023** on the terms and conditions as specified in this Letter.
2. Your “Annual Total Cash Compensation” will be **Rs. 265000 (Rupees Two Lakhs Sixty Five Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. The term of your employment shall commence with effect from your date of joining which shall be on **17th September, 2022**, and is effective till **16th March, 2023**. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **C Alekhya at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, SEZ Gate, Jubilee Enclave, Hitech City, Hyderabad - 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the ‘acceptance copy’ to **C Alekhya** latest by **17th September, 2022**.

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with Offers **Team** (E-Mail: SM00592470@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

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


Accepted

Date:

Signature of Candidate:

Annexure – A

Name : Nupur Dilip Golder Title : Associate - Technical Support Band : U1	
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@35% of Total Fixed Pay)	80261
HRA (@70% of Basic Pay)	56183
Bonus/Statutory Bonus	16052
Employer's contribution to Provident Fund (@12% of Basic Pay)	9631
Employer's contribution to ESIC (@3.25% of Fixed Pay)	7717
Personal Pay	59473
Total Fixed Pay (Per Annum)	229316
Total Variable Pay (TVP) (Per Annum)**	25480
Cost to Company (CTC)(A)	254796
Additional Benefits(B)	
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (TCC) (Per Annum) -----(A) + (B)	265000
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Hospitalisation coverage: You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs.	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

ii) *Payment of Bonus : The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.	
iii) Transport Allowance: - In the event of your availing Company provided transport to commute to and from office, deduction will happen from your salary as per applicable policy	
* Performance Incentive would be payable to you on your Go Live date as per company Policy.	
Notes:	
The Company reserves the right to amend, modify, rescind / reinstate the above-mentioned schemes partly or completely at any point of time.	
With Best Wishes, For Tech Mahindra Ltd.  Mukul Sah Group Function Head (Support) – Human Resource	Accepted by : Location : Date :

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) Employee data – By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle Your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this

Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- (iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- (iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and

- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners,

other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Employment

- (a) Either party can terminate this employment by serving a notice of 30 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited. may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of

The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.

- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. Personal Indebtedness

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

(iii) You shall access only those web sites, which are relevant to your work at hand.

(iv) You shall not use any company resource for hacking or other unethical / illegal activities.

(vi) You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. Jurisdiction

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time. However, entitlements will be extended/prorated for the duration of the contract.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.
15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.
-

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :

Signature :

Address :

Date :

Place :

Annexure- C - Medical Declaration

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name:		Last Name:	
Gender: Male / Female		Date of birth (DD/MM/YYYY)	
		Blood Group	

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			

Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:

Name:

Date:

(DD/MM/YY)

Annexure – D – Checklist of the Documents

At the time of joining, you are requested to bring the following documents in **original (For Verification only)**, along with 1 photo copy of each.

- (a) Certificates' supporting your educational qualifications along with marks sheets
- Xth & XIIth Certificate & mark sheets
 - Degree Certificate & Semester/year-wise mark sheets
 - Master's Certificate & Semester/year-wise mark sheets
 - Diploma/PG Diploma Certificate & Transcripts
 - Any other Certificate with supporting documents – if any
- (b) Your relieving letter from your present organization
- (c) Service Certificate from the last employer as well as all previous employers.
- (d) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed.
- (e) Two passport-sized color photographs with white background.
- (f) Valid Passport
Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- (g) PAN Card and Proof of PAN Number
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- (h) Aadhaar Card
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities.

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 a proof in support of the above, The Company reserves the right to revoke the offer.

Annexure E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :
 - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
 - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
 - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
 - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited. Officials or the expressed written authorization of the third party owner.
 - Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited .which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited. upon termination of my employment.

- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.
- IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date :

Annexure - F - Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating of developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment “Tech Mahindra Limited”, and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its

suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. Ownership of Work Product: Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. Partial Restriction on Post-Termination Competition: Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. Covenant Not To Compete. I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months period following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

(a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the two year period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.

(b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential

information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. Compliance Not Contingent Upon Additional Consideration: I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited. provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. Damages and Remedies: I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. Severability: Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. Entire Agreement: This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited. on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. Binding Effect: This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited. (Together with their successors and assigns).

13. Choice of Law: This Agreement will be governed and controlled in all respects by the laws of India.

14. Choice of Forum: The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement.

The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20____

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support)– Human Resource

Annexure – H

PROOF OF ACCEPTANCE OF
Code of Ethical Business Conduct (CEBC)
And
Statement of Policies and Procedures for Preventing Insider Trading

To
Tech Mahindra Ltd.
Date of Joining: _____
Dear Sir/Madam,

I _____ Associate Id No _____

(Associate) of Tech Mahindra Ltd, do hereby state to have read and accepted that Tech Mahindra Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. In Company website (www.techmahindra.com >> Investors >> Overview),

I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.

I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR) Signature of the Associate
Name:

ChargeIn Kiosk Private Limited

H/709, Titanium City Centre, Anandnagar Road,
Prahladnagar, Ahmedabad - 380015

www.chargein.in

+919909560100, +971523288770



Date: 19th Nov 2021

To whomsoever may concern

Subject: Job experience letter of Vaibhav Mule

This is to certify that during the period from 22/12/2019 of Vaibhav mule to 15/11/2021 of employment, Vaibhav Mule worked as Service engineer with us here at ChargeIn Kiosk Private Limited.

We can confirm that during his time here with us, his services and dedication towards the organization and duties have been satisfactory.

His roles and responsibilities at ChargeIn Kiosk Private Limited of managing services of Nagpur city.

Vaibhav Mule decision to leave ChargeIn Kiosk Private Limited is solely his, and we hope and pray that he has a bright and successful future ahead.

Sincerely,

A handwritten signature in black ink, appearing to read "Mehul Shukla".

Mehul Shukla
CEO



MMP INDUSTRIES LIMITED

(Formerly Maharashtra Metal Powders Ltd)

Correspondence Address : B-24, MIDC Area, Hingna Road, Nagpur - 440 016,
Ph.: (07104) 668000, FAX : 07104 668032, Email : sales@mmpil.com, Web : www.mmpil.com, CIN : L32300MH1973PLC030813

Ref. MMP/HR/2020-21/

Date: 22.01.2021.

To,
Mr. Roshan H. Lakhe,
Balaji Nagar, Nagpur Road,
Umred, Dist- Nagpur 441203

Sub: Appointment on the post of Graduate Engineer Trainee – Maintenance (Electrical).

Dear Mr. Roshan,

With reference to your application dated 22.10.2020 and subsequent interview you had with the undersigned on dated 22.01.2021, you are hereby being offered an opportunity to join the Company as "Graduate Engineer Trainee – Maintenance (Electrical)" in Foil Division at our factory site Umred, on monthly Stipend, details of which are mentioned in Annexure-I appended as part and parcel of this trainee appointment letter and your trainee appointment shall be as per the following terms and conditions:-

1. PLACE OF POSTING:

Your initial place of posting will be at **Umred** but the company reserves the right to transfer your services to any of its Section/Plant/Depot/Br. Office/Group Company anywhere in India or abroad depending upon the company's requirement and for which you should not have any objection. Whenever you are transferred from one Section to other Section/ Plant/Depot/Br. Office/Group company to other Section/ Plant/Depot/Br. Office/Group company, you will be governed by the service condition of that Section / Plant / Depot / Br. Office / Group Company, you are transferred without affecting your stipend.

Your trainee services will also liable to be posted on a deputation or on a project to any other establishment other than this company on the sole discretion and on the terms and conditions as decided by the company. You shall conform to such hours of work or work shifts as may from time to time reasonably be required by the company for the proper discharge of work / duties under this trainee employment and you shall not be entitled to receive any additional remuneration.

2. REPORTING AUTHORITY:

You will be reporting to Manager – Maintenance (Electrical & Instrumentation).

3. TRAINING PERIOD:

You will be under training for a period of One Year from the date of reporting for training. The training period may be extended depending on the performance and conduct. You will continue to be in Training period unless so confirmed in writing. After satisfactory completion of training, you will be absorbed in employment of the Company on Probation depending on the availability of vacancy and subject to the rules, regulations and policy decisions of the Company prevailing at that relevant point of time.

4. Contingency Conditions:-

This trainee appointment is subject to receipt of satisfactory verification of the particulars furnished by you in your application form to the Company. This trainee appointment is contingent on your submission of satisfactory proof of your academic degree/ certificates, contact information at the earliest, within 07 days of this letter. This appointment is also contingent upon satisfactory completion of a pre-employment background screening, which may consist of verification of education and previous employment. You are liable for immediate termination of services, if it is subsequently proved that you have obtained this trainee appointment through willful misrepresentation of facts and/or by furnishing false documents and information.

-2-



ISO 9001 REGISTERED
Regn No. MS400913IN



ISO 14001 REGISTERED
Regn No. MS400913IN



OHSAS 18001 REGISTERED
Regn No. MS400913IN



MMP INDUSTRIES LIMITED

(Formerly Maharashtra Metal Powders Ltd)

Correspondence Address : B-24, MIDC Area, Hingna Road, Nagpur - 440 016.
Ph.: (07104) 668000, FAX : 07104 668032, Email : sales@mmpil.com, Web : www.mmpil.com, CIN : L32300MH1973PLC030613

-4-

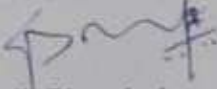
e) You shall be stationed at **Umred**.

We welcome you to our organization and wish you a long, happy and rewarding career with us.

Please sign the duplicated copy of this letter in token of your having acknowledging and acceptance of the above terms & conditions.

Thanking you,

Yours faithfully,
For MMP Industries Ltd.,


Lalit Bhandari
DIRECTOR

ACKNOWLEDGEMENT

I accept the above mentioned terms and conditions of the appointment letter and undertake to abide by the same.

Dated:-

Applicant
(Roshan H. Lakhe)

-5-





Outward No.: IGNITE/NAG/2020/07/60

Date: 10/07/2020

Letter of Offer

Dear Mr. Umesh Choudhari,

Further to our discussions with you, we are pleased to offer you appointment as **“Salesforce Administrator Role”** with IGNITE TECHNOLOGY. Your Job Location will be **“Nagpur”**. The terms and conditions of your employment, that govern the basis of our mutual relationship, are outlined below:

1. Your full-time employment will be effective from **3rd August 2020**. On the day of your joining, you are required to submit the following:
 - Relevant copies of Academic / Professional achievements.
 - Documentary evidence of Date of Birth, Address.
 - PAN Card Details.
 - Aadhar Card.
 - Three passport sizes colored Photographs.
2. **Compensation and Benefits:** Your annual compensation & benefits entitlement of Rs. **3,00,000/-** would be as per details enclosed in Annexure A.
3. **Probation:** You will be on probation for a period of **Three (3) months**, which may be curtailed or extended at any time during or at the end of the said probation period at the sole discretion of the company.
4. **Notice Period:** You are required to serve **One (1) months**, notice period from the date of your resignation, this notice period is applicable in case of probation as well as upon confirmation.

5. Confidentiality of Salary Information:

- a. Your salary package is based on, besides your overall experience level (if any) in the IT Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the IT Industry, may be unrealistic.
 - b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to head of the HR.
6. You will maintain an excellent standard of discipline, efficiency, effectiveness, and integrity and complete the work assigned to you to the best of your ability. You will discharge your duties diligently and shall devote all your time and attention to the interest of the company.
7. You will abide by the Rules and Regulations of the Company which are in force and the company shall have the right to vary or modify any or all of the above terms and conditions of service, which shall be binding on you. During your employment with the company, you shall also be governed by the company's all policies and rules regarding leave, attendance etc. Detailed employee manual covering these policies will be provided to you on your joining.
8. This letter of offer is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions. IGNITE has a well-defined background verification process to establish genuineness of the credentials furnished by you. Background verification will be done on the basis of the information and documents furnished by you. In case any information furnished by you is found to be incorrect during the verification process, this offer shall stand withdrawn automatically.
9. You are required to intimate the management of any change in your residential address/ correspondence address, along with the contact phone numbers, failing which any communication sent on your last recorded address shall be deemed to have been secured on you.
10. Please sign a duplicate copy of this appointment letter as a token of your acceptance.
11. **Retirement:** You shall automatically retire from service on the last working day of the month in which you attain the age of 58 years, or earlier if you are physically or mentally incapacitated. The date of birth as recorded at the time of employment with the company shall be final for this purpose.

12. This offer of appointment is subject to Indian laws and any legal proceedings, whatsoever shall be under the exclusive jurisdiction of Courts of India.

13. Company will perform background verification on information provided during your candidature including personal, academic and professional details.

In case of any material discrepancy found during verification process, company retains the right to take appropriate action including rescinding the offer or cancelling the employment if already started.

14. You are requested to report at 9.30 am on the day of your joining. We wish you the very best and welcome you to our organization. We are proud to have a professional of your stature as a member of the IGNITE family.

With best wishes

Yours faithfully,



IGNITE TECHNOLOGY
Proprietor

For IGNITE TECHNOLOGY,
NAGPUR

Annexure A

Compensation Schedule		
Components	Annual	Monthly
Basic Salary	159400	13283
HRA	39200	3267
Medical Insurance	7800	650
Special Allowance	28000	2334
Travelling Allowance	42000	3500
Gross Salary	276,400	23034
Performance Pay	15000	1250
Other Benefits	8600	716
CTC	300,000	
Performance Bonus	Discretionary	Discretionary

Reference No.: 1191360DC21/0A1S

Date: 21/05/2021

Offer Letter

Dear Aniket Shewade,

This has reference to the interview you had with us. We are pleased to know that you will like to be a member of Team.

We are pleased to offer you a position of **Salesforce Developer** and the place of the employment shall be **Work From Home**. We at 360 DEGREE CLOUD will pay you CTC of **INR 5.00 LPA.** per annum, all inclusive. The details of the salary break up will be given to you at the time of joining.

Your salary will be subject to all applicable taxes and other deductions as per Indian Tax Statutes.

You will report to the company by **21/05/2021**.

You will be on probation for a period of **6 months**, which may be extended or reduced at the sole discretion of the management.

This offer letter is probational till the time of confirmation of past experience as may be claimed by the employee is verified. 360 Degree Cloud shall have the right to verify all such document from the previous employers and the employee shall benefit all details in favour of 360 Degree Cloud to enable the process of confirmation of past experience as quickly as possible. All employees holding an experience and who are joining 360 Degree Cloud not as a fresher, there past experience is mandatorily to be confirmed and shall have probational allotment subject to confirmation of the requirement as mandatory.

By acceptance of this offer letter, the employee confirms that all documents submitted by him/ her including in relation to his/her past work experience with previous(s) employer and in support of education qualification are genuine. In the event any document submitted by the employee to the 360 Degree Cloud is found to be fake or forged, this offer letter will be considered null and void at any point of time. In such cases the employee shall be liable for damages as well as subjected to legal prosecution under the law.

The employee indemnify and shall keep the 360 Degree Cloud indemnified at all time against any claim or action from third party based on any false or incorrect information or document submitted by the employee for the purpose of his/her employment in 360 Degree Cloud.

We expect you to join us on or before **21/05/2021**. Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter within two working days.

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

Thanking You
Yours sincerely,
For **360 Degree Cloud Technologies Pvt. Ltd.**



0129-4050116

+91- 9319703576



info@360degreecloud.com



www.360degreecloud.com



US



FARIDABAD



NOIDA



PUNE



Mr. Siddharth Sehgal (CEO)

ACCEPTANCE :

I accept the company terms and conditions and confirm by taking up the position **Salesforce Developer** from **21/05/2021**.

Signature:



Mr. Aniket Shewade (Salesforce Developer)

Please bring the following documents on the joining date.

- Documents (Original and Photocopy both)
- Academic Certificates (10th, 12th, Graduation/Post Graduation)
- Permanent ID Proof - (PAN Card, Aadhar Card)
- Photographs – 4 passport size pictures
- Permanent Residence Proof (Driving License, Voter ID, Passport)- Any two
- All Previous company documents (Photocopy of Offer letter, Last Three Month Salary Slip and Bank Statement, Experience and Relieving Letter)



0129-4050116



+91- 9319703576



info@360degreecloud.com

www.360degreecloud.com



US



FARIDABAD



NOIDA



PUNE



No. AAI/RHQ/WR/HR/Rec.Cell(Apprentice)/2021/

Dated 19 March 2021

To,
NEELAM RAMAVTAR JANGID
PLOT NO 154 NEAR LALIT KALA BHAWAN,
CHANDAN NAGAR MEDICAL SQUARE NAGPUR,
MAHARASHTRA - 440024.

Email: neelamjangid2222@gmail.com

Sub: Apprentice Training in the trade of Graduate (CNS) at AAI, WR-regarding

Dear Candidate,

With reference to your registration on the portal of NATS and AAI Advertisement No 03/12/2020/APPRENTICE (Graduate/ Diploma) (WR) Your name is shortlisted for Apprenticeship Training in the trade of **Graduate (CNS)** at NAGPUR for a fixed period of **One (1) year** in Airports Authority of India hereinafter called as Authority: -

However, your candidature is PURELY PROVISIONAL SUBJECT TO following:

- Your presence on document verification day
- Meeting eligibility criteria mentioned in advertisement
- Verification of documents/credentials found in order
- Being found medically fit
- Police Verification acknowledgment

2. You are advised to bring the following certificates in ORIGINAL and a set of self-attested photocopies along with this call letter for verification of Age, Educational Qualification, Professional Qualification, Caste Certificate, Domicile Certificate, Professional Qualification, failing which your candidature will be cancelled:

- Secondary School Certificate indicating Date of Birth as proof of age;
- Higher Secondary School Certificate
- ITI/ Diploma/ Bachelor's/PG Degree Certificates as applicable
- Year -Wise /Consolidated mark sheets of ITI/Diploma/ Bachelor's /PG Degree Examination as applicable.
- Wherever CGPA/OGPA in a degree is awarded, the candidates will have to produce document indicating equivalent percentage of marks as per norms adopted by the University/institute at the time of document verification.
- Caste Certificate of SC, ST and OBC (Non Creamy Layer certificate valid as on date) to be submitted in the format prescribed for Recruitment to Central Govt. Service.
- One ID Proof in original i.e. Voter ID/Aadhar /Driving License/Passport etc.
- Aadhar Card Mandatory
- Pan Card or Form 16 to be submitted at later stage.
- Domicile Certificate
- Three Passport size photographs.
- Police verification request acknowledgement (Prescribed format attached).
- CERTIFICATE OF MEDICAL FITNESS (To be obtained only from a Gazetted Government Medical Officer/Medical Officer of a Government Undertaking) at the time of joining at respective AAI establishment (Prescribed format attached).
- You will have to provide a declaration at the time of joining Apprenticeship that you don't have job experience for a period of one year or more after the attainment of essential qualification and you have not completed /terminated / pursuing the apprenticeship with other organizations or in Airport Authority of India with same qualification level.

3. TA/DA will not be given to attend the document verification or for joining, etc.

4. Boarding or lodging or Hostel accommodation will not be provided during the entire training period.

5. In case you do not appear for document verification on the scheduled date or you remain unsuccessful during documents verification, your candidature shall be cancelled without any further communication and the next available candidate be considered automatically.

Contd..2..



: 2 :

6. In the event that you meet all criteria mentioned in para 1 above, following terms and conditions of offer are applicable to you and not otherwise:

- (a) Your apprenticeship shall commence from the date of reporting in Airports Authority of India office after found eligible. You will be paid stipend at applicable rates as mentioned in the enclosed Apprenticeship Contract (Annexure-A). You are required to submit Apprenticeship Contract(Annexure-A)in triplicate (duly signed by surety and 2 witnesses) at the time of reporting at your allocated AAI establishment.
- (b) You are required to sign/accept online contract on BOAT/ NATS/NSDC portal with AAI within 15 days of joining in AAI without fail, otherwise your engagement be treated as cancelled.
- (c) You shall during the period of engagement as Apprentice:
 - i) Diligently and faithfully carry out all instructions given to you and abide by the Rules and Regulations of the Authority which are in force from time to time.
 - ii) Devote your whole time and attention exclusively to the business and affairs of the Authority and not engage directly or indirectly in any other business or activity in any capacity either full time or part time.
 - iii) Maintain complete integrity, secrecy about the affairs/business of the Authority.
- (d) This engagement is purely based on the information furnished by you in your application and in the form of testimonials etc. at the time of joining at your allocated AAI establishment. In the event of any information/declaration/information submitted therein found incorrect in any respect at any point of time, the engagement may be held void and contract will be liable for termination and penal action as per Apprenticeship contract & prevailing law be taken and no certificate will be issued and stipend paid if any should be taken back in full in one go.
- (e) Apprentices are entitled for maximum 12 days Casual Leave (pro rata) in a one year of training. Casual Leave in case not be availed shall stand lapsed at the end of training period. Medical Leave up to 15 days for each year of training shall be granted to an Apprentice who is unable to attend training owing to illness on submission of valid certificate from registered Medical Practitioner. Leaves are applicable on prorata basis. In case of unauthorized absence for more than 4 days without any intimation, contract of apprenticeship is liable to be terminated and shall not be eligible for issuance of certificate by the concerned authority.
- (f) At the end of the training period, or any interim period, a test shall be conducted by the respective AAI establishment, under intimation to BOATs, RDATs and NSDC, as appropriate and certificate/ Completion report of apprenticeship training if any will be issued by BOATs, RDATs and National Apprentice Council and not by training organization.
- (g) In case of unforeseen situations, As per Sub Rule (1) of Rule 12 of Apprenticeship Rule 1992(amended upto 2019), AAI has window to complete training as per the prescribed curricula for designated and optional trades within the stipulated time period mentioned in contract by utilizing extra hours of training subjected to maximum duration of 48 hours per week but training period will not be extended beyond one year.
- (h) It may be noted that Airports Authority of India, in adherence to the provisions of the Rule and Schedule VI thereof, is not liable to offer any employment to the apprentices engaged, nor does it have a stated policy for recruiting of any apprentices and shall so maintain in all its contracts for the purpose of apprenticeship.
- (i) You shall report for document verification in the office of Airport Director, Airports Authority of India, Dr. Babasaheb Ambedkar International Airport Nagpur-440005 (Maharashtra) and If document verification is found in order, you will be required to join then and there or before **24.03.2021** failing which the offer letter shall be treated as cancelled.

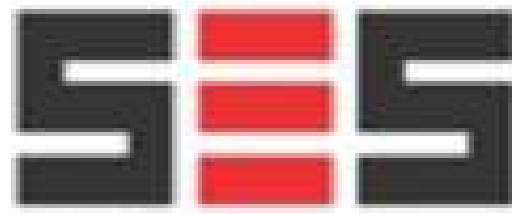
7. The decision of AAI on all the above shall be final and binding.

Yours Sincerely,

Manager (HR), WR

Encl: As above.

Copy to: Airport Director, Airports Authority of India, Dr. Babasaheb Ambedkar International Airport Nagpur-440005 (Maharashtra)



SAURABH ENGINEERING SERVICES



Mr. Aniket Rangari

Designation : Site Engineer

Contact : +91 8788977900

Sign. of Issuing Authority

**Shri Niwas Appt., H.No.569/11, Mukundraj
Lane, Walker Road, Mahal, Nagpur-440032.**

Ph. : 0712-2730112,

Mob. : 9763190151, 7972427997

Web: www.saurabhengineering.com



21 Dec. 2019

Ref. No. FEIP/APPT/ (34354)

TO,

Mr. /Ms. OMPRAKASH DASHARIYA

Sub: Appointment letter for the post of NAPS TRAINEE

Dear Mr. / Ms. OMPRAKASH

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" in our organization from 02/07/2022 & will be for a period 3 Years from the date of commencement of training period on the following terms and conditions.
2. During your NAPS training period you will receive Stipend of Rs 14000 /- p.m. (FOURTEEN THOUSAND RUPEES ONLY) per month.
3. In case your performance, conduct, behavior found to be unsatisfactory your NAPS training period will be terminated forthwith without any payment in lieu thereof, also you will be abide the rules made there under and the rules of discipline applicable for the organization.
4. The Company may consider, depending on availability, will be providing you transport facility for your traveling to the work and back subject to the rules and regulations in force.
5. During your training, you shall do, act, discharge and carry out whatever assignments and work assigned to you, to the fullest satisfaction of your trainers and shall abide with instructions regarding work, conduct and behavior while on work.
6. You will not be entitled to any of the other benefits or privileges Accorded to the permanent employees of the company.
7. During your training, you shall not, without consent in writing of the organization, join any part time, full time professional Body, Association, or Education pursuit with or without remuneration. You shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training with Organization.
8. At the time of joining duties, you will have to submit all required certified Xerox copies of the Certificates and Testimonial for our records together with their original for verification and two recent passport size photographs.

YASHASWI ACADEMY FOR SKILLS

CORPORATE OFFICE : YASHASWI HOUSE, LANE NO.15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
T : +91 20 6749 2727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN
CIN : U80903PN2014NPL151080

Kunal Facilities India Pvt. Ltd.
Gat No.2540/02, Plot No.07, Kunal Vishwa,
Chakreshwar Housing Society,
Chakan, Tal: Khed, Pune - 410501

Form XV [See Rule 59(2) (B)]
IAC International Automotive India Pvt. Ltd. I Chakan
Payslip For the Month
Sep-21

Sr. No : 65
Days Worked : 26.00
OT Hrs : 122.50

Date :
Name : Akshay Premdas Chavan
ESI No : 3313122373 UAN No : 101727325683

Earnings Amount

Deductions Amount

Basic	6600.0	Leave 5%	0.0
DA	5264.0	Bonus 8.33%	0.0
HRA 5%	593.2	OT Hrs Amt	14673.1
Conve All	0.0	Unifrom ARREA	0.0

PF 12%	1423.7	LWF	0
E.S.I. 0.75%	203.5	Debit	0
P. Tax	200.0	Other	0
Canteen	0.0		

Groos Earning Amount **27130.34**

Total Deduction **1827.16**

Net Payable Amount

25303

Site Access Card

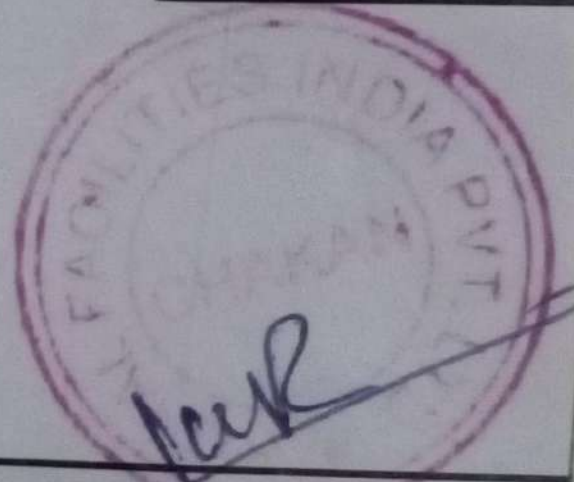
Contractor Name : Kunal

Site Name : Atomberg Technologies
Pvt. Ltd.

Location : Pune

Name : Nirmala Lihare

EmpCode : KLC030



Authorized Signatory

01 Dec 2021

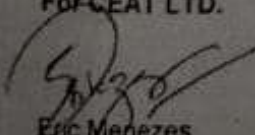
Dear Mr. Jeevan Dhanraj Gaidhane

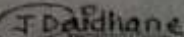
Further to the interview you had with us, we have pleasure in appointing you as an "Associate Trainee" based at our Nagpur Plant on the following terms and conditions.

- 1) Your training will commence effective 21.12.2021. Your training period will be for a period of 1 year.
- 2) Your present appointment is subject to passing of Diploma Engineering.
- 3) During the training period, you will be paid an all-inclusive Basic of Rs. 10327/- (Rupees ten thousand three hundred twenty seven only) per month.
- 4) You will be entitled to "Customized Allowance Pool (CAP)" amount of Rs. 1931/- (Rupees one thousand nine hundred thirty one only) per month. Kindly refer to the CAP form for distribution of your CAP amount under different heads. The amount paid under various heads will be taxable as per Income Tax Act.
- 5) Upon successful completion of your training, you will be placed on probation for a period of 6 months. Unless specifically confirmed in writing, you will be deemed to continue on training.
- 6) You will be governed by leave rules applicable for trainees.
- 7) During the training period, your appointment is liable to be terminated on either side by giving One month notice or notice pay in lieu of notice at the sole discretion of organization. For the purpose of this clause notice pay shall be calculated as one month basic pay.
- 8) During the training period, as well as thereafter, you may be transferred to any of the establishments of the company or associate companies within the RPG Group in which case you will be governed by the rules and regulations of that establishment.
- 9) Your appointment is subject to your being found medically fit at all times, if found medically unfit, your above appointment automatically stands cancelled and withdrawn.
- 10) Notwithstanding anything contained in this letter, the company reserves its right to terminate / extend / or in any way alter your training period.
- 11) You will abide by such rules and regulations of the Company that may be made applicable to you from time to time.

Kindly sign the duplicate of this letter in token of your acceptance and confirmation of the above terms and conditions and return the duplicate to us.

For CEAT LTD.


Eric Menezes
Head - Plant HR


J. Daidhane

Accepted

Name:
Location:



Name : Ashish Ukey

Emp. ID : 10011616

Blood Group : O+ve

Emergency Contact : Suresh Ukey

☎: 09923184568

Office Address

**CEAT Limited, Plot No. SZ 39, Butibori MIDC,
Nagpur - 441 108**


(Authorised Signatory)



Branch Code: 975

NETAJI NAGAR PANDAV WARD

Agent Name : SACHIN DINKAR TAJNE

BHADRAVATI

Agent Code : LIC06233975

DIST. CHANDRAPUR

Leader Code : 40404

Pin Code : 442902



Agency Commission - Summary

Summary of Premium and Commission of 01/2022(2nd batch) (see annexure-A for details)

Sl.No	Description	Premium	Commission
1	First Premium and Commission	29,151.00	7,287.75
2	Second Year Premium and Commission	21,322.00	1,599.15
3	Bonus Commission	0	2,915.10
4	Total Premium and Commission	50,473.00	11,802.00

Payment / Recovery Details (if any) of 01/2022(2nd batch)

Sl.No	Description	Payment	Recovery
1	First Comm Participating	7,287.75	0
2	Renewal Comm Participating	1,599.15	0
3	Short Remittance Account	0.10	0
4	Income Tax	0	445.00
5	Net Payable (From Comm. Suspense A/c)	0	8,442.00
	Grand Total	8,887.00	8,887.00

Commission Bill Voucher Processed on 31/01/2022

Agency Commission - Details (annexure-A)

S.No	PH Name	PolicyNo	Pln/Tm	DueDt	Risk Date	CBO	Adj.Date	Premium	Commn.
1	TURANKAR	913574413	936-10	19/01/2022	19/01/2021	99B	12/01/2022	21322.00	1599.15
2	DHANRAJ	913909136	936-15	25/01/2022	25/01/2022	975	25/01/2022	14543.00	3635.75
3	GHANSHYAM	913909137	936-15	25/01/2022	25/01/2022	975	25/01/2022	14608.00	3652.00

Page Total	Premium : 50,473.00	Commission : 8,886.90
Grand Total	Premium : 50,473.00	Commission : 8,886.90

(Page No : 1 | 975 | LIC06233975 | 16442544004323) Batch : 2nd of 01/2022

TATA ADVANCED SYSTEMS LIMITED (NGPR)**PAYSLIP FOR THE MONTH OF AUG 2022**

PDO Building, TATA Motors Campus, Chinchwad, 411033

Employee Name	: SHUBHAM SHANKARLAL CHAUHAN	Employee Code	: 298670
Designation	: OFFICER	Location	: NAGPUR
Department	: Tool Crib	PF account No.	: DLCPM00400960000019979
PAN Number	: BMKPXXXXXX	Bank Acc. No.	: 9190XXXXXXXXXXXX
Branch	:	Grade	: 5A
Bank Name	: AXIS BANK	Leave Taken	: 00.00
No. Of Working Days	: 31.0000	LWP	: 00.00
UAN NO	: 1015XXXXXXXX	ARRER_DAYS	: 00.00
ESIC NO	: 2303628423	Corp Join Date	: 10/01/2020
		Join Date	: 10/01/2020

EARNINGS**DEDUCTIONS**

BASIC SALARY	6601.00	PROFESSION TAX	200.00
HOUSE RENT ALLOW	3300.00	STATUTORY P F	1491.00
EDUCATION ALLOWANCE	200.00	ESIC	118.00
L T EXPENSE TAXABLE	550.00		
OTHER ALLOWANCE	4075.00		
UNIFORM ALLOWANCE	1000.00		
Gross Amount	15726.00	Total Deduction	1809.00

NET SALARY

13917.00**In Words : Rupees Thirteen Thousand Nine Hundred Seventeen only****Leave Details**

LEAVE TYPE	OPENING BALANCE	LEAVE_AVAILED	ENTITLED LEAVE	CLOSING BALANCE

Note : Since this is a computer-generated statement, it does not need any signature.



March 13, 2021

Mr. Netram Damahe
Nagpur

Dear Netram,

Further to our discussion, we are pleased to engage you as **"Graduate Apprentice Trainee"** in line with section 8 (3A) of the Apprentices Act 1961 and Apprentices (Amended) Act 1973 & 1986, on the following terms and conditions:

1. Your engagement as an Graduate Apprentice Trainee shall be for a period of one year from 13.03.2021 to 12.3.2022.
2. As a Graduate Apprentice Trainee, you will be paid a monthly stipend of Rs. 12000 per month. You will not be entitled to any other allowances, benefits and perquisites.
3. During the period of apprenticeship, you will be governed by the terms and conditions of the contract of apprentices for National Apprenticeship Training Scheme made under Apprenticeship Rules 1991.
4. You will undergo apprenticeship training and your status will be of an apprentice and not of regular employee and as such the provisions of law with respect to labour and employment shall not apply to you and your engagement as apprentice.
5. If the performance in the review at the end of one year is not found satisfactory, then your assignment may be terminated at the discretion of the management.
6. During the course of training period you will be imparted training in the various fields of Engineering and operations. In case your performance is found to be unsatisfactory then the training shall be discontinued at any time without any notice. The training course does not give you any guarantee to regularize you as a permanent employee.
7. As a part of training you may be required to go on tour and for this purpose you will be governed by the travelling rules of the company.
8. The engagement as Graduate Apprentice Trainee is subject to all the information furnished by you is correct, true, complete and updated in all respect. In case, if it is found at any time that the information furnished by you is incorrect, the company will have right to discontinue / terminate your training without notice.
9. On satisfactory completion of your training period of one years, your performance shall be reviewed and confirmation letter for grade allotted to you shall be issued subject to your satisfactory performance.

Contd...

21. If any Letter of Authority or Power of Attorney is issued to you during the course of employment with us, the same shall automatically be treated as null and void at the time when you resign from the services of the company.

22. For two years after you leave Spacewood Furnishers Pvt. Ltd., you will not hire any Spacewood Furnishers Pvt. Ltd. employee or induce any Spacewood Furnishers Pvt. Ltd. employee to work for a competitor, which is operating in any region where Spacewood Furnishers Pvt. Ltd. does business.

23. This appointment is valid till you attain retirement age as per company policy or your inability to continue service on account of being medically unfit.

24. Any dispute arising on account of this appointment is subject to Nagpur jurisdiction only.

This letter is issued to you in duplicate, you are expected to sign and return one copy as a token of acceptance of the terms and conditions of employment mentioned herein.

We welcome you as a member of our Organisation and look forward to many years of useful collaboration.

Yours faithfully,

For **Spacewood Furnishers Pvt. Ltd.**,



Makarand Ghonge

Chief Financial Officer

I agree to accept employment on the terms mentioned above. The original of this letter is in my possession.

Signature with Date: _____

Encl: Annexure

05-June-2020

Employment Offer Letter

To,

Mr. Nikhil Chobe

Congratulations! We are pleased to confirm that you have been selected to work for **I-Job Depot Consultancy Services**. We are delighted to make you the following job offer. Your Employee id in IJobdepot is **800314**.

The position we are offering you is that of **Associate** at a monthly salary of **5.75 lakh** per annum. Your working will be from 9 AM to 6 PM, Mon to Friday (or based on client timings/ 9 hours a day working).

We would like you to start work on **10th June 2020** at 9:00AM at **PWC, Pune**. If this date is not acceptable, please contact us immediately. Post PWC Orientation, we will process your documentation through Ashwini - IJob Depot SPOC, As agreed you will support the PWC team and its clients/ projects.

Please sign and return a copy of this offer letter in recognition of your acceptance of the position as I-Job Depot Consultancy Services family! We look forward to your acceptance of this offer and a mutually beneficial association, contributing to I-Job Depot Consultancy Service's growth and success. Please note that this is one year bond with you compulsory if you break the bond you have to pay 1 lakh to the company.

Please find below the General Terms of your Offer and Employment.

01. PLACE OF POSTING:

Your place of posting shall be India at **Pune PWC**, Office. However, during employment with the Company, Employees may be transferred to any of its offices/ projects/ divisions/ departments/ units/ subsidiaries/ associates/ affiliates of the Company existing, or to be set up at any other location in India or abroad, without any additional remuneration. Your date of joining will be with effect from the day you join the Company.

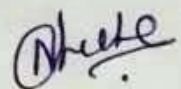
02. SALARY & ALLOWANCES

The details of your compensation package are **5.75 lakh** per annum, which including other statutory benefits such. The same will be revised after twelve months period based on your performance at client location.

03. BACKGROUND VERIFICATION & DOCUMENTATION COMPLIANCE

Prior to approval of an Employee's appointment, the Company retains the right to conduct appropriate employment verification, medical screening, back-ground and/or credit references with employee's consent. In addition, the Company retains the right to immediately terminate the employment relationship without any notice or compensation in lieu thereof, if it is determined that any aspect of the employment application, resume or background has been misrepresented.

PROBATION/CONFIRMATION

**I Job Depot Consultancy Services**

17/1, 2nd Floor, Bellandur Gate, Above C/O Prepcrop Properties Pvt Ltd, Ambalipur,
Near HDFC bank, Sarjapur Road, Bangalore, INDIA | T: +91 7030636465 |

Date: 15-Jun-2020

Personal & Confidential

TUSHAR GOVIND MESHRAM (C417193)

Offer of employment

Dear TUSHAR GOVIND MESHRAM ,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Embedded Software Engineer (BAND B)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: You will be under training for a period of Six months with a stipend of ₹**20000/- PM**. On successful completion of the training period you will be placed under probation period with a compensation package of ₹**350004/- CTC P/A** on the terms and conditions enclosed here with.

Start date: On or before 18-Jun-2020

Place of Work: Bengaluru, Electronics City

Address: Infotech IT Park, Plot No- 110A & 110 B, Phase 1, Electronics City, Hosur Road Bangalore - 560100
Karnataka

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Snehith ram Pappu from the Talent Acquisition Team at Snehithram.Pappu@cyient.com.

Please indicate the acceptance of the offer by 16-Jun-2020.

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.



Keerthi Rannore
General Manager - HR

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-023198



EPITOME COMPONENTS PVT. LTD.

(Formerly Known as Epitome components LTD)

REF: ECL/HR/JAN 21

11/01/2020,

Experience Letter

This is to certify that **Mr. Wanjari Heena** has been working with this company since 27th May, 2019 as an Apprentice Trainee Engineer. He has left the organization on the closure 20th March, 2020. He is an effective and hardworking individual with exemplary conduct and has a good career record with us. We take this opportunity to wish him very best in his future endeavors.

Yours Truly,

For Epitome Components Ltd,



To

Date: 18/06/2020

Ashish N Shende
At: Dhurkheda, Po: Mangrud,
Tah: Umred, Dist: Nagpur
Maharashtra- 441203
CONTACT NO: +91 7385389557

E-mail: shendeashish91@gmail.com

Offer Letter

Dear Mr. Ashish N Shende,

This has reference to the Telephonic interview you had with our Business Head Mr. Ganesh B. Kolpek and CEO Mr. Mithleshwar Singh on 18/06/2020.

Based on the discussions we are pleased to appoint you as our "Diagnostic Specialist" for Maharashtra State with the Gross Salary of 20715/- rupees per month. Please note that you will be operating your work covering Nagpur and Surrounding area having yourself located at Nagpur HQ as assigned by our Business Head Mr. Ganesh B. Kolpek, & CEO Mr Mithleshwar Singh

You should be willing to work anywhere in Maharashtra as it is decided by HO time to time. Your job is absolutely transferable. You will be kept under probation for the period of twelve months from the date of this offer letter. Your services will be confirmed only after your successful probation period upon evaluation of your performance by HO.

Your expenses will be reimbursed as per the company policy upon submission of original bills. Expenses structure for your designation will be circulated.

Please also note that you will be reporting to our Business Head Mr. Ganesh B. Kolpek, CEO Mr. Mithleshwar Singh & Director Mr. V. Vinod Kumar on day to day basis and will be coordinating your sales and collections in regular consultation with them.

You are requested to hand over the copy of this letter duly signed by you as a token of your acceptance. Detailed appointment order would be given upon your joining.

Your tentative date of joining to our organization on 05.07.2020.

We expect highest levels of your efforts towards achieving organizational goals.

We welcome you to the Proton Family.

Regards

For Proton Biologicals India Pvt Ltd



Karthik K



General Manager - Operations

**Proton Biologicals India Pvt. Ltd. 302, 3rd Floor, Bommasandra Jigani Link Road
Jigani Industrial Area, Jigani Post, Bangalore - 562 106**

Ph: +91 80 - 2782 5012-13

E-Mail: protonbiologicals@gmail.com/info@protonbiologicals.com

www.protonbiologicals.com



Ref: Jr.Quality Engineer

Date: 06.05.2020

Ms.Nikita T Gomase
Hyderabad.

Offer Letter

Dear Nikita,

It gives us immense pleasure in inviting you to join us as a **Jr.Quality Engineer** in SAN Technologies Private Limited, trading as SportsIT, as one of its valuable members. We believe that our organization's growth is fuelled by the enthusiasm and energy of the people who are willing to invest into a fascinating future with us. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You will be designated as **Jr.Quality Engineer** and will report on your joining to Ms.Anuradha for your further assignments.

Your position will carry annual gross compensation is **Rs.3,00,000/-** (Three Lakhs only) per annum.

Your association and employment will be governed by the various employee related policies and guidelines of the organization.

We would have the offer open until **07.05.2020** and prefer you to join us on **01.06.2020**. On your joining day, we will require you to submit the various documents for our records as mentioned in the list enclosed in the appointment letter.

Please return the signed duplicate copy of the letter as an acknowledgement.

As much as your association with SportsIT will be governed by the terms of offer made in this letter, it will also be guided by the core values and beliefs of our organization cherished over the last many years.

While welcoming you to SportsIT we are confident that you will contribute to the organization and its goals to add value and strengthen SportsIT.

M Anuradha
HR, SportsIT
San Technologies Pvt Ltd.



Accepted Signature: _____

To,

Name :- RAM ARVIND LANJEWAR

Address :- Dhutera, Nakadongri, Tumsar

OFFER OF TRAINEESHIP

Dear RAM ARVIND LANJEWAR,

Thank you for taking time in attending Interview today. Further to our discussion, we are pleased to inform you that your candidature has been selected for the training. We are pleased to offer you traineeship in our Organization.

Please note that this offer is subject to passing the medical examination by our certified Doctor & submitting all relevant documents.

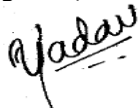
Please report on 03-May-2021 at 8:00 a.m. at the following address and meet our HR representative.

Venue:

Sigma Electric Manufacturing Corp. Pvt. Ltd.

Unit III – Plot B27, MIDC Chakan Industrial Area, Chakan, Tal-Khed, - Pune – 410501.

Regards,



Vijay Yadav
DGM – HR & ER

P.S.-

- 1) Please sign and return the duplicate copy of this letter as a token of your acceptance of the offer.
- 2) You are requested to get the following original copies & attested documents while coming for joining:-
 - a) Qualification Certificates (Whatever Applicable)
 - SSC Mark sheet / Certificate
 - HSC Mark sheet / Certificate
 - Diploma Mark sheet (Final Year) & Certificate
 - Other Qualification Mark sheet / Certificate
 - b) PAN Card - 3 Copy
 - c) Identity Card (Voters ID / Passport / License /Aadhar Card / Other) – 3 Copy
 - d) Address Proof (Electricity / Ration Card / Tel. Bill / Other) - 1 Copy
 - e) 5 Passport Size Latest Color Photographs
 - f) Earlier Companies Relieving Letter / Exp. Certificate and Last two Months Salary Slips
 - g) ICICI Bank's Account no.



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Evision Technoserve Pvt. Ltd.

IT Managed Services | Industrial Training | Manpower Outsourcing

ISO CERTIFIED COMPANY : 9001 : 2008

Subject: Offer Letter

To,

Name: Deepak Gunilal Baghele,

Date: 26th /September/2019

Address: Dwarakadham leout At. Bangaon Tah. Amgaon Dist. Gondia State Maharashtra-441902

Dear Deepak Gunilal Baghele,

With reference to your application and the subsequent interview that you had with us, we are pleased to appoint you as a **Technical Support** with your date of joining being **28th September 2019** on the following terms and conditions.

Your probation period will be for a fixed period of 6 months from the date of your joining. In addition to the annual compensation, you shall be eligible for a performance - based incentives, at the normative level of performance. The incentive scheme is subject to at the discretion of the management.

Your initial place of posting will be Bangalore. However your services are liable to be transferred from one place to another, anywhere in India. Your salary will be Rs 12,500/-per month

Yours Sincerely,



For Evision Technoserve Pvt. Ltd.



+91 9811722065
+91 9811722022
0120 - 4121105

✉ hr@evisiontechnoserve.com
🌐 www.evisiontechnoserve.com



H. Office: 116-A, Next To ICICI ATM, Near To HDFC Bank, Katwaria Sarai, Nearest Metro-Hauz Khas, New Delhi 110016
B. Office: E-41, Sector- 3, Opposite, HCL Technology
Nearest Metro Noida Sec - 15 -16, (UP)

OFFER LETTER
(STRICTLY CONFIDENTIAL)

Ref: CMA/HRD/OL/2019- 2020
Date: 17th August 2019.

To,

Name: Rajesh Chaitaram Baghele
Address: H.No.69, Dewatola Savli, Deori

Dear Rajesh,

With reference to your application and subsequent interview conducted, we are pleased to offer you the position of "Consultant" (Senior Maintenance Engineer)" with Computer Maintenance Agency ("Company") on the terms and conditions as mentioned in this letter ("Offer Letter").

1. **Commencement of Services**

You will commence the services from 1st July 2019. (Effective Date)

2. **Term of the Employment**

The Term of employment hereunder will commence on the Effective Date and be in effect until terminated earlier according to Clause 12.1 of this Agreement.

3. **Probation Period**

You will be on probation for a period of Six (6) months. On completion of your Probation period, your services may be confirmed /extended for an additional period based on your performance, followed by an in-person meeting with your immediate Manager or HR.

4. **Compensation Details**

Your Current Annual Compensation with the Company will be Rs 2,40,720.
Kindly refer Annexure- A for complete details.

5. **Place of Work**

Your place of employment will be at Company's registered office or Customer's Site at Shadnagar, Telangana. You may however be required to work (without any further remuneration or benefit) at any place of business which Company has or may later acquire or establish. The Company may, upon reasonable notice to you, transfer or send on deputation or assign your services to any place of business of the Company that may be presently operating, or which may subsequently be acquired or established in any part of India. In such case, you will be governed by the policies of that location.

6. **Hours and Days of Work**

You will be required to work 9 hours a day. At all the times, you shall diligently, faithfully, and in a manner consistent with ethical and sound business practices devote all your working time as specified by Company from time to time towards the functioning of the Company. Due to the Business

requirement, you may be required to work for additional hours within the permissible limit prescribed by the applicable Law.

Working Days and Weekly offs

- a. Monday - Saturday: 9.00 a.m. – 6:00 pm. OR as per customer requirements.
- b. Sundays- Week-Off OR as per customer requirements.

Leaves

You will not be entitled for any leaves until completion of your Probation Period. Once your services are confirmed with the Company, you will be eligible for 2 earned leaves per month.

7. Employee Compensation

The salary, perquisites, and benefits agreed to be given to you and duly accepted by you are as set out in Annexure A attached hereto. The Annexure A shall be considered a part of this Letter.

- a) The benefits are governed by the Company's policies and are subject to revision from time to time.
- b) In case of any change in the existing statute or introduction of new statute, the Company reserves the right to adjust the salary components within the existing Annual Gross Salary to ensure that the payments are made in compliance with such statutes.
- c) Salary reviews and re-fitments will always be subject to the provisions of relevant policy as may be implemented by the Company from time to time.
- d) Your remuneration package is strictly confidential between you and the Company and shall not be disclosed with anyone nor divulged to anyone in any manner whatsoever.

8. Duties

- a) You shall carry out your duties to the best of your ability and integrity in the job for which your services have been engaged.
- b) As an essential condition of employment with the Company, you will be required to enter Employment, Confidential and Proprietary Information and Invention Assignment Agreement with the Company.
- c) You shall always observe all rules and regulations as formulated by the company and be bound by them.
- d) It is your responsibility to notify the Company of any changes in your Personal Information (Eg: Address/Phone no's/Marital status/dependent details/qualifications/certifications), within 15 working days. Company shall consider the information available with it as correct and updated to its best of knowledge and the onus will lie on you and the Company shall not be held liable for maintaining incorrect information.
- e) You are advised to maintain the office decorum and ensure that the other colleagues are not disturbed from their work.
- f) In order to maintain a **Clean and Healthy environment**, in the workplace, smoking, alcohol consumption and chewing of tobacco is strictly prohibited. The Company will be forced to initiate severe disciplinary action, which may also include termination of services, if someone is found guilty of infringing this provision.

9. Compliance with Applicable Laws

You shall comply with all applicable laws as all times relating to the employment, including but not limited to the anti-corruption and anti-bribery provisions applicable as per Indian Law. Without limiting the foregoing, you acknowledge and understand that you may not at any time during the employment with the Company, pay, give, provide or offer, or promise to pay, give, provide or offer, any money or any other thing of value not legitimately due, directly or indirectly, to or for the benefit of:

- a) any government or public official, political party, candidate for political office, or public international organization; or
- b) any other person, firm, corporation or other entity, with the knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government or public official, political party, candidate for political office or public international organization for the purpose of obtaining or retaining any business or to obtain any other unfair advantage, in connection with the Company's business.

10. Security and Employee Surveillance

You agree and understand that the Company may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner. These may include the scanning, reading, inspection, scrutiny of emails sent and received, and web sites visited or created by you. You acknowledge that you do not have any expectation of privacy when using Company resources.

The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed in the Company's premises overtly or covertly to ensure that the you do not participate or propagate any such activities detrimental or derogatory to its business interests and discipline.

11. Termination of Employment

During the period of your Employment with the Company, either party may terminate the services by serving 30 days' notice period or gross salary in lieu thereof or adjusting the available leave balance. However, due to exigencies of business, the Company may at its sole discretion reject the salary in lieu of the notice period or adjusting the available leave balance and ask you to serve the entire or part of the Notice Period.

a. Termination for a Cause

In the event you commit any one of the following acts and/or any such other acts as may be prescribed by Company from time to time, such acts and omissions shall constitute grounds for Company to terminate this Agreement "for a cause":

- The company shall be entitled to terminate the employment without notice, indemnities and compensation if you are in the opinion of the company, guilty of dishonesty, misconduct or negligence in the performance of the duties.
- During your employment with the Company, if your performance is not up to the mark, Company shall take you through the Performance Improvement Plan and/or shall decide on your continuity of service if there is no significant improvement in your performance. Company holds all the rights to terminate your services immediately or ask you to serve the notice period in full or in part in case of unsatisfactory performance.
- Company reserves the right to terminate this Agreement, by giving 30 days written notice or gross salary in lieu thereof if you are disabled or incapacitated – permanently or temporarily, depending upon the interest of the Business and nature of disability.
- Company may terminate this Agreement with immediate effect and without any Salary in case if you are found to be convicted by a court of law which includes but not limited to indictment, crime of moral turpitude such as an act of fraud, sexual harassment or other crime involving dishonesty.

12. Full and Final Settlement

Company holds the right to deduct the following from full and final settlement including:

- Damage to Company Assets
- Advance payments made
- Any outstanding loans
- Overpayments

You acknowledge and agree that your Full and final settlement will be completed within a period of 30 days from your last working day with the Company.

13. Retirement

You will retire from the services of the Company on attaining age of 58 Years or retirement age as per rules and regulations prevailing at the time of your retirement.

14. Force Majeure

In the event either party is unable to perform its obligations under the terms of this Agreement because of acts of God, strikes, lockdowns, pandemic, equipment or transmission failure or damage reasonably beyond its control, or other causes reasonably beyond its control, such party shall not be liable for damages to the other for any damages resulting from such failure to perform or otherwise from such causes.

15. Dispute Resolution

Escalation: In case of any dispute which may arise between the Parties, both Parties in good faith shall endeavor to resolve the matter amicably. You and Company shall endeavor to arrange a joint meeting among you, your immediate reporting manager and HR representative of the department to discuss the matter to reach a resolution.

16. Governing Law and Jurisdiction

This Agreement shall be governed by and interpreted in accordance with laws of India. The courts at Hyderabad will have the exclusive jurisdiction with respect to any matter thereof.

17. Non-Disparagement

You agree that you shall not, at any time during or after termination of your employment (notwithstanding the reason of such termination), speak or cause to be spoken (in written, verbal or signs) anything which is or is capable of disparaging, whether directly or indirectly, the reputation and/or integrity of the Company, its employees, clients etc.

For Computer Maintenance Agency
Sushil Goyal
Managing Partner



Signature:
Date:

ANNEXURE A

Salary Break up

Salary Component	Monthly	Annually
Basic Salary	10616	127397
HRA	4247	50959
Leave Travel Allowance	708	8493
Special Allowance	2123	25479
Gross	17694	212328
Benefits		
PF Employer Contribution subjected to standard rates**	1800	21600
Employer ESI	566	6792
Total CTC	20060	240720
Deductions		
PF Employee Contribution subjected to standard rates** (12% on Gross)	1800	21600
Professional Tax	150	1800
Employee ESI	131	1572
Net Pay	15613	187356

All numbers are in INR.

Salary mentioned above is subject to deduction of tax as may be applicable from time to time.

ANNEXURE D

The following Checklist indicates the documents that you must submit on or before joining Computer Maintenance Agency.

In case, you have not submitted any of the below documents, please scan and send it to us within 7 days of receiving the Offer Letter to ensure a smooth on-boarding process.

Kindly, bring your originals, on the day of Joining.

- 1) Scanned copies of all educational certificates. (SSC, HSC, Degree & Post Graduation)- with respective file names
- 2) Scanned copy of all previous employment's documents
 - a. Appointment Letter, Experience/Relieving Certificates
 - b. Salary Slips & Salary Bank statement
 - c. Latest Revision letter from the present employer (Which clearly states the current annual Cost to the Company)
- 3) Xerox copy of permanent and temporary address proof
- 4) Scanned Permanent Income Tax Account Number
- 5) Scanned copy of passport size photograph (600dpi resolution)
- 6) Duly filled Employee Information form (refer attachment in Word)
- 7) Technical Certificate(s)/ Professional/Functional Certificates
- 8) Scanned copies Aadhar card, PAN card, PF-UAN no, with passbook

Reliance SMSL Limited

SMSL/54281048/11539524/030518/1855

Date: 3 May 2018

Rahul Bapurao Yenurkar

70, Behind Prashant HighSchool,
opp. to dhobale kirana store , Nagpur,
nagpur, Maharashtra - 440008

Offer cum Appointment Letter

Dear **Rahul Bapurao Yenurkar**,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **FTTx JC Construction Engineer** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Mumbai**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration.

You will join us as soon as possible but not later than **15-May-18**.

02. COMPENSATION:

i. Fixed Pay: INR 2,82,009/- (INR TWO LAKH EIGHTY TWO THOUSAND NINE only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 22,702/- (INR TWENTY TWO THOUSAND SEVEN HUNDRED TWO only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary with a maximum ceiling of INR 1800/- per month and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Note: Aggregate of Fixed Pay, Retirals and Bonus is Committed Pay as per applicable rules (refer Annexure 1A)

iii. Performance Linked Incentive (PLI): INR 31,455 (INR THIRTY ONE THOUSAND FOUR HUNDRED FIFTY FIVE) per annum (This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.

PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

Date: 3 May 2018

Page 1 of 19

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C, we have covered each component of compensation in detail.**

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary (with a maximum ceiling of INR 1800/- per month) with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

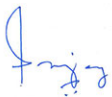
This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

For Reliance SMSL Limited



AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Date: 3 May 2018

Page 2 of 19

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

ANNEXURE 1-A			
Name : Rahul Bapurao Yenurkar			
Compensation Break-up			
Components		Amount in INR	
		Monthly	Annually
A] Fixed Pay			
1.	Basic Salary	11,254	1,35,053
2.	Residual Choice Pay	4,112	49,346
3.	Medical Reimbursement	0	0
4.	Food Coupon	0	0
5.	Gift Coupon	0	0
6.	Leave Travel Allowance	1,876	22,509
Vehicle			
7.	Fuel & Maintenance	Refer Annex 1B & 1C	
Housing			
8.	House Rent Allowance	4,502	54,021
Insurance			
9.	Group Personal Accident Insurance Premium	48	570
10.	Group Term Life Insurance Premium	38	450
11.	Medical Insurance Premium: i) Self, Spouse, 3 Dependent Children	1,672	20,060
Total - Fixed Pay [A]		23,501	2,82,009
B] Retirals			
1.	PF - Employer Contribution (12% of Basic Salary)	1,351	16,206
2.	Gratuity / Ex-gratia (4.81% of Basic Salary)	541	6,496
Total - Retirals [B]		1,892	22,702
C] Bonus			
1.	Bonus (As per Act)	819	9,833
Total - Bonus [C]		819	9,833
Total - Committed Pay [A] + [B] + [C]		26,212	3,14,545
D] Performance Linked Incentive			
1.	Performance Linked Incentive	2,621	31,455
Total - Performance Linked Incentive [D]		2,621	31,455
Total CTC [A] + [B] + [C] + [D]		28,833	3,46,000

The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

Date: 3 May 2018

Page 3 of 19

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

ANNEXURE 1 - B			
Name : Rahul Bapurao Yenurkar			
Ref	Components	Details	Remarks
A.1	Basic Salary	This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution	Fully Taxable
A.2	Residual Choice Pay	Balance amount of Fixed Pay, if any, will be paid as 'Residual Choice Pay'	Fully Taxable
A.3	Medical Reimbursement	Upto INR 15,000 per annum	Fully Taxable
A.4	Food Coupon	Maximum limit prescribed under this element is INR 31,200/- per annum. (Sodexo or Ticket Restaurant 'Meal Vouchers')	Tax Free
A.5	Gift Coupon	Maximum limit prescribed under this element is INR 5000/- per annum. (Sodexo / Accor / Reliance Retail Coupons)	Tax Free
A.6	Leave Travell Allowance	1. Maximum limit prescribed under this element is upto 2 month's basic salary. 2. Maximum 2 times, in a block of 4 years (e.g. 01.01.2018 - 31.12.2021) 3. Can be carried forward one time for next block.	Tax Exempted
A.7	Fuel and Maintenance Reimbursement	Limits for Fuel & Maintenance for Own and Lease Plan Vehicles are as under: Four Wheeler - INR 1,80,000 per annum Two Wheeler - INR 24,000 per annum	Tax Exempted (Taxable perquisite Notational Value)- INR 1800 per month if cubic capacity of engine is less than or equal to 1600 cc)- INR 2400 per month if cubic capacity of engine is more than or equal to 1600 cc)
A.8	House Rent Allowance	1. Mumbai/Kolkata/Delhi/Chennai least of the following : A] Allowance actually received. B] Rent paid in excess of 10% of Basic Salary C] 50% of Basic Salary 2. Any city in India other than the ones mentioned above: Least of the following : A] Allowance actually received B] Rent paid in excess of 10% of Basic Salary C] 40% of Basic Salary	Tax Exempted

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

ANNEXURE 1 - B			
Name : Rahul Bapurao Yenurkar			
Ref	Components	Details	Remarks
A.9	Group Personal Accident Insurance Premium (3)	Mandatory debit of INR 570 per annum. Sum insured is INR25 Lacs	-
A.10	Group Term Life Insurance Premium (3)	Mandatory Debit of INR 450 per annum Sum insured is INR 10 Lacs.	-
A.11	Medical Insurance Premium i) Self, Spouse, 3 Dependent Children and Dependent parents (3)	Mandatory Debit of INR20,060 per annum. Floater Mediclaim Policy of INR 5 lacs with the coverage of entire family (Self, Spouse, 3 dependent children & 2 dependent parents)	-
B.1	PF (Employer contribution)	12% of Basic Salary with a maximum ceiling of INR 1800/- per month	-

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

ANNEXURE 1 - B			
Name : Rahul Bapurao Yenurkar			
Ref	CTC Components	Details	Remarks
B.2	Gratuity/Ex-gratia	4.81% of Basic Salary. This is paid on separation. If separation occurs before 5 years of service, the amount is paid as an ex-gratia and is fully taxable. In case of service more than 5 years an amount equivalent to 15 days Basic Pay (last drawn)x No. of completed years of service is paid on separation. Gratuity is tax-free upto INR 20 Lacs. Any amount paid over and above 20 Lacs is taxable and is paid as an ex-gratia.	-
C.1	Bonus	Payable as per Payment of Bonus Act	-
D.1	Performance Linked Incentive	The Performance Linked Incentive is a 'Deferred incentive' and is based on the Performance Management System of the Company. It is the variable component of the CTC and represents the potential earning to an employee.	Taxable

1. The income tax calculation is provisional and is based on the current Income Tax Rules. Any change in the Rules will impact the Income Tax projections.
2. Fixed Pay elements like Fuel & Maintenance, Medical Reimbursements, LTA are reimbursed based on the actual bills to be submitted and in case the same falls short of the amount chosen, balance will be paid as taxable allowance.
3. The Insurance premium and coverage amount is subject to revision as per company policy.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

Annexure I-C

COMPONENTS OF COMPENSATION

The Company follows a Cost to the Company (CTC) structure that reflects the total cost of an employee to the organization and includes all direct & indirect payments including benefits, perquisites, subsidies. It is so designed so as to provide flexibility to the employees in structuring their compensation package. However, the components within each category of payments are discretionary and the company has right to change these components any time without notice.

The main components under Cost to Company Structure are:

I. Fixed Pay

a) Basic Salary :

This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution. (Please refer **Point II Retirals** below.)

b) Fuel & Vehicle Maintenance Reimbursements :

All employees who have opted for a vehicle under company leased vehicle scheme are eligible for Fuel & Vehicle Maintenance Reimbursements. Additionally, employees who wish to use their self-owned vehicles are also eligible for the same. The limit for Fuel & Maintenance Reimbursements is as under:

Four Wheeler - INR 1,80,000 per annum

Two Wheeler - INR 24,000 per annum

Tax exemption will be subject to supporting provided as per limits defined above.

c) Children's Education Allowance (CEA)

To meet the expenses incurred by Employee towards the education expenses of employee's children. Maximum up to INR 100 per child per month subject to a maximum of two children is tax exempt.

d) Children's Hostel Allowance (CHA)

To meet the expenses incurred by Employee towards hostel expenses of Employee's children. Maximum up to INR 300 per child per month subject to a maximum of two children is tax exempt.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

e) Leave Travel Assistance (LTA)

LTA refers to the reimbursement that the Company provides towards the expenses incurred by employee on vacation travel with their families to any place within India. There are certain qualifying criteria for claiming LTA. These are detailed below:

- Employee must necessarily take 5 days of continuous Privilege Leave
- The family for this purpose includes spouse, unmarried dependent children upto two only, parents and dependent brothers and sisters.
- 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 upto 2 months' basic salary) that employee would like to avail as a part of his elected pay components. This choice has to be made by employee at the time of joining and subsequently at the beginning of every financial year. A mid-year change on the quantum of LTA is not permissible.

Two journeys, anywhere in India, in a block of four years is tax exempt. The current block is calendar year 2018 - 2021.

f) Medical Reimbursement

The expenses incurred by employee to meet health related expenditure, such as medicines, doctor's fees etc of the employee and his family members will be reimbursed upto a maximum of INR 15,000 per annum against production of bills.

g) Conveyance Allowance

The expenses incurred by an employee for travelling from his residence to the office at the base location. However, this option can be availed only if the employee is not covered under the company car scheme.

h) Sodexo / Accor Food & Gift Coupons

Sodexo / Accor Pass Meal Vouchers are food coupons that can be exchanged for food and beverages at over 11000 affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash. Similarly, the Sodexo / Accor Pass Gift Vouchers can be used to buy daily necessities at over 6000 affiliated establishments across India.

Meal Vouchers up to INR 31,200 per annum is tax exempt.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

i) Gift Coupons

Upto INR 5,000 per annum is tax exempt.

j) House Rent Allowance (HRA)

House Rent Allowance is paid in order to meet the expenses incurred on account of rented accommodation.

Quantum of HRA will be decided by employee as a part of Employee Fixed Pay break-up [50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations].

The amount of HRA exempt from tax will be the least of the following amounts:

1. Actual HRA received (or)
2. Rent paid less 10% of Basic salary (or)
3. 50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations

k) Residual Choice Pay

The balance un-utilized amount under Fixed Pay is paid under this salary head as "Residual Choice Pay" and is subject to tax.

Please note that a declaration has to be made by the employee at the beginning of the financial year or within 7 days of joining the Company regarding the amounts to be claimed under each expense mentioned above. All bills / supporting documents are to be provided at the end of the financial year by 15 January.

l) Insurance - Personal Accident, Medical & Group Term Life Insurance

i) Group Personal Accident Insurance

The Sum insured is INR 25 lacs and the corresponding debit towards premium is INR 570/- p.a.

The Insurance premium and coverage amount is subject to revision as per company policy.

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. Temporal Total disablement 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

ii) Medical Coverage

You will be covered by the Group Mediciam Policy and will be entitled to reimbursement of hospitalization expenses for self and family as detailed in the table hereunder. The Mandatory debits as below will apply:

Family Definition	Benefits	Mandatory Debit (p.a.)
Self, Spouse and 3 dependent Children (up to 25 years) and dependent parents	Floater Mediciam Policy of INR 5 Lacs	INR 20,060

Hospital Room Category - Maximum room eligibility of up to Non-Deluxe Single Room

The Insurance premium and coverage amount is subject to revision as per company policy.

iii) Group Term Life Insurance

You will be insured by Group Term Life Insurance. The Sum insured is INR 10 Lacs and the corresponding debit towards premium is INR 450 p.a.

The Insurance premium and coverage amount is subject to revision as per company policy.

BENEFIT CLAUSE

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

II.Retirals

a) Provident Fund

Employer contribution to the Provident Fund @ 12% of Basic salary with a maximum ceiling of INR 1800/- per month.

The Company deducts 12% of the employee's Basic salary with a maximum ceiling of INR 1800/- per month and makes an equal contribution, as per PF rules applicable currently. Both of these are remitted on a monthly basis to the company's PF Trust / RPFC. A part of the company's PF contribution is deposited to the Employees PF Pension Fund / RPFC, to provide employees with pension on retirement or after completing a specified period of service.

The employee is allowed to take loans for specific purpose (i.e. marriage of self & housing) against ones Provident Fund accumulations, as per the provisions of the Provident Fund Act.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

In case of separation prior to retirement, the employee will get his Provident Fund and Pension Fund accumulations transferred to his next employers. If employee is not taking up further employment, he may claim the PF accumulation after a waiting period of 60 days. In case the employee takes up further employment overseas, the waiting period of 60 days may be waived.

b) Gratuity/Ex-gratia

Employer contribution to the Company's Gratuity Fund @ 4.81% of Basic salary.

All Employees who have completed 5 years of continuous service with the Company are eligible to get gratuity on separation from the company. However, eligibility for contribution to the Gratuity Trust / Fund commences from day 1 of employment and in the event of separation before 5 years, the same will be paid as ex-gratia, except in case of separation arising out of disciplinary grounds.

Gratuity is calculated as under:

Last Drawn Basic 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 the purpose of calculating Gratuity, periods of service of 6 months or more will be considered as equivalent to one year and less than 6 months will not be counted. Income Tax on Gratuity will be applicable as per Income Tax Rules.

In the event of an employee does not complete 5 years of continuous service, ex-gratia will be paid to the tune of gratuity accumulated and will be subject to prevailing Income Tax Rules.

Note: All tax exemptions, where applicable, will be as per the prevailing tax rules and laws

III. Performance Linked Incentive (PLI):

PLI is computed on the basis of a combination of individual performance, business / functional performance of the area the employee is assigned to and (or) working for, and company performance.

PLI will be payable provided the employee is on the rolls of the Company & not serving notice period, when the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

PLI will be subject to tax.

Note: All tax exemptions, where applicable, will be as per the prevailing tax rules and laws.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

Annexure - II

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- a. **Medical Fitness:** Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. **Verification of Particulars:** In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary/ affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

3. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that;

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein;
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions;
- d. 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, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants;
- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.

Date: 3 May 2018

Page 12 of 19

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and
- h. The terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and The terms, covenants, and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

4. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company and its Clients.

You are required to engage yourself exclusively in the work assigned by the company and its client and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course 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 Client or any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **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 share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company or its clients. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the Client, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.

- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company and its clients. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its client or subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of 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 us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning,

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

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.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials 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.
- j. **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 to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, 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.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor 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 sanction of the Company or those in authority over you.

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.

- l. **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 Group companies or any other employee or business associate of the Company or the Group Company in any public or nonpublic communication with any customer, client or member of the investment community or media or in any communication.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

- m. Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. Model Release :** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. 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 and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company 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.
- It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

5. TERMINATION OF EMPLOYMENT:

- a. Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter 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.
- b. Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

- d. **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:
- i) Return to work within 8 days from the commencement of such absence, and
 - ii) Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- h. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- i. **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 other wise, 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 of Reliance or any of its Group Companies.
- j. **Recovery of Payments:** Payments / reimbursements 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 before completion of one year of joining.

6. GENERAL:

- a. **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 stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be

Reliance SMSL Limited

Rahul Bapurao Yenurkar

SMSL/54281048/11539524/030518/1855

borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

b. Rules Regulations and Policy on Ethics: You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company and our client publish from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.

c. Media Interaction: You will not interact with the media - electronic, print or otherwise in

i. 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 Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.

ii. 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 Management. These will need to be combined with cautionary statements, wherever required.

iii. You shall also not disclose non public information selectively to any particular group as it may lead to unfair advantage / discrimination.

iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.

v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.

d. Dispute Jurisdiction: It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

e. 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.

Reliance SMSL Limited

Rahul Bapurao Yenurkar

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- f. **Age:**Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:**You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:**You are required to have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Suspension:**You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- j. **Travel:**You shall make your own transport arrangements to and fro from the place of work.
- k. **Documentation:** Please submit the following documents, if not submitted earlier:
 - i. Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
 - ii. Three copies of your recent passport size photographs with blue background.
 - iii. Relieving letter & salary certificate from your last employer in case you are/were employed.
 - iv. Copy of Aadhar Card / Passport / Voters ID / Driving License / any other document for photo identity and PAN card.
 - v. Copy of any Government Bill / Telephone Bill / Electricity Bill / Gas Bill / Bank Account Statement / Ration Card / Aadhar Card / Passport/ any other document as proof of your residence.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature

Date:

Date: 3 May 2018

Page 19 of 19



aptlogica

Ashwini Katkade

Quality Assurance Engineer

Employee ID

APTLE00053

Blood Group

O+

Date of Joining

06-Sep-2019

Valid From

01-Jan-2019

Valid Thru

01-Jan-2022



www.aptlogica.com



Western Coalfields
Limited (WCL)

WESTERN COALFIELDS LTD

(A GOVT OF INDIA UNDERTAKING)

A Mini Ratna Company

MURPAR SUB AREA UMRED AREA

NEIS No.30002285




Name : SHUBHAM J POTE

S/O : JEEVAN POTE

Unit : MURPAR PROJECT

Desig : ASST.ELECT.SUPERVISOR GR -C


Colliery Manager
Murpar U/G. Mine

SIGN OF ISSUING AUTHORITY

प्रमाणपत्र क्रमांक

4 37 31 00012 30072020



सत्यमेव जयते

"नमूना-एल १"

(नियम २८ पहा)



(Signature)

महाराष्ट्र शासन
उद्योग, ऊर्जा व कामगार विभाग
अनुज्ञापक मंडळ

विद्युत निरीक्षक यांचे कार्यालय

विद्युत निरीक्षण विभाग, उद्योग, ऊर्जा व कामगार खाते

डॉ.श्रीपाद यांच्या दवाखान्या जवळ, राजगोपालाचारी वार्ड, राजीव गांधी चौक, भंडारा-४४१ ९०४

☎ ०७९८४-२५२७९६

✉ eibhandara.nrg-mh@gov.in

“विद्युत ठेकेदारांना अनुज्ञप्ती”

(महाराष्ट्र शासन राजपत्र, असाधारण भाग चार -अ, २ ऑगस्ट २०१९, असाधारण क्रमांक - १९४)

महाराष्ट्र शासनाद्वारे निर्गमित करण्यात आलेल्या महाराष्ट्र विद्युत अनुज्ञापक मंडळ नियम, २०१७ मध्ये उल्लेख केलेल्या शर्तीच्या अधीन राहून महाराष्ट्र राज्यातील सर्व विद्युत दाबस्तरावरील विद्युत संचमांडणीची कामे पार पाडण्याकरिता श्री./कु./श्रीमती/ मे. पुष्पा इलेक्ट्रीकल्स अँड कॉन्ट्राक्टर, भंडारा यांना याद्वारे प्राधिकृत करण्यात येत आहे.

दिनांक : 30/07/2020

ठिकाण : भंडारा



(Signature)

विद्युत निरीक्षक
भंडारा

नूतनीकरणाचा दिनांक	समाप्तीचा दिनांक	विद्युत निरीक्षकाची स्वाक्षरी	नूतनीकरणाचा दिनांक	समाप्तीचा दिनांक	विद्युत निरीक्षकाची स्वाक्षरी
30/07/2020	29/07/2023	<i>(Signature)</i>			

अ.क्र.	म.प.क्रमांक	पर्यवेक्षकाचे नाव	पासून	पर्यंत	सही
१	4 35 11 00096 30102019	श्री. हिमेश लक्ष्मण बेंदवार	30/07/2020		
२					

टीप : जर वरील अनुज्ञप्तीचे त्याच्या समाप्तीच्या दिनांकापासून एक महिन्याच्या आत नूतनीकरण केले नाही तर, ती अनुज्ञप्ती रद्द समजण्यात येईल.

महावितरण
MAHA VITARAN

महाराष्ट्र शासन (उपक्रम)

GOVERNMENT OF MAHARASHTRA (U/T)

महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित
MAHARASHTRA STATE ELECTRICITY DISTRIBUTION CO. LTD.



(D. D. Gosavi)

प्राधिकृत अधिकार्याची सही
AUTHORISED SIGNATORY

ओळखपत्र क्र. / I. D. No. 093520

नाव गौरव चंद्रकांत निंबुळकर

Name

हुद्दा यंत्रचालक

DESIGNATION

PLACE OF WORKING ३३/९९ के.व्ही.

हिवरगाव पावसा सबस्टेशन

कार्याचाची सही

EC NO. C0067

**Swapnil
Nagrle**

Sales



3379 080 854

EMERGENCY CONTACT

387733213

carnot

C - 11Q, Hind Saurashtra Industries Co-operative Society Limited,
Andheri - Kurla Rd, Marol Nagar, Marol, Andheri East,
Mumbai, Maharashtra 400059



(+91) 22 4974 6642



support@carnot.co.in



OFFER LETTER

Date : 09-07-2017

Dear **Mohammad Rahil**,

This is with reference to your application and subsequent rounds of discussion you had with us. We are pleased to extend you an offer to join Delightful Gourmet Private Limited.

Your start date would be on or before 11-07-2017 and you shall be designated as **CHC Ambassador** based in Blr-chcof, Bengaluru, Karnataka, India (city).

Your annual Cost to Company (CTC) shall be **284000** (before all customary payroll deductions) payable monthly in accordance with the Company's customary payroll practices. Compensation details are outlined in '**Annexure – A**'. This offer supersedes all prior offers (if any) or any prior discussion with respect to the same.

You will be required to complete a pre-employment medical check-up and background verification as part of your pre-employment formalities. This job offer is contingent upon you being declared medically fit and your clearing the background verification. The details of the pre-employment medical check-up will be shared with you separately via email. The pre-employment medical check-up needs to be completed within 7 (seven) days of receiving this offer letter.

In addition, your employment will be contingent upon you accepting the confidentiality, non-competition and other obligations/restrictions with respect to proprietary information of the Company, that are standard practices within the industry. All other terms and conditions of your employment shall be governed by the employment agreement executed between you and the Company.

By acknowledging this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation non-competition agreements or similar type of restrictive agreements, inconsistent with your obligations towards the Company.

Training Guidelines

1. You must remain active throughout the day from 10AM to 7PM in the group created on "Whatsapp".
2. You must be active throughout the session during your training. A trainee must attend the session for at least 6 hours to be marked as present for the day. In case; a trainee has not completed the required hours as mentioned or leaves the session without prior approval from the trainer; the trainee will be marked as "Absent" for the respective day.
3. In case of internet challenges; you shall inform the trainer over call immediately and try to join the session at the earliest. If the remains unavailable during the session and does not inform the trainer; he/she will be marked as absent for the respective day.
4. You are required to be active throughout the session. And one shall respond to all callouts or messages or any mode of communication; made by the trainer. If the trainee does not respond to the specific call out of a specific message in the group as mentioned above in clause 1 in the 15 min; he shall be marked



R C PLASTO TANKS AND PIPES PVT. LTD.

PAYSLIP FOR THE MONTH OF AUGUST - 2017

Name	: SHUBHAM SHOBHANE (9503)	Bank Account No	: 146001510853
Designation	: Shift Engineer	Esic No	: 2303496588
Department	: Tank Blow Moulding	UAN NO	: 101459826086
Month	: AUG-2017	Leave Opening Balance	: EL 26.00 COFF 0.00
Days in Month	: 31	Leave Taken	: 0.00 0.00
Working Days	: 26	Leave closing Balance	: 26.00 0.00
Days Attended	: 26		
Earnings	Amount	Deduction	Amount
EARNED BASIC	12500.00	PROVIDENT FUND	1500.00
HOUSE RENT ALLOWANCE	625.00	PROFESSIONAL TAX	200.00
CONVEYANCE	2500.00		
OVER TIME	179.00		
NCND ALLOWANCE.	9375.00		
Gross Pay	25179.00	Total Deduction	1700.00
Net Pay For the Month	23479.00	Standard Gross	25000.00

नोट :

1. कृपया अपनी सैलरी स्लिप को अच्छी तरह चेक करें।
2. अगर कोई बदलाव हो तो कृपया इस स्लिप पर लिख कर HR डिपार्टमेंट में हर माह की 5 तारीख को 02:00 pm बजे तक जमा कराये।
3. लेट कमिंग (लेट आना) और अर्ली गोइंग (जल्दी जाना) के लिए सलग एट्रेंडेंस शीट चेक करें।
4. सैलरी स्लिप में कोई बदलाव आता है तो वह केवल अगले माह की सैलरी में एडजस्ट होगा।
5. पिछले माह का जिन कर्मचारियों का सैलरी डिफ्रेंस बाकी था उनका इस माह में जुड़ गया है।
6. अगर सैलरी स्लिप में गलती से अतिरिक्त रकम दिखती है तो तुरंत HR विभाग में जानकारी दे वन्यथा आपके विरुद्ध उचित कार्यवाही की जा सकती है। कृपया ध्यान दें।
7. आपके सैलरी स्लिप का नाम, आपके आधार कार्ड और बैंक पासबुक के नाम से गलत पाया जाता है तो तुरंत HR विभाग में संपर्क करके आवश्यक सुधार करें।



Mr. Nazim Raza Mohammad Shabbir
S/o Mohammad Shabbir
Dindyal Ward Pandharkawda Tah
Kelapur yavatmal Pandharkawda
Maharashtra Pin Cod - 445302

Date : September 19, 2017

SUBJECT: LETTER OF APPOINTMENT

Dear Nazim Raza Mohammad Shabbir

With reference to your application and subsequent discussions, we are pleased to offer you appointment in our company on the following terms and conditions:

1. Monthly Salary and other Perks :

- | | |
|---|-------------------------------|
| a) Designation | : Quality - Inspector |
| b) Date of Joining | : September 26, 2017 |
| c) Current Place of Posting | : Endurance K120 - Aurangabad |
| d) Your CTC (per month) shall be as under | : 14,000/- |

- 2. Probation Period:** You will be on probation for a period of six months from the date of joining. The probationary period can be extended up to a period of 3 months or 6 months if your work, conduct and performance are not satisfactory. You will continue to be probationer until you have been communicated in writing that you have completed the period of probation to the satisfaction of the designated authority. During the prescribed/extended period of probation your services can be terminated by either side without assigning any reason by giving a notice of maximum five days as mutually agreed to.
- 3. Place of Posting:** You will be liable for transfer at any time, to another office of the company whether existing or to be set up in future, whether situated in the same city or any other place. The terms and conditions applicable to your new place of duty shall apply to you thereafter.
- 4. Duty Hours:** Working hours will be 08 hours at site excluding travel time to reach work place. You will be entitled to OT charges at hourly rate if you work beyond 8 hrs/day and OT work is approved by site in-charge.



5. **Medical Fitness:** Your appointment is subject to your being found fit medically. You shall also undergo medical examination from time to time, as deemed necessary by the Company.
6. **Reporting Authority:** You will be directly responsible to and report to the Designated Authority. You shall perform such duties and observe and conform to such directions and instructions as may be assigned or communicated to you by the Company or by such officers who are placed in authority over you. You will be responsible for the control and supervision of the employees working under your charge.
7. **Devotion to Duty:** During employment with Company, you will devote your whole time to the business of the Company and will diligently and efficiently carry on the duties entrusted to you from time to time.
8. **Security Undertaking:** You will not divulge to any person, other than in the ordinary and proper course of your duties, information of any kind relating to the business of the company or of its clients. During and after termination of employment such information must be regarded as strictly confidential; it may not be used by you or by any other person with your consent or assistance for any purpose other than as aforesaid and that you shall take all reasonable steps to prevent unauthorized persons from gaining information. In the interest of both safety and security, the company reserves the right to inspect staff property.
9. **Training Contract:** In case the Company provides any training to you, externally or in-house and spends more than Rs. 5,000, you will reimburse to the Company the actual cost of the training in the event of your leaving the Company within two years from the date of completion of training.
10. **Change of Residence:** You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available will be deemed to have been served on you.
11. **Indemnity:** You will hold harmless and indemnify Apave India in respect of any claim or liability arising from any previous employment in respect of yourself. You shall be responsible for the safe custody of any tools, equipment, books or any other property, which may be in your charge. The Company will have the right to deduct from your dues the money value of any damage or loss caused by you to the property of the Company.
12. **Mis-Representation:** If any declaration given by you at the appointment is found to be wrong or you are found to have willfully suppressed material information, the appointment itself shall be deemed as void and your services will be liable to be terminated without any notice or compensation in lieu thereof.
13. **Leave:** "No work No Pay"
14. **Resignation:** If you desire to leave the service of the Company or Company desires to stop employment give 15 days' notice shall be required to be given by either side. The notice period can be paid by the company if it desires to stop employment from immediate effect. The notice



period may be reduced without payment in lieu, if mutually agreed to. Acceptance of resignation shall be subject to relevant rules as applicable at the time of submission of the resignation.

15. **Rules & Regulations:** You will abide by and be governed by all Rules, Regulations, and Orders of the Company that are in force/modified from time to time, and as defined in the Personnel Manual of the Company.
16. **Verification of Character and Antecedents:** At the time of joining the service in the Company, you are requested to furnish the following:
 - i) Certificates in original together with two attested copies each thereof, in support of your educational qualifications/experience, etc.
 - ii) Proof of age: Matriculation Certificate or School Leaving Certificate or Birth Certificate from the Municipality.
 - iii) Relieving Certificate from the previous organization.
17. On the question of interpretation of any of the above terms and conditions, the decision of the Company will be final and binding on you.

Could you please return a signed copy of this letter as a token of your acceptance. Should you have any query please do not hesitate to contact the undersigned.

We very much look forward to your joining Apave India and wishing you a long, happy and prosperous career with the Company.

For Apave Assessments India Private Limited,

Authorised Signatory

I accept the terms and conditions of this letter as above said.



Emp ID : #EDP009
Name : Shubham Jaiswal
Designation : stt. Teacher
Contact : 8551855806
D.O.B : 31/1/1997
Blood Group : B-ve

2017-18



भारत सरकार
संचार मंत्रालय
डाक विभाग, रे.डा.से.



'एफ' विभाग, नागपुर - 440001

GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF POSTS, INDIA
RAILWAY MAIL SERVICE, 'F' DIV. NAGPUR - 440001



परिचय पत्र संख्या
Identity Card No.

RMS F-440

नाम
Name

Arjun B. Ambone

पदनाम
Designation

Multi Tasking Staff

कार्यालय का नाम
Name of office

HRO, RMS 'F' Dn. Nagpur

पहचान चिह्न
Identification mark

Mole on Fore Finger

धारक के हस्ताक्षर
Signature of Holder

2017-18

Superintendent
RMS 'F' Dn. Nagpur-440001

Date: 01 Apr 2018

Mr Prashis Narendra Shirsat
Anand nagar chhoti Umari

Akola. 444001

Employee No: 2395987

Dear Mr Prashis Narendra Shirsat

Appointment Letter

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

1. Your contract will commence from 01 Apr 2018 and expire on 31 Mar 2019 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Apr 2018 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 01 Apr 2022 to 31 Mar 2023 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

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

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

ENDORSEMENT

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

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: DDASHIS MADENINDA SHIDSAT



**WELSPUN
FLOORING LIMITED**

Rahul Rameshwar Bobade
133364



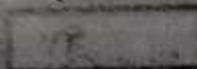
BCF

Blood Group :- A + V2
DOJ :- 19/09/17

ICE Contact :-

7387919899

Sign.



Welspun Flooring Limited

Survey No.190, Chandanvelly, Near Hythabad, Shabad
Mandal, Ranga Reddy (Dist) Telangana-501503 (India)

2017-18



SHRI DNYANESHWAR THAKRE
PVT. ITI



Plot No.3, Kh. No. 25, Zingabai Takli Behind Sparsh Hospital
Nagpur - 30 Contact No. - 9921860381

IDENTITY CARD



NAME

: JAYESH C. NAGPURE

DESIGNATION

: PRINCIPAL

D.O.B.

: 28/08/1996

ADD.

**: AT- MURPAR POST-
RAJEGAON TAH+DIST**

GONDIA- 441601

MOB. NO.

: 9284964674

कौशल भारत - कुशल भारत

Signature
Director



Managed by K.D.M. Education Society
VIDARBHA INSTITUTE OF TECHNOLOGY

[Uti,Umrer Road-441209, Tel:07116-281155/56 Fax:07116-281154](mailto:kdmsociety@gmail.com)

E-mail id:kdmsociety@gmail.com, Website:www.vitnagpur.com

Approved by A.I.C.T.E.,New Delhi,Govt. Of Maharashtra & Affiliated to DBATU,Lonere, Raigad,Maharashtra

List of Students joined higher education during last five years

Sr.No.	Name of student enrolling into higher education	Program graduated from	Name of institution joined	Name of program admitted to (applicable for students who progressed to higher education)
Academic Session: 2021 - 2022				
1	Harshal S. Dharpal	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
Academic Session: 2020 - 2021				
1	Arvind M. Ganvir	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
2	Bharti S. Durgam	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
3	Kanchan A. Dhanalkotwar	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
4	Ruchita S. Sonone	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
5	Shivani P. Khadse	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
6	Shreya U. Shende	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
7	Umesh A. Patil	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)

8	Suraj D. Killare	Mechanical Engineering	VIT College, Umrer, Nagpur	M.Tech CAD / CAM
Academic Session: 2019 - 2020				
1	Komal M. Dongare	Electronics & Communication Engineering	VIT College, Umrer, Nagpur	M.Tech in Electronics & Communication Engineering
2	Pratik K. Borkar	Electronics & Communication Engineering	VIT College, Umrer, Nagpur	M.Tech in Electronics & Communication Engineering
3	Prajakta S. Khobragade	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
4	Sujata D. Rahangdale	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
5	Kiran S. Raghute	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
6	Nidhi M. Gedam	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
Academic Session: 2018 - 2019				
1	Damini M. Madavi	Computer Science Engineering	VIT College, Umrer, Nagpur Tel:07116-281155	M.Tech in Computer Science Engineering
2	Geeta D. Nikude	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
3	Neha M. Suryawanshi	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
4	Pranita V. Kawade	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
5	Akash C. Shingne	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
6	Akshay S. Pachpor	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering
Academic Session: 2017 - 2018				
1	Shubhangi D. Kalambe	Electronics & Communication Engineering	VIT College, Umrer, Nagpur	M.Tech in Electronics & Communication Engineering
2	Natraj C. Wadhai	Electronics & Communication Engineering	VIT College, Umrer, Nagpur	M.Tech in Electronics & Communication Engineering
3	Surabhi S. Chavan	Computer Science Engineering	VIT College, Umrer, Nagpur	M.Tech in Computer Science Engineering

4	Aishawarya A. Lokare	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
5	Punam S. Mandhalkar	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
6	Uttara P. Dudhpachare	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
7	Ajay B. Bhaladhare	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
8	Lokesh D. Dongare	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
9	Mamta R. Runge	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
10	Prachi S. Damedhar	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
11	Ratnadeep B. Dahlwale	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
12	Sonal B. Ramteke	Electrical Engineering	VIT College, Umrer, Nagpur	M.Tech in Power Electronics and Power System (PEPS)
13	Jagdish Bodkhe	Mechanical Engineering	Kamla Nehru Mahavidyalaya	MBA



STATE COMMON ENTRANCE TEST CELL, Maharashtra State,
8th Floor, New Excelsior Building, A.K.Nayak Marg, Fort, Mumbai-400001. (M.S.)

List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2021-22

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

Number of Seats : 12

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	137	73.4	Graduation	ME21603792	BALKHANDE GAUTAM SONBHA	Male	Type A	Open	--	73.40	GOPENS	0/-	03/12/2021	03/12/2021
2.	Round-I	300	68.6	Graduation	ME21600079	BATAKI NARAYAN UTTAMRAO	Male	Type A	Open	--	68.60	GOPENS	0/-	02/12/2021	02/12/2021
3.	Round-I	599	63.4	Graduation	ME21605153	KANOJE SUNIL DINKAR	Male	Type A	SC	--	63.40	GOPENS	0/-	03/12/2021	03/12/2021
4.	Round-I	1080	13.67	GATE	ME21603254	DAVANE SHUBHAM ANIL	Male	Type A	SC	--	70.00	GOPENS	0/-	03/12/2021	03/12/2021
5.	Round-I	1509	10.33	GATE	ME21604048	UKEY MILINDKUMAR ASHOK	Male	Type A	SC	--	67.50	GOPENS	0/-	02/12/2021	02/12/2021
6.	Round-I	2365	5.33	GATE	ME21601322	DHARPAL HARSHAL SHAILESH	Female	Type A	Open	--	66.02	GOPENS	0/-	02/12/2021	02/12/2021
7.	Round-I	3045	1	GATE	ME21600737	PENDAM MANISHA GAJANAN	Female	Type A	ST	--	73.20	GOPENS	0/-	02/12/2021	02/12/2021

Printed On : 31/01/2022 11:23:56 AM

Seal of the Institute

Signature of the Director/Principal

Page No : 1/2

STATE COMMON ENTRANCE TEST CELL, Maharashtra State,
8th Floor, New Excelsior Building, A.K.Nayak Marg, Fort, Mumbai-400001. (M.S.)

List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Computer Science and Engineering [419324210]

List of Candidates Admitted Under Against CAP (Excluding Minority) Vacant Seats

Number of Seats : 8

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
8	Institute Level	1	60.26	Graduation Percentage	ME20631486	GANVIR ARVIND MADHUKAR	Male	Type A	Open	--	60.26	ACAPS	0/-	02/02/2021	02/02/2021
6	Institute Level	2	81.51	Graduation Percentage	ME20620802	NIMGADE PRATIN MAHADEO	Male	Type A	Open	--	81.51	ACAPS	0/-	02/02/2021	02/02/2021

Printed On : 05/03/2021 3:21:00 PM

Seal of the Institute

Signature of the Director/Principal

Page No : 2/2



State Common Entrance Test Cell, Government of Maharashtra
STATE COMMON ENTRANCE TEST CELL, Maharashtra State,
 8th Floor, New Excelsior Building, A.K.Nayak Marg, Fort, Mumbai-400001. (M.S.)

List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
 Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

S. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	51	78	Graduation	ME20620596	GHUMADE DIPALI FULCHAND	Female	Type A	Open	--	78.00	GOPENS	0/-	12/01/2021	12/01/2021
2.	Round-I	330	69.88	Graduation	ME20619397	PIMPALASHENDE PRANALI PANDHARI	Female	Type A	Open	--	69.88	GOPENS	0/-	12/01/2021	12/01/2021
3.	Round-I	336	69.8	Graduation	ME20619089	DHORE RUPESH MANIK	Male	Type A	Open	--	69.80	GOPENS	0/-	11/01/2021	11/01/2021
4.	Round-I	1156	25.67	GATE	ME20618283	SHAMBHARKAR AKSHAY SHRAWAN	Male	Type A	SC	--	59.44	GOPENS	0/-	12/01/2021	12/01/2021
5.	Round-I	1846	20.67	GATE	ME20619082	IDPATE PRACHI ANIL	Female	Type A	SC	--	61.60	GOPENS	0/-	12/01/2021	12/01/2021
6.	Round-I	2072	19	GATE	ME20618286	TEMBHURNE KAJAL MADHUKAR	Female	Type A	SC	--	74.50	GOPENS	0/-	12/01/2021	12/01/2021
7.	Round-I	2487	16.67	GATE	ME20618436	GOWARDHAN JAGRUTI PRAKASH	Female	Type A	SC	--	65.70	GOPENS	0/-	12/01/2021	12/01/2021
8.	Round-I	3301	13.33	GATE	ME20618290	KANHEKAR CHANDRAKANT ISWAR	Male	Type A	SC	--	53.90	GOPENS	0/-	12/01/2021	12/01/2021
9.	Round-I	3398	13	GATE	ME20619212	SHENDE SHREYA UDAY	Female	Type A	SC	--	78.00	GOPENS	0/-	12/01/2021	12/01/2021
10.	Round-I	3611	12.33	GATE	ME20618428	SONONE RUCHITA SUDAMJI	Female	Type A	Open	--	72.10	GOPENS	0/-	11/01/2021	11/01/2021
11.	Round-I	3808	11.67	GATE	ME20618457	DURGAM BHARTI SOMAYYA	Female	Type A	SC	--	72.30	GOPENS	0/-	11/01/2021	11/01/2021
12.	Round-I	3913	11.33	GATE	ME20618803	WARKE JYOTI SAMPAT	Female	Type A	Open	--	79.30	GOPENS	0/-	12/01/2021	12/01/2021

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Page No : 1/3

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]

Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
13.	Round-II	545	66.35	Graduation	ME20619403	DEOTALE GAJANAN SHANKARRAO	Male	Type A	Open	--	66.35	MI-AI	0/-	29/01/2021	29/01/2021
14.	Round-II	606	65.54	Graduation	ME20619278	INGLE PANKAJ TULSHIRAM	Male	Type A	Open	--	65.54	MI-AI	0/-	29/01/2021	29/01/2021
15.	Round-II	4251	10.33	GATE	ME20619551	DHANALKOTWAR KANCHAN ASHOKRAO	Female	Type A	Open	--	56.40	MI-AI	0/-	29/01/2021	29/01/2021
16.	Round-II	4583	9.33	GATE	ME20618991	KHADASE SHIVANI PRABHAKARRAO	Female	Type A	Open	--	73.90	MI-AI	0/-	29/01/2021	29/01/2021
17.	Round-II	4997	8.33	GATE	ME20619202	RAMTEKE MADHURI PRIYKAR	Female	Type A	SC	--	51.80	MI-AI	0/-	29/01/2021	29/01/2021
18.	Round-II	5521	6.67	GATE	ME20618822	WASNIK RITIKA RAJKUMAR	Female	Type A	Open	--	75.20	MI-AI	0/-	29/01/2021	29/01/2021
19.	Round-II	6739	0.67	GATE	ME20618597	PATIL UMESH ASHOKRAO	Male	Type A	Open	--	76.30	MI-AI	0/-	29/01/2021	29/01/2021
20.	Round-II	5200.1	7.67	GATE	ME20619006	NEWARE PUJA RAMESH	Female	Type A	ST	--	79.12	MI-AI	0/-	29/01/2021	29/01/2021



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
 Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	51	78	Graduation	ME20620596	GHUMADE DIPALI FULCHAND	Female	Type A	Open	--	78.00	GOPENS	0/-	12/01/2021	12/01/2021
2.	Round-I	330	69.88	Graduation	ME20619397	PIMPALASHENDE PRANALI PANDHARI	Female	Type A	Open	--	69.88	GOPENS	0/-	12/01/2021	12/01/2021
3.	Round-I	336	69.8	Graduation	ME20619089	DHORE RUPESH MANIK	Male	Type A	Open	--	69.80	GOPENS	0/-	12/01/2021	12/01/2021
4.	Round-I	1156	251.25.67	GATE	ME20618283	SHAMBHARKAR AKSHAY SHRAWAN	Male	Type A	Open	--	69.80	GOPENS	0/-	11/01/2021	11/01/2021
5.	Round-I	1846	20.67	GATE	ME20619082	IDPATE PRACHI ANIL	Female	Type A	SC	--	59.44	GOPENS	0/-	12/01/2021	12/01/2021
6.	Round-I	2072	19	GATE	ME20618286	TEMBHURNE KAJAL MADHUKAR	Female	Type A	SC	--	61.60	GOPENS	0/-	12/01/2021	12/01/2021
7.	Round-I	2487	16.67	GATE	ME20618436	GOWARDHAN JAGRUTI PRAKASH	Female	Type A	SC	--	74.50	GOPENS	0/-	12/01/2021	12/01/2021
8.	Round-I	3301	13.33	GATE	ME20618290	KANHEKAR CHANDRAKANT ISWAR	Male	Type A	SC	--	65.70	GOPENS	0/-	11/01/2021	11/01/2021
9.	Round-I	3398	13	GATE	ME20619212	SHENDE SHREYA UDAY	Female	Type A	SC	--	53.90	GOPENS	0/-	12/01/2021	12/01/2021
10.	Round-I	3611	12.33	GATE	ME20618428	SONONE RUCHITA SUDAMJI	Female	Type A	Open	--	78.00	GOPENS	0/-	12/01/2021	12/01/2021
11.	Round-I	3808	11.67	GATE	ME20618457	DURGAM BHARTI SOMAYYA	Female	Type A	Open	--	72.10	GOPENS	0/-	11/01/2021	11/01/2021
12.	Round-I	3913	11.33	GATE	ME20618803	WARKE JYOTI SAMPA	Female	Type A	Open	--	72.30	GOPENS	0/-	12/01/2021	12/01/2021
											79.30	GOPENS	0/-	12/01/2021	12/01/2021

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]

Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
13.	Round-II	545	66.35	Graduation	ME20619403	DEOTALE GAJANAN SHANKARRAO	Male	Type A	Open	--	66.35	MI-AI	0/-	29/01/2021	29/01/2021
14.	Round-II	606	65.54	Graduation	ME20619278	INGLE PANKAJ TULSHIRAM	Male	Type A	Open	--	65.54	MI-AI	0/-	29/01/2021	29/01/2021
15.	Round-II	4251	10.33	GATE	ME20619551	DHANALKOTWAR KANCHAN ASHOKRAO	Female	Type A	Open	--	56.40	MI-AI	0/-	29/01/2021	29/01/2021
16.	Round-II	4583	9.33	GATE	ME20618991	KHADASE SHIVANI PRABHAKARRAO	Female	Type A	Open	--	73.90	MI-AI	0/-	29/01/2021	29/01/2021
17.	Round-II	4997	8.33	GATE	ME20619202	RAMTEKE MADHURI PRIYKAR	Female	Type A	SC	--	51.80	MI-AI	0/-	29/01/2021	29/01/2021
18.	Round-II	5521	6.67	GATE	ME20618822	WASNIK RITIKA RAJKUMAR	Female	Type A	Open	--	75.20	MI-AI	0/-	29/01/2021	29/01/2021
19.	Round-II	6739	0.67	GATE	ME20618597	PATIL UMESH ASHOKRAO	Male	Type A	Open	--	76.30	MI-AI	0/-	29/01/2021	29/01/2021
20.	Round-II	5200.1	7.67	GATE	ME20619006	NEWARE PUJA RAMESH	Female	Type A	ST	--	79.12	MI-AI	0/-	29/01/2021	29/01/2021

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Page No : 2/3



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
 Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	51	78	Graduation	ME20620596	GHUMADE DIPALI FULCHAND	Female	Type A	Open	--	78.00	GOPENS	0/-	12/01/2021	12/01/2021
2.	Round-I	330	69.88	Graduation	ME20619397	PIMPALASHENDE PRANALI PANDHARI	Female	Type A	Open	--	69.88	GOPENS	0/-	12/01/2021	12/01/2021
3.	Round-I	336	69.8	Graduation	ME20619089	DHORE RUPESH MANIK	Male	Type A	Open	--	69.80	GOPENS	0/-	11/01/2021	11/01/2021
4.	Round-I	1156	251.25.67	GATE	ME20618283	SHAMBHARKAR AKSHAY SHRAWAN	Male	Type A	SC	--	59.44	GOPENS	0/-	12/01/2021	12/01/2021
5.	Round-I	1846	20.67	GATE	ME20619082	IDPATE PRACHI ANIL	Female	Type A	SC	--	61.60	GOPENS	0/-	12/01/2021	12/01/2021
6.	Round-I	2072	19	GATE	ME20618286	TEMBHURNE KAJAL MADHUKAR	Female	Type A	SC	--	74.50	GOPENS	0/-	12/01/2021	12/01/2021
7.	Round-I	2487	16.67	GATE	ME20618436	GOWARDHAN JAGRUTI PRAKASH	Female	Type A	SC	--	65.70	GOPENS	0/-	11/01/2021	11/01/2021
8.	Round-I	3301	13.33	GATE	ME20618290	KANHEKAR CHANDRAKANT ISWAR	Male	Type A	SC	--	53.90	GOPENS	0/-	12/01/2021	12/01/2021
9.	Round-I	3398	13	GATE	ME20619212	SHENDE SHREYA UDAY	Female	Type A	SC	--	78.00	GOPENS	0/-	12/01/2021	12/01/2021
10.	Round-I	3611	12.33	GATE	ME20618428	SONONE RUCHITA SUDAMJI	Female	Type A	Open	--	72.10	GOPENS	0/-	11/01/2021	11/01/2021
11.	Round-I	3808	11.67	GATE	ME20618457	DURGAM BHARTI SOMAYYA	Female	Type A	SC	--	72.30	GOPENS	0/-	11/01/2021	11/01/2021
12.	Round-I	3913	11.33	GATE	ME20618803	WARKE JYOTI SAMPAT	Female	Type A	Open	--	79.30	GOPENS	0/-	12/01/2021	12/01/2021

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Page No : 1/3

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]

Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
13.	Round-II	545	66.35	Graduation	ME20619403	DEOTALE GAJANAN SHANKARRAO	Male	Type A	Open	--	66.35	MI-AI	0/-	29/01/2021	29/01/2021
14.	Round-II	606	65.54	Graduation	ME20619278	INGLE PANKAJ TULSHIRAM	Male	Type A	Open	--	65.54	MI-AI	0/-	29/01/2021	29/01/2021
15.	Round-II	4251	10.33	GATE	ME20619551	DHANALKOTWAR KANCHAN ASHOKRAO	Female	Type A	Open	--	56.40	MI-AI	0/-	29/01/2021	29/01/2021
16.	Round-II	4583	9.33	GATE	ME20618991	KHADASE SHIVANI PRABHAKARRAO	Female	Type A	Open	--	73.90	MI-AI	0/-	29/01/2021	29/01/2021
17.	Round-II	4997	8.33	GATE	ME20619202	RAMTEKE MADHURI PRIYKAR	Female	Type A	SC	--	51.80	MI-AI	0/-	29/01/2021	29/01/2021
18.	Round-II	5521	6.67	GATE	ME20618822	WASNIK RITIKA RAJKUMAR	Female	Type A	Open	--	75.20	MI-AI	0/-	29/01/2021	29/01/2021
19.	Round-II	6739	0.67	GATE	ME20618597	PATIL UMESH ASHOKRAO	Male	Type A	Open	--	76.30	MI-AI	0/-	29/01/2021	29/01/2021
20.	Round-II	5200.1	7.67	GATE	ME20619006	NEWARE PUJA RAMESH	Female	Type A	ST	--	79.12	MI-AI	0/-	29/01/2021	29/01/2021



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Mechanical CAD/CAM [419360510]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 9

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	72	76.93	Graduation	ME20618539	LAMBADE VRUSHABH RAJENDRAKUMAR	Male	Type A	Open	--	76.93	GOPENS	0/-	12/01/2021	12/01/2021
2.	Round-I	149	73.4	Graduation	ME20618365	GADGE PRITAM SUKHADEV	Male	Type A	Open	--	73.40	GOPENS	0/-	12/01/2021	12/01/2021
3.	Round-I	3212	13.58	GATE	ME20601739	SWATI SANGHPAL KUMARE	Female	Type A	SC	--	96.62	GOPENS	0/-	12/01/2021	12/01/2021
4.	Round-I	3963	11.13	GATE	ME20618473	KHILLARE SURAJ DEWARAO	Male	Type A	SC	--	72.90	GOPENS	0/-	11/01/2021	11/01/2021
5.	Round-I	4708	9.04	GATE	ME20619224	BANDANE RAKESH DILIP	Male	Type A	SC	--	57.60	GOPENS	0/-	12/01/2021	12/01/2021
6.	Round-I	5263	7.53	GATE	ME20603427	SHENDE SUMIT SHAMRAO	Male	Type A	SC	--	73.40	GOPENS	0/-	11/01/2021	11/01/2021
7.	Round-I	6065	4.85	GATE	ME20618503	DHANVIJAY AMAN GANESH	Male	Type A	SC	--	75.60	GOPENS	0/-	12/01/2021	12/01/2021
8.	Round-I	6425	3.25	GATE	ME20603243	DABLE NAMRATA ARUN	Female	Type A	SC	--	77.00	GOPENS	0/-	12/01/2021	12/01/2021

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Page No : 1/2

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2019-20

**Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electronics and Communication Engineering [419337010]**

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	282	66.22	Graduation Percentage	ME19616386	PATLE MAHESHKUMAR HIWALAL	Male	Type A	Open	--	66.22	GOPENS	1000/-	26/07/2019	26/07/2019
2.	Round-I	3414	9.67	GATE	ME19616354	SUKANYA NARAYAN JAMBHULKAR	Female	Type A	Open	--	70.20	GOPENS	1000/-	26/07/2019	26/07/2019
3.	Round-I	4212	6.33	GATE	ME19617097	VAIDYA UJWAL PURUSHOTTAM	Male	Type A	SC	--	60.60	GOPENS	1000/-	26/07/2019	26/07/2019
4.	Round-I	4715	4	GATE	ME19616501	WAGHE KALYANI ASHOKRAO	Female	Type A	Open	--	69.52	GOPENS	1000/-	26/07/2019	26/07/2019
5.	Round-I	5084	2	GATE	ME19617161	DARVADE RANVIR RAMESH	Male	Type A	SC	--	64.44	GOPENS	0/-	26/07/2019	26/07/2019
6.	Round-I	5092	2	GATE	ME19614729	RAUT PRIYANKA PRAKASH	Female	Type A	Open	--	52.50	GOPENS	0/-	26/07/2019	26/07/2019
7.	Round-I	5146	1.67	GATE	ME19614315	DONGRE KOMAL MANOJ	Female	Type A	SC	--	75.80	GOPENS	1000/-	26/07/2019	26/07/2019
8.	Round-I	5184	1.33	GATE	ME19616476	HUMANE KAJAL DILDAR	Female	Type A	SC	--	63.10	GOPENS	0/-	26/07/2019	26/07/2019
9.	Round-II	3400	9.67	GATE	ME19614993	PATIL AYASHA VISHNUDAS	Female	Type A	SC	--	82.00	GOPENS	0/-	03/08/2019	03/08/2019

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Page No : 1/2

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2019-20

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electronics and Communication Engineering [419337010]

List of Candidates Admitted Under Against CAP (Excluding Minority) Vacant Seats

Number of Seats : 3

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
10.	Institute Level	1	100.00	GATE	ME19659788	BORKAR PRATIK KAILASH	Male	Type A	SC	--	55.00	ACAPNS	1000/-	20/08/2019	20/08/2019
11.	Institute Level	7	7.67	GATE	ME19614954	PETKULE NUTAN MANOHAR	Female	Type A	OBC	--	72.50	ACAPNS	1000/-	18/08/2019	18/08/2019

Printed On : 10/01/2020 3:35:29 PM

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Page No : 2/2



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2019-20

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Compute Science and Engineering [419324210]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	142	71.4	Graduation Percentage	ME19616804	KALE RUPALI BALASAHEB	Female	Type A	Open	--	71.40	GOPENS	1000/-	26/07/2019	26/07/2019
2.	Round-I	4949	2.67	GATE	ME19617067	KHOBRADE PRAJAKTA SUNIL	Female	Type A	SC	--	76.50	GOPENS	1000/-	26/07/2019	26/07/2019
3.	Round-I	5029	2.33	GATE	ME19615013	RAHANGDALE SUJATA DEMENDRA	Female	Type A	OBC	--	81.90	GOPENS	1000/-	26/07/2019	26/07/2019
4.	Round-I	5228	1	GATE	ME19615202	MIRASE SHIVANI SUBHASH	Female	Type A	Open	--	74.00	GOPENS	1000/-	26/07/2019	26/07/2019

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Page No : 1/2



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2019-20

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Computer Science and Engineering [419324210]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	142	71.4	Graduation Percentage	ME19616804	KALE RUPALI BALASAHEB	Female	Type A	Open	--	71.40	GOPENS	1000/-	26/07/2019	26/07/2019
2.	Round-I	4949	2.67	GATE	ME19617067	KHOBRADE PRAJAKTA SUNIL	Female	Type A	SC	--	76.50	GOPENS	1000/-	26/07/2019	26/07/2019
3.	Round-I	5029	2.33	GATE	ME19615013	RAHANGDALE SUJATA DEMENDRA	Female	Type A	OBC	--	81.90	GOPENS	1000/-	26/07/2019	26/07/2019
4.	Round-I	5228	1	GATE	ME19615202	MIRASE SHIVANI SUBHASH	Female	Type A	Open	--	74.00	GOPENS	1000/-	26/07/2019	26/07/2019

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2019-20

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	2309	16	GATE	ME19616277	MANKAR ROSHAN NILKANTH	Male	Type A	Open	--	70.81	GOPENS	0/-	26/07/2019	26/07/2019
2.	Round-I	4350	5.67	GATE	ME19612976	RAGHUTE KIRAN SURYAKANT	Female	Type A	Open	--	77.00	GOPENS	1000/-	26/07/2019	26/07/2019
3.	Round-I	4504	5	GATE	ME19616830	SUYOG SANGHARATNA DHOKE	Male	Type A	SC	--	58.60	GOPENS	0/-	26/07/2019	26/07/2019
4.	Round-I	4588	4.67	GATE	ME19615242	GEDAM NIDHI MAHENDRA	Female	Type A	SC	--	60.40	GOPENS	0/-	26/07/2019	26/07/2019
5.	Round-I	4798	3.33	GATE	ME19617004	GAJGHATE PRASHIK JAYBIJ	Male	Type A	SC	--	56.10	GOPENS	0/-	26/07/2019	26/07/2019
6.	Round-I	5129	1.67	GATE	ME19615151	DHANVIJAY URMILA DAYAL	Female	Type A	SC	--	60.73	GOPENS	0/-	26/07/2019	26/07/2019
7.	Round-II	270	66.69	Graduation Percentage	ME19616133	NEHARE ANIL GOVINDA	Male	Type A	Open	--	66.69	GOPENS	0/-	03/08/2019	03/08/2019
8.	Round-II	509	55	Graduation Percentage	ME19616795	MENDHE SURAJ SUNIL	Male	Type A	SC	--	55.00	GOPENS	0/-	03/08/2019	03/08/2019

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2019-20

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category / Orphan	PH Type	Graduation Percentage	Seat Type	Fees Paid (₹)	Admission Date	Uploaded Date
1.	Round-I	2309	16	GATE	ME19616277	MANKAR ROSHAN NILKANTH	Male	Type A	Open	--	70.81	GOPENS	0/-	26/07/2019	26/07/2019
2.	Round-I	4350	5.67	GATE	ME19612976	RAGHUTE KIRAN SURYAKANT	Female	Type A	Open	--	77.00	GOPENS	1000/-	26/07/2019	26/07/2019
3.	Round-I	4504	5	GATE	ME19616830	SUYOG SANGHARATNA DHOKE	Male	Type A	SC	--	58.60	GOPENS	0/-	26/07/2019	26/07/2019
4.	Round-I	4588	4.67	GATE	ME19615242	GEDAM NIDHI MAHENDRA	Female	Type A	SC	--	60.40	GOPENS	0/-	26/07/2019	26/07/2019
5.	Round-I	4798	3.33	GATE	ME19617004	GAJGHATE PRASHIK JAYBIJ	Male	Type A	SC	--	56.10	GOPENS	0/-	26/07/2019	26/07/2019
6.	Round-I	5129	1.67	GATE	ME19615151	DHANVIJAY URMILA DAYAL	Female	Type A	SC	--	60.73	GOPENS	0/-	26/07/2019	26/07/2019
7.	Round-II	270	66.69	Graduation Percentage	ME19616133	NEHARE ANIL GOVINDA	Male	Type A	Open	--	66.69	GOPENS	0/-	03/08/2019	03/08/2019
8.	Round-II	509	55	Graduation Percentage	ME19616795	MENDHE SURAJ SUNIL	Male	Type A	SC	--	55.00	GOPENS	0/-	03/08/2019	03/08/2019

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the
Academic Year 2018-19

Number of Seats : 12

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Sr No.	CAP Round	Merit No.	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidate Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	Round 1	221	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
2	Round 1	222	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
3	Round 1	223	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
4	Round 1	224	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
5	Round 1	225	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
6	Round 1	226	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
7	Round 1	227	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
8	Round 1	228	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
9	Round 1	229	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
10	Round 1	230	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
11	Round 1	231	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018
12	Round 1	232	69.08	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.08	GOPENS	1000	01/08/2018	01/08/2018

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2018-19

Institution Name (Code) : K.D.W. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur (4193)
Course Name (Choice Code) : Computer Science and Engineering [410333210]

List of Candidates Admitted Under Against CAP (Minority) Vacant Seats

Number of Seats : 11

S. No.	CAP Round	Merit No.	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	1st Round	1	88.00	GATE	ME18122881	KAWADE PRANITA VASANTRAO	Female	Type A	Open	--	78.77	AMINNS	1000	24/08/2018	28/08/2018
15	1st Round	2	88.00	GATE	ME18122881	KAWADE PRANITA VASANTRAO	Female	Type A	Open	--	66.15	AMINNS	1000	24/08/2018	28/08/2018
20	1st Round	3	88.41	Graduation Percentage	ME18123086	DESHPANDE AISHWARYA MAHESH	Female	Type A	Open	--	63.41	AMINS	1000	21/08/2018	21/08/2018
31	1st Round	4	88.67	GATE	ME18123152	VIKASH ANAND	Male	Type A	Open	--	55.33	AMINNS	1000	21/08/2018	21/08/2018

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2018-19

Institution Name (Code) : K.J.Somaiya Education Society, Vidharbha Institute of Technology United Road, Warananagar (422001)
Course Name (Choice Code) : Computer Science and Engineering (117331218)

Number of Seats : 12

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Sl. No.	CAP Round	Merit No.	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidate Type	Category	PH type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	Round 1	227	69.06	GATE	ME18116623	DEWAKAR PRIYANKA	Female	Type A	SC		69.06	GOPENS	1000	01/08/2018	01/08/2018
2	Round 1	411	68.88	GATE	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	SC		68.88	GOPENS	1000	01/08/2018	01/08/2018
3	Round 1	3805	12	GATE	ME18122744	GANYU ARVIND MADHUKAR	Male	Type A	SC		69.96	GOPENS	1000	01/08/2018	01/08/2018
4	Round 1	1245	5.39	GATE	ME18119402	SHINONE AKASH CHATARSING	Male	Type A	SC		69.36	GOPENS	1000	01/08/2018	01/08/2018
5	Round 1	6567	5	GATE	ME18116455	BARAI SHARAYU RAJU	Male	Type A	SC		70.15	GOPENS	1000	01/08/2018	01/08/2018
6	Round 1	6559	5	GATE	ME18121147	WADKHEDE RANI BHIMRAO	Female	Type A	SC		69.14	GOPENS	1000	01/08/2018	01/08/2018
7	Round 1	1711	6	GATE	ME18117435	MADAVI GABINI KOTIRAM	Female	Type A	SC		71.55	GOPENS	1000	01/08/2018	01/08/2018
8	Round 1	1711	6	GATE	ME18115770	PACHATATE PRACHI SHIBHAKAR	Female	Type A	SC		64.15	GOPENS	1000	01/08/2018	01/08/2018
9	Round 1	2136	1.67	GATE	ME18116916	KHODRAGADE KATIL HARISH	Female	Type A	SC		71.26	GOPENS	1000	01/08/2018	01/08/2018
10	Round 1	2526	2.33	GATE	ME18117418	BORKAR SHEETAL PRALHAD	Male	Type A	SC		57.31	GOPENS	1000	01/08/2018	01/08/2018
11	Round 1	2234	2	GATE	ME18116875	SURYAWANSHI NEHA MANOJKUMAR	Female	Type A	SC		58.66	GOPENS	1000	01/08/2018	01/08/2018
12	Round 1	2345	2	GATE	ME18119693	PACHHAR AKSHAY SHYAMRAOJI	Male	Type A	SC		79.94	GOPENS	1000	01/08/2018	01/08/2018
											8.00	GOPENS	1000	01/08/2018	01/08/2018

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the
Academic Year 2018-19

List of Candidates Admitted Under Against CAP (Minority) Vacant Seats

Number of Seats : 11

Sr No	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	1	3	3.00	GATE	ME18122881	KAWADE GEETA D. J.	Female	Type A	Open	--	78.75	AMINNS	1000	28/08/2018	28/08/2018
2	1	4	4.41	Graduation Percentage	ME18123066	KAWADE PRANITA VASANTRAO	Female	Type A	Open	--	66.15	AMINNS	1000	28/08/2018	28/08/2018
3	1	5	6.67	GATE	ME18123152	DESHPANDE AISHWARYA MAHESH	Female	Type A	Open	--	63.41	AMINNS	1000	21/08/2018	21/08/2018
4	1	6	6.67	GATE	ME18123152	VIKASH ANAND	Male	Type A	Open	--	55.33	AMINNS	1000	21/08/2018	21/08/2018

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2018-19

Institution Name [1478] : K.D.M. Education Society, Vidharbha Institute of Technology, Dahanu Road, Dahanu (419111)
Course Name [1479] : Computer Science and Engineering (CSE) (419111)

Number of Seats : 12

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Sl. No.	CAP Round	Merit No.	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidate Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	R-2018	747	69.08	Graduation	ME18120623	DEWALKAR PRIYANKA SANTOSH	Female	Type A	SC		71.25	GOPENS	1000	01/08/2018	01/08/2018
2	R-2018	748	69.08	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
3	R-2018	749	69.08	Graduation	ME18120623	ANVIL ARVIND MADHUKAR	Male	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
4	R-2018	750	69.08	Graduation	ME18120623	SHINGNE AKASH CHATARSING	Male	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
5	R-2018	751	69.08	Graduation	ME18120623	BARAI SHARAD RAJU	Male	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
6	R-2018	752	69.08	Graduation	ME18120623	WANKHEDER RANI BHIMRAO	Female	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
7	R-2018	753	69.08	Graduation	ME18120623	MADAVI DABINI MOTIRAM	Female	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
8	R-2018	754	69.08	Graduation	ME18120623	PAGHATATE PRACHI SUDHAKAR	Female	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
9	R-2018	755	69.08	Graduation	ME18120623	KHOBRAGADE PATAL HARISH	Female	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
10	R-2018	756	69.08	Graduation	ME18120623	BORKAR SHEETAL PRALHAD	Male	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
11	R-2018	757	69.08	Graduation	ME18120623	SURYAWANSHI NEHA MANJUKUMAR	Female	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018
12	R-2018	758	69.08	Graduation	ME18120623	PACHFOR AKSHAY SHYAMRAOJI	Male	Type A	SC		69.08	GOPENS	1000	01/08/2018	01/08/2018

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2018-19

Institute Name (English): K.D.M. Education Society, Vidharbhya Institute of Technology Limited
Institute Name (Hindi): क.ड.म. शिक्षण संस्था, विदर्भ विद्यापीठ लिमिटेड

List of Candidates Admitted Under CAP (Excluding Minority) Seats

Number of Seats : 12

Sl. No.	LAP Round	Merit No.	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidate Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Upload Date
1	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
2	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
3	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
4	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
5	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
6	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
7	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
8	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
9	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
10	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
11	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018
12	Round 1	247	69.95	Graduation	ME18120623	MALEWAR PRIYANKA PRALHADRAO	Female	Type A	Open		69.95	GOPENS	1000	01/08/2018	01/08/2018

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Page No : 1/3



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ON 18th Nov 2018

STATE COMMON ENTRANCE TEST CELL

305, Government Polytechnic Building, 49, Kherwadi, Bandra (E), Mumbai - 400 051 (M.S.)

List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electronics and Communication Engineering [419337010]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	Round-II	256	66.48	Graduation	ME17114448	CHAPALE KIRAN SUDAMRAO	Female	Type A	Open	--	66.48	MISatType	3000	16/08/2017	16/08/2017
2	Round-II	328	64.55	Graduation	ME17112786	SARVE VIJAYA YUVARAJ	Female	Type A	Open	--	64.55	MISatType	0	16/08/2017	16/08/2017
3	Round-II	4375	14.28	GATE	ME17105889	WAGHMARE SWATI BUDDHABHARAT	Female	Type A	SC	--	59.00	MISatType	1000	16/08/2017	16/08/2017
4	Round-II	6297	9.44	GATE	ME17108069	KHAWASE KIRAN KESHAV	Female	Type A	NT-C	--	75.80	MISatType	1000	16/08/2017	16/08/2017
5	Round-II	6512	9.03	GATE	ME17105809	BULKUNDE VAIBHAV VIJAY	Male	Type A	SC	--	59.64	MISatType	1000	16/08/2017	16/08/2017
6	Round-II	7283	7.31	GATE	ME17107730	JADHAO SUJATA PUNDLIKRAO	Female	Type A	Open	--	73.8	MISatType	3000	16/08/2017	16/08/2017
7	Round-II	7300	7.28	GATE	ME17108163	CHAKOLE ASHWINI CHANDRABHAN	Female	Type A	Open	--	63.93	MISatType	3000	16/08/2017	16/08/2017
8	Round-II	7731	6.54	GATE	ME17108060	KALAMBE SHUBHANGI DAYARAM	Female	Type A	OBC	--	58.29	MISatType	3000	16/08/2017	16/08/2017
9	Round-II	8924	4.14	GATE	ME17107883	MESHRAM NAINA NILKANTH	Female	Type A	SC	--	59.50	MISatType	1000	16/08/2017	16/08/2017
10	Round-II	10350	0.16	GATE	ME17112396	WADHAI NATRAJ CHAGANLAL	Male	Type A	OBC	--	62.00	MISatType	3000	16/08/2017	16/08/2017
11	Round-III	2196	260.00	GATE	ME17108202	NIRANJANE NALANDA CHANDRAMANI	Female	Type A	SC	--	61.35	MISatType	1000	16/08/2017	16/08/2017
12	Round-III	5141	11.97	GATE	ME17113701	SALLAWAR NAVESH RAMESH	Male	Type A	Open	--	75.6	MISatType	3000	18/08/2017	18/08/2017

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electronics and Communication Engineering [419337010]

Number of Seats : 12

List of Candidates Admitted Under CAP (Minority) Seats

Sl. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1.	Round-II	256	66.48	Graduation	ME17114448	CHAPALE KIRAN SUDAMRAO	Female	Type A	Open	--	66.48	MISatType	3000	16/08/2017	16/08/2017
2.	Round-II	328	64.55	Graduation	ME17112786	SARVE VIJAYA YUVARAJ	Female	Type A	Open	--	64.55	MISatType	0	16/08/2017	16/08/2017
3.	Round-II	4375	14.28	GATE	ME17105889	WAGHMARE SWATI BUDDHABHARAT	Female	Type A	SC	--	59.00	MISatType	1000	16/08/2017	16/08/2017
4.	Round-II	6297	9.44	GATE	ME17108069	KHAWASE KIRAN KESHAV	Female	Type A	NT-C	--	75.80	MISatType	1000	16/08/2017	16/08/2017
5.	Round-II	6512	9.03	GATE	ME17105809	BULKUNDE VAIBHAV VIJAY	Male	Type A	SC	--	59.64	MISatType	1000	16/08/2017	16/08/2017
6.	Round-II	7283	7.31	GATE	ME17107730	JADHAO SUJATA PUNDLIKRAO	Female	Type A	Open	--	75.8	MISatType	3000	16/08/2017	16/08/2017
7.	Round-II	7300	7.28	GATE	ME17108163	CHAKOLE ASHWINI CHANDRABHAN	Female	Type A	Open	--	63.93	MISatType	3000	16/08/2017	16/08/2017
8.	Round-II	7731	6.54	GATE	ME17108060	KALAMBE SHUBHANGI DAYARAM	Female	Type A	OBC	--	58.29	MISatType	3000	16/08/2017	16/08/2017
9.	Round-II	8924	4.14	GATE	ME17107883	MESHARAM NAINA NILKANTH	Female	Type A	SC	--	59.50	MISatType	1000	16/08/2017	16/08/2017
10.	Round-II	10350	0.16	GATE	ME17112396	WADHAI NATRAJ CHAGANLAL	Male	Type A	OBC	--	62.00	MISatType	3000	16/08/2017	16/08/2017
11.	Round-III	2196	260.00	GATE	ME17108202	NIRANJANE NALANDA CHANDRAMANI	Female	Type A	SC	--	61.35	MISatType	1000	16/08/2017	16/08/2017
12.	Round-III	5141	11.97	GATE	ME17113701	SALLAWAR NAVESH RAMESH	Male	Type A	Open	--	75.6	MISatType	3000	18/08/2017	18/08/2017

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Page No : 1/2

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Computer Science and Engineering [419324210]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	Round-II	415	62.44	Graduation	ME17112934	SONEWANE SATISH RAMKRUSHNA	Male	Type A	Open	--	62.44	MISeatType	3000	16/08/2017	16/08/2017
2	Round-II	558	56.30	Graduation	ME17115131	YEOLE ABHAY NARENDRAJI	Male	Type A	Open	--	56.30	MISeatType	3000	16/08/2017	16/08/2017
3	Round-II	7506	6.93	GATE	ME17107902	MANJUSHA BANSILAL MESHARAM	Female	Type A	SC	--	73.80	MISeatType	1000	16/08/2017	16/08/2017
4	Round-II	8611	4.90	GATE	ME17111591	CHAVHAN SURABHI SUNIL	Female	Type A	SC	--	73.30	MISeatType	1000	16/08/2017	16/08/2017
5	Round-II	8652	4.75	GATE	ME17108187	WAGHAMARE SHATLESH BHOJRAJ	Male	Type A	SC	--	70.27	MISeatType	0	16/08/2017	16/08/2017
6	Round-II	9352	3.27	GATE	ME17101947	RAHANGDALE PALLAVI GOPICHAND	Female	Type A	OBC	--	78.90	MISeatType	3000	16/08/2017	16/08/2017
7	Round-II	10167	1.00	GATE	ME17108065	RANGARI PRIYA RAVI	Female	Type A	SC	--	63.33	MISeatType	1000	16/08/2017	16/08/2017
8	Round-II	10224	0.71	GATE	ME17105595	RAUT PRATIKSHA VITTHALRAO	Female	Type A	Open	69.7	66.61	MISeatType	3000	16/08/2017	16/08/2017
9	Round-III	7311	7.27	GATE	ME17112185	RAUT SANDHYA DUDHRAM	Female	Type A	Open	63.6	64.69	MISeatType	1000	18/08/2017	18/08/2017
10	Round-III	10051	1.40	GATE	ME17112255	BAWANKAR PRACHI DNYANESHWAR	Female	Type A	Open	58.9	61.54	MISeatType	1000	18/08/2017	18/08/2017

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Page No : 1/2

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18


Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
8.	Round-II	17	78.20	Graduation	ME17109467	MUDE SUNIL MAROTRAO	Male	Type A	Open	--	78.20	MISeatType	3000	16/08/2017	16/08/2017
9.	Round-II	27	76.64	Graduation	ME17108654	YENGALWAR DEVIKA RAJU	Female	Type A	Open	--	76.64	MISeatType	3000	16/08/2017	16/08/2017
10.	Round-II	58	73.33	Graduation	ME17111808	CHOUDHARI PALLAVI RAGHUNATH	Female	Type A	Open	--	73.33	MISeatType	3000	16/08/2017	15/08/2017
11.	Round-II	1679	351.00	GATE	ME17103682	KADWE TUSHAR VIJAY	Male	Type A	OBC	--	66.80	MISeatType	3000	16/08/2017	16/08/2017
12.	Round-II	2115	273.00	GATE	ME17109496	MESHRAM ASHISH KHUSHAL	Male	Type A	SC	--	61.46	MISeatType	1000	16/08/2017	16/08/2017
13.	Round-II	4402	14.12	GATE	ME17113195	BHALADHARE AJAY BHIMRAO	Male	Type A	SC	--	64.30	MISeatType	1000	16/08/2017	16/08/2017
14.	Round-II	5866	10.22	GATE	ME17105669	DAMEDHAR PRACHI SATISHRAO	Female	Type A	Open	64.1	69.38	MISeatType	3000	16/08/2017	16/08/2017
15.	Round-II	6046	9.86	GATE	ME17102031	GIRADKAR NISHKARSH VASANTRAO	Male	Type A	Open	69.1	76.60	MISeatType	3000	16/08/2017	16/08/2017
16.	Round-II	6213	9.54	GATE	ME17113887	MESHRAM PRAWESH RAJESH	Male	Type A	SC	87.8	0.00	MISeatType	1000	16/08/2017	16/08/2017
17.	Round-II	6861	8.26	GATE	ME17108097	DAHIWALE RATNADEEP BHAGWAN	Male	Type A	SC	--	56.31	MISeatType	1000	16/08/2017	16/08/2017
18.	Round-II	7486	6.96	GATE	ME17105515	LOKARE AISHWARYA ARUN	Female	Type A	SC	63.2	64.69	MISeatType	1000	16/08/2017	16/08/2017
19.	Round-III	4884	12.68	GATE	ME17114000	CHAVHAN YUVRAJ HARI	Male	Type A	DT/VJ	--	73.53	MISeatType	1000	18/08/2017	18/08/2017

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Page No : 2/3



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Excluding Minority) Seats

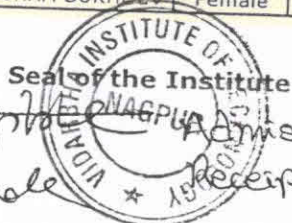
Number of Seats : 7

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	Round-II	397	62.88	Graduation	ME17108569	KATVE MANISHA RAMDAS	Female	Type A	Open	--	62.88	General	3000	16/08/2017	16/08/2017
2	Round-II	423	62.08	Graduation	ME17107889	TINGUSLE KARISHMA HIRAMAN	Female	Type A	Open	--	62.08	General	3000	16/08/2017	16/08/2017
3	Round-II	8193	5.70	GATE	ME17101960	DUDHPACHARE UTTARA PRABHAKAR	Female	Type A	NT-B	--	81.80	General	1000	16/08/2017	16/08/2017
4	Round-II	8194	5.70	GATE	ME17109904	HIRWANI MANOJKUMAR GULABDAS	Male	Type A	OBC	--	68.12	General	3000	16/08/2017	16/08/2017
5	Round-II	8495	5.07	GATE	ME17101979	RUNGE MAMTA RAJU	Female	Type A	Open	--	72.70	General	3000	16/08/2017	16/08/2017
6	Round-II	9190	3.02	GATE	ME17105944	TAMSHETTWAR HEMANT YESHWANT	Male	Type A	Open	--	69.63	General	3000	16/08/2017	16/08/2017
7	Round-III	9556	2.75	GATE	ME17101949	MANDHALKAR PUNAM SUKHDEV	Female	Type A	SBC	--	77.23	General	1000	17/08/2017	17/08/2017

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8.10.06

Not Eligible
J.P. Kulkarni



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Page No : 1/3



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

Number of Seats : 7

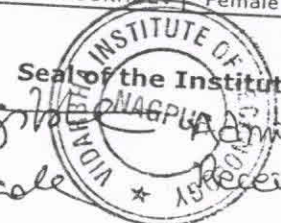
List of Candidates Admitted Under CAP (Excluding Minority) Seats

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
1	Round-II	397	62.88	Graduation	ME17108569	KATVE MANISHA RAMDAS	Female	Type A	Open	--	62.88	General	3000	16/08/2017	16/08/2017
2	Round-II	423	62.08	Graduation	ME17107889	TINGUSLE KARISHMA HIRAMAN	Female	Type A	Open	--	62.08	General	3000	16/08/2017	16/08/2017
3	Round-II	8193	5.70	GATE	ME17101960	DUDHPACHARE UTTARA PRABHAKAR	Female	Type A	NT-B	74.3	81.80	General	1000	16/08/2017	16/08/2017
4	Round-II	8194	5.70	GATE	ME17109904	HIRWANI MANOJKUMAR GULABDAS	Male	Type A	OBC	--	68.12	General	3000	16/08/2017	16/08/2017
5	Round-II	8495	5.07	GATE	ME17101979	RUNGE MAMTA RAJU	Female	Type A	Open	65.2	72.70	General	3000	16/08/2017	16/08/2017
6	Round-II	9190	3.62	GATE	ME17105944	TAMSHETTWAR HEMANT YESHWANT	Male	Type A	Open	65.2	72.70	General	3000	16/08/2017	16/08/2017
7	Round-III	9556	2.75	GATE	ME17101949	MANDHALKAR PUNAM SUKHDEV	Female	Type A	SBC	72.3	77.23	General	1000	17/08/2017	17/08/2017

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8.10.06

Not Eligible
J.P. Bhalwale



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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
8.	Round-II	17	78.20	Graduation	ME17109467	MUDE SUNIL MAROTRAO	Male	Type A	Open	--	78.20	MISeatType	3000	16/08/2017	16/08/2017
9.	Round-II	27	76.64	Graduation	ME17108654	YENGALWAR DEVIKA RAJU	Female	Type A	Open	--	76.64	MISeatType	3000	16/08/2017	16/08/2017
10.	Round-II	58	73.33	Graduation	ME17111808	CHOUDHARI PALLAVI RAGHUNATH	Female	Type A	Open	--	73.33	MISeatType	3000	16/08/2017	15/08/2017
11.	Round-II	1679	351.00	GATE	ME17103682	KADWE TUSHAR VIJAY	Male	Type A	OBC	--	66.80	MISeatType	3000	16/08/2017	16/08/2017
12.	Round-II	2115	273.00	GATE	ME17109496	MESHAM ASHISH KHUSHAL	Male	Type A	SC	--	61.46	MISeatType	1000	16/08/2017	16/08/2017
13.	Round-II	4402	14.12	GATE	ME17113195	BHALADHARE AJAY BHIMRAO	Male	Type A	SC	--	64.30	MISeatType	1000	16/08/2017	16/08/2017
14.	Round-II	5866	10.22	GATE	ME17105669	DAMEDHAR PRACHI SATISHRAO	Female	Type A	Open	64.1	69.38	MISeatType	3000	16/08/2017	16/08/2017
15.	Round-II	6046	9.86	GATE	ME17102031	GIRADKAR NISHKARSH VASANTRAO	Male	Type A	Open	89.1	76.60	MISeatType	3000	16/08/2017	16/08/2017
16.	Round-II	6213	9.54	GATE	ME17113887	MESHAM PRAWESH RAJESH	Male	Type A	SC	87.8	0.00	MISeatType	1000	16/08/2017	16/08/2017
17.	Round-II	6861	8.26	GATE	ME17108097	DAHIWALE RATNADEEP BHAGWAN	Male	Type A	SC	--	56.31	MISeatType	1000	16/08/2017	16/08/2017
18.	Round-II	7486	6.96	GATE	ME17105515	LOKARE AISHWARYA ARUN	Female	Type A	SC	63.2	64.69	MISeatType	1000	16/08/2017	16/08/2017
19.	Round-III	4884	12.68	GATE	ME17114000	CHAVHAN YUVRAJ HARI	Male	Type A	DT/VJ	--	73.53	MISeatType	1000	18/08/2017	18/08/2017

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under Institutional Seats

Number of Seats : 5

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
20	Institute Level	1	3.43	GATE	ME17114556	RAMTEKE SONAL BHIMRAO	Male	Type A	SC	--	73.80	ILNS	1000	29/08/2017	29/08/2017
21	Institute Level	1	2.58	GATE	ME17106071	AMBILDUKE LUSHANT DINKARRAO	Male	Type A	SC	--	69.65	ILNS	3000	18/08/2017	18/08/2017
22	Institute Level	2	6.42	GATE	ME17114611	DONGARE LOKESH DILDAR	Male	Type A	SC	--	73.40	ILNS	1000	29/08/2017	29/08/2017
23	Institute Level	4	0.26	GATE	ME17109541	NANDESHWAR SIDDHARTH PRATAP	Male	Type A	SC	--	58.54	ILNS	1000	29/08/2017	29/08/2017
24	Institute Level	5	56.50	Graduation	ME17109379	TINGUSLE SAVAN TUKARAM	Male	Type A	Open	--	56.50	ILNS	3000	29/08/2017	29/08/2017

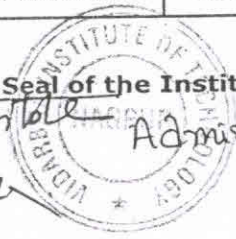
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Page No : 3/3

~~SR. NO. 21~~ not eligible
J.P. Kelwade



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Umred Road, Nagpur
Receipt No. 419391910

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List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
8.	Round-II	17	78.20	Graduation	ME17109467	MUDE SUNIL MAROTRAO	Male	Type A	Open	--	78.20	MISeatType	3000	16/08/2017	16/08/2017
9.	Round-II	27	76.64	Graduation	ME17108654	YENGALWAR DEVIKA RAJU	Female	Type A	Open	--	76.64	MISeatType	3000	16/08/2017	16/08/2017
10.	Round-II	58	73.33	Graduation	ME17111808	CHOUDHARI PALLAVI RAGHUNATH	Female	Type A	Open	--	73.33	MISeatType	3000	16/08/2017	15/08/2017
11.	Round-II	1679	351.00	GATE	ME17103682	KADWE TUSHAR VIJAY	Male	Type A	OBC	--	66.80	MISeatType	3000	16/08/2017	16/08/2017
12.	Round-II	2115	273.00	GATE	ME17109496	MESHRAH ASHISH KHUSHAL	Male	Type A	SC	--	61.46	MISeatType	1000	16/08/2017	16/08/2017
13.	Round-II	4402	14.12	GATE	ME17113195	BHALADHARE AJAY BHIMRAO	Male	Type A	SC	--	64.30	MISeatType	1000	16/08/2017	16/08/2017
14.	Round-II	5866	10.22	GATE	ME17105669	DAMEDHAR PRACHI SATISHRAO	Female	Type A	Open	64.1	69.38	MISeatType	3000	16/08/2017	16/08/2017
15.	Round-II	6046	9.86	GATE	ME17102031	GIRADKAR NISHKARSH VASANTRAO	Male	Type A	Open	69.1	76.60	MISeatType	3000	16/08/2017	16/08/2017
16.	Round-II	6213	9.54	GATE	ME17113887	MESHRAH PRAWESH RAJESH	Male	Type A	SC	87.8	0.00	MISeatType	1000	16/08/2017	16/08/2017
17.	Round-II	6861	8.26	GATE	ME17108097	DAHIWALE RATNADEEP BHAGWAN	Male	Type A	SC	63.2	56.31	MISeatType	1000	16/08/2017	16/08/2017
18.	Round-II	7486	6.96	GATE	ME17105515	LOKARE AISHWARYA ARUN	Female	Type A	SC	63.2	64.69	MISeatType	1000	16/08/2017	16/08/2017
19.	Round-III	4884	12.68	GATE	ME17114000	CHAVHAN YUVRAJ HARI	Male	Type A	DT/VJ	--	73.53	MISeatType	1000	18/08/2017	18/08/2017

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Page No : 2/3

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305, Government Polytechnic Building, 49, Kherwadi, Bandra (E), Mumbai - 400 051 (M.S.)

List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18


Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under CAP (Minority) Seats

Number of Seats : 12

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
8.	Round-II	17	78.20	Graduation	ME17109467	MUDE SUNIL MAROTRAO	Male	Type A	Open	--	78.20	MISeatType	3000	16/08/2017	16/08/2017
9.	Round-II	27	76.64	Graduation	ME17108654	YENGALWAR DEVIKA RAJU	Female	Type A	Open	--	76.64	MISeatType	3000	16/08/2017	16/08/2017
10.	Round-II	58	73.33	Graduation	ME17111808	CHOUDHARI PALLAVI RAGHUNATH	Female	Type A	Open	--	73.33	MISeatType	3000	16/08/2017	15/08/2017
11.	Round-II	1679	351.00	GATE	ME17103682	KADWE TUSHAR VIJAY	Male	Type A	OBC	--	66.80	MISeatType	3000	16/08/2017	16/08/2017
12.	Round-II	2115	273.00	GATE	ME17109496	MESHAM ASHISH KHUSHAL	Male	Type A	SC	--	61.46	MISeatType	1000	16/08/2017	16/08/2017
13.	Round-II	4402	14.12	GATE	ME17113195	BHALADHARE AJAY BHIMRAO	Male	Type A	SC	--	64.30	MISeatType	1000	16/08/2017	16/08/2017
14.	Round-II	5866	10.22	GATE	ME17105669	DAMEDHAR PRACHI SATISHRAO	Female	Type A	Open	64.1	69.38	MISeatType	3000	16/08/2017	16/08/2017
15.	Round-II	6046	9.86	GATE	ME17102031	GIRADKAR NISHKARSH VASANTRAO	Male	Type A	Open	89.1	76.60	MISeatType	3000	16/08/2017	16/08/2017
16.	Round-II	6213	9.54	GATE	ME17113887	MESHAM PRAWESH RAJESH	Male	Type A	SC	87.8	0.00	MISeatType	1000	16/08/2017	16/08/2017
17.	Round-II	6861	8.26	GATE	ME17108097	DAHIWALE RATNADEEP BHAGWAN	Male	Type A	SC	63.2	56.31	MISeatType	1000	16/08/2017	16/08/2017
18.	Round-II	7486	6.96	GATE	ME17105515	LOKARE AISHWARYA ARUN	Female	Type A	SC	63.2	64.69	MISeatType	1000	16/08/2017	16/08/2017
19.	Round-III	4884	12.68	GATE	ME17114000	CHAVHAN YUVAJ HARI	Male	Type A	DT/VJ	--	73.53	MISeatType	1000	18/08/2017	18/08/2017

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Page No : 2/3

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305, Government Polytechnic Building, 49, Kherwadi, Bandra (E), Mumbai - 400 051 (M.S.)

List of Candidates Admitted to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2017-18

Institution Name [Code] :- K.D.M. Education Society, Vidharbha Institute of Technology, Umred Road, Nagpur [4193]
Course Name [Choice Code] :- Electrical (Power Electronics and Power System) [419391910]

List of Candidates Admitted Under Institutional Seats

Number of Seats : 5

Sr. No.	CAP Round	Merit No	Merit Marks	Entrance Exam	Application ID	Candidate Name	Gender	Candidature Type	Category	PH Type	Graduation Percentage	Seat Type	Fees Paid	Admission Date	Uploaded Date
20	Institute Level	1	3.43	GATE	ME17114556	RAMTEKE SONAL BHIMRAO	Male	Type A	SC	--	73.80	ILNS	1000	29/08/2017	29/08/2017
21	Institute Level	1	2.58	GATE	ME17106071	AMBILDUKE LUSHANT DINKARRAO	Male	Type A	Open	--	69.65	ILNS	3000	18/08/2017	18/08/2017
22	Institute Level	2	6.42	GATE	ME17114611	DONGARE LOKESH DILDAR	Male	Type A	SC	--	73.40	ILNS	1000	29/08/2017	29/08/2017
23	Institute Level	4	0.26	GATE	ME17109541	NANDESHWAR SIDDHARTH PRATAP	Male	Type A	SC	--	58.54	ILNS	1000	29/08/2017	29/08/2017
24	Institute Level	5	56.50	Graduation	ME17109379	TINGUSLE SAVAN TUKARAM	Male	Type A	Open	--	56.50	ILNS	3000	29/08/2017	29/08/2017

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Page No : 3/3

SC NO. 21 not eligible
J-P. Kelwade

Admission Cancelled
Receipt No. 419391910

Vin
26/12/2017



Amar Sewa Mandal's
**KAMLA NEHRU MAHAVIDYALAYA (MCA & MBA
PROGRAMME)**
SAKKARDARA CHOWK NAGPUR 440024 (M.S.)

BONAFIDE CERTIFICATE




BON/36


Date : 20/05/2022

This is to certify that MR JAGDISH SURESH BODKHE
is/was a bonafide student of this college studying in MBA - 1 during
the year 2021-2022.



His progress in studies during the year is/was good. He bears a
good moral character. His date of birth is 11/06/1996 and Place of
birth is SAWNA. His caste is KUNBI as per our college record.


CLERK



PRINCIPAL
Kamla Nehru Mahavidyalaya,
Sakkardara Chowk, Nagpur.

 **Amar Sewa**
KAMLA NEHRU MAHAVIDYALAYA [Sr.]
'A+' grade Accredited by NAAC
Sakkardara Chowk, Nagpur-9 ♦ Phone : 2742308, 2749784

Identity Card-2021-2022

ID. No. 3521192 Class MBA - 1
Name JAGDISH SURESH BODKHE
DOA 07/12/2021 DOB 11/06/1996
Address AT KRISHNA, POST UKLIPEN,
TAHASIL AND DISTRICT WASHIM,
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