

CYIENT

Date: 19-May-2021

Personal & Confidential

Faizan Shaikh (C384693)

Offer of employment

Dear Faizan Shaikh ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

We are poised to take flight and enter a whole new trajectory of growth and delighted to offer you the position of Design Engineer (BAND B as per our internal levels), to join Cyient (referred to as Cyient or the Company) in this journey.

This offer is subject to your acceptance of the attached terms and conditions, please mail your acceptance of this offer to initiate the on-boarding process

Training & Compensation: You will be provided on-the-job training for the first 6 months and during this period of time you will be eligible for a stipend of INR 15,000 per month.

On successful completion of the training, you will be placed on assignments under probation for six months, with a Gross annual package of INR 3,25,040 detailed out in Annexure 1 subject to the terms and conditions attached.

Start date: On or before 19-May-2021

Place of Work: Hyderabad, Manikonda
Address: Plot No. 2, IT Park
Nanakramguda, Gachibowli
Hyderabad- 500032
Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Sree Ambica C from the Campus Connect Team at Sreeambica.C@cyient.com.

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-021604

Page No. 1




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

Mr. Rushikesh Sanjay Khairnar
Hyderabad.

30-Aug-2023

Offer Letter

Dear Rushikesh,

Congratulations! We are pleased to extend you an offer of employment as an **Associate Software Engineer** at Praval. Your journey with us can start on or before **4th September 2023** and the offer stands withdrawn thereafter unless the date is extended by us and communicated to you in writing.

Your position will carry annual compensation of **INR 5,00,000/-** inclusive of benefits. Your compensation is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees. Please sign this offer letter and email it to HR@pravaltech.com or hand over a copy to our HR team within 3 business days as a token of your acceptance.

The appointment letter comprising employee confidentiality, Non-compete agreement, and employment terms will be provided to you on your joining date.

On or before your joining you are required to submit your personal and previous employment documents for verification and record purposes.

Please feel free to contact us for any additional information or questions at HR@pravaltech.com.

Congratulations once again and we look forward to you being a part of the successful journey ahead.

Warm Regards,



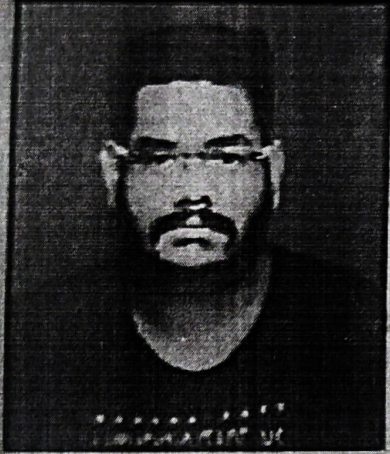
Sashi Pagadala
CEO

Praval Infotech Pvt Ltd
2nd Floor, Plot No 5,
Survey No 6, Inorbit Mall Rd,
HITEC City, Madhapur,
Hyderabad, Telangana 500081



Prof.(Dr.) Sahebrao B. Bagal
Principal

Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Name : Mohit M. Walimbe

Emp. Code : 506685

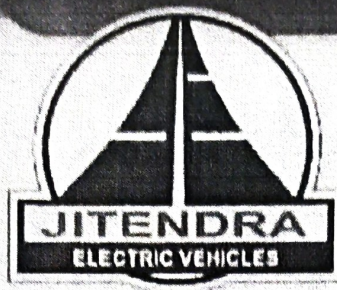
D.O.J : 1-June-2023

Bagzone Lifestyles Pvt. Ltd.

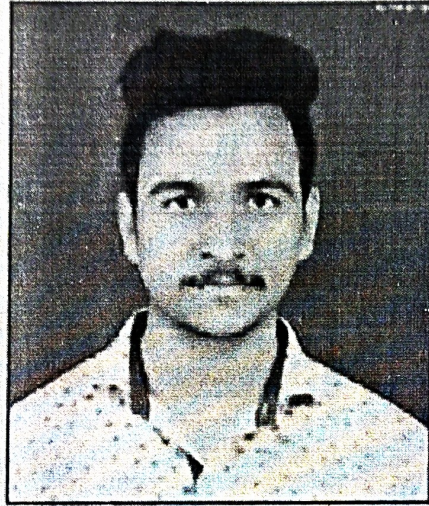


Prof.(Dr.) Sahebrao B. Bagal
Principal

Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.




JITENDRA NEW EV TECH PVT. LTD.



Hitesh Suryawanshi
Er. Quality Assurance

Employee No. : 386
Date of Joining : 28/12/2020
Date of Birth : 21/06/ 1998
Blood Group : A+ve
Mobile : 7769807781




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



SANIYO ELECTROFAB PVT. LTD.

Factory: H-2, MIDC Area, Near Shivaji Nagar Bus Stop,
Salpur, Nashik - 422 007, Maharashtra
Ph: (0253) 2351909, 2351417, 2354197, 2355456. E-mail: sanyoepl@yahoo.in



Ref :

Date :

EXPERIENCE LETTER

Date- 11th May 2022

TO WHOM IT MAY CONCERN

This is to Certify that Mr. **Shubham Sanjay Patil** worked in our organization as a **Jr.QA.Engineer** in our Quality Department with effect from **01 December 2020** to **11th May 2022**.


We found his sincere, hardworking, and technically sound and result oriented approach during his tenure. Mr. Shubham has a friendly, outgoing personality, a good sense of responsibility and works well as part of a team. We take this opportunity to thank him for his contribution and wish him success in his future endeavors.

Yours Sincerely,

For Saniyo Electrofab Pvt. Ltd.

(Authorized Signatory)




Prof.(Dr.) Sahebrao B. Bagat
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

Date: 24/01/2022

Mr. Shubham Aba Pomnar,
Room no. 1168
M.H.B. Colony
Satpur Colony Nashik - 12

Dear Mr. Shubham Aba Pomnar,

01. Reference your application and subsequent interview for employment with Aloha, we are pleased to offer you the followings broad terms:

- a) Role: **Quality Assurance Engineer**
- b) Date of Joining: **24/01/2022**
- c) Cost to Company: **3,96,000 (Rs.) Per Annum (Three Lakh Ninety Six Thousand Only)**

02. Probation Period:

You will be on training/probation for a period of six months. In the event of unsatisfactory performance during the training/probation period your services can be terminated. However, it can be extended at the sole discretion of Management you will continue to be on training/probation till such time as informed of confirmation in writing. During training/probation, your services may be terminated at a day's notice, without assigning any reason whatsoever.

03. Notice Period:


You will be required to give three months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment in hand requiring more than three months, the Company will have the discretion to relieve you only at the end of the completion of such assignment.

04. Agreement:

Our offer to you as an employee is subject to your executing the agreements as per the drafts. You will be required to submit the signed agreements at the time of joining duty.

Accepted




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



LUPIN

LUPIN LIMITED
T-14, MIDC, Chembur (W) - Mumbai
Tamil Nadu - Chennai, Maharashtra - 401 506
Tel: +91-22-2501 0192, 270193, 270194

August 09, 2022.

TO WHOM IT MAY CONCERN

This is certify that Mr. **Gaurav Dipak Patil** (Registration No WMHG006200508449) has completed training under Graduate Apprentice Trainee from 09/08/2021 to 08/08/2022 at our establishment.

He has been trained in the Mechanical department.

His performance during the training has found satisfactory.

We wish him all the success in his future career.

For Lupin Limited.

Mahesh Kate

General Manager - HR



Prof.(Dr.) Sahebrao B. Bagal
Principal

Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

05. Transfer:

Your services can be transferred to any of our units/departments situated anywhere in India or abroad.

06. Other Terms & Conditions:

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

You will also be governed by the rules and regulations of the Company as applicable to your category of employees.

Thanking You


Yours sincerely,
Aloha Technology Pvt. Ltd.



.....
(Authorised Signatory)

Accepted




Prof.(Dr.) Sahebrao B. Baga
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



ALOHA TECHNOLOGY PRIVATE LTD.

Kumar Crystal
Floors 2nd & 3rd, New D. P. Road,
Aundh, Pune - 411007. INDIA
CIN : U72200PN2004PTC018923

Tel. : 020 - 25898581
E -mail :
info@alohatechnology.com

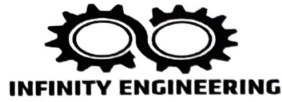
ANNEXURE

Name

Shubham Aba Pomnar

| Description | Gross Monthly | Per Annum |
|--|----------------------|------------------|
| Gross Basic | 25,200 | 3,02,400 |
| Gross HRA | 4,988 | 59,856 |
| Gross Conveyance | 1,600 | 19,200 |
| SA | 0 | 0 |
| Gross Salary | 31,788 | 3,81,456 |
| PF Employer Contribution as per EPF Act | 0 | 0 |
| ESI Employer Contribution as per ESI Act | 0 | 0 |
| Bonus as per Payment of Bonus Act | 0 | 0 |
| Gratuity as per Payment of Gratuity Act | 1,212 | 14,544 |
| Total CTC | 33,000 | 3,96,000 |

Accepted

**INFINITY ENGINEERING**

Technical & Non-technical Industrial Services
159, Arjun Niwas, Bhagavan Baba Chowk,
Nirmalnagar, Ahmednagar-414001

Payslip for the Month of November 2020

| | | | |
|---------------------|------------------------|---------------|-----------|
| Employee Code | IE_20-21_173 | Month Days | 30 |
| Employee Name | Roshan Late | Payable Days | 26 |
| Customer Name | LCI Engineering | Present Days | 20 |
| Department | Quality_Mahle | Absent Days | 6 |
| Bank IFSC Code | BKDN0520006 | Weekly Off | 4 |
| Bank Account Number | 000610029391 | Overtime Hrs | 0 |
| P.F. UAN Number | 101635845948 | Joining Date | 04-Nov-20 |
| P.F. Number | KDNSK21119340000010190 | PAN Number | 0 |
| ESIC Number | 3600879750 | Aadhar Number | 0 |

| Earning Head | Current Month | | | |
|-----------------------|---------------------|--|----------------------------|-------------|
| | Earning Head Amount | Earning | Deduction Head | Amount |
| BASIC | 7100 | 5462 | PF | 1147 |
| HRA | 591.6 | 455 | ESIC | 76 |
| DA | 4732 | 3640 | PT | 200 |
| LEAVE WAGES | 591.6 | 455 | MLWF | 0 |
| PERFORMANCE ALLOWANCE | 0 | 0 | OTHER DEDUCTION | 0 |
| OVERTIME AMOUNT | 0 | 0 | SHOES (Refundable Basis) | 0 |
| INCENTIVE | 0 | 0 | | |
| Total | 13015 | 10012 | | 1423 |
| Net Salary :- | 8589 | Rupees : EightThousand Five Hundred Eighty Eight only | | |

* This salary slip is computer generated hence not required signature




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



DHAM FASTENERS

Works : W-94 (A), M.I.D.C., Add. Nashik Industrial Area, Ambad, Nashik - 422010.

Tel. : +91-253-2382524, 6602411, 6611167 E-mail : dhamfasteners@gmail.com , info@dhamfasteners.com

Ref: 009 / DF / HR / APPT LTR

Date : 09 / 04 / 2021

LETTER OF APPOINTMENT

Dear Mr. **Sagar Kadam**,

With reference to your interview held at **DHAM FASTENERS**, Nashik and after careful evaluation we are pleased to inform you that you have been appointed on the position as Supervisor - Heat Treatment at our company w. e. f. 01st July, 2021.

Your appointment and nature of services will be subject to adherence of following terms and conditions:

Salary:

You will be entitled to monthly salary of **Rs. 16,000 /-** (**Rs. Sixteen Thousand only**) per month and other benefits as applicable to your category of employment and as discussed during interview.

Reporting:

Your working hours will be **09:00am to 6:00 pm** as per the current company policy and may extend if requires. The company observes a 6 days' work per week. Saturday is observed as weekly off but employees may be called if require. Punctuality in reporting will be highly expected and appreciated. Your role and responsibilities will be advised to you by your Departmental Head / Plant Head. You will be briefed regarding policies of the company on 1st day of your joining / induction day. You will adhere to all the standing orders of the company as laid from time to time.

Responsibilities:

It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline adhering to deadlines and meeting targets.

Deputation:

Your deputation will be informed by the Plant Head, however your services can be transferred to any Section/Department, Location, Office, Associate or Subsidiary under Dham Fasteners, Nashik, whether existing today or which may come up in future, at any time at the sole discretion of Management.

In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.

Page 1 of 3




Prof. (Dr.) Sahebrao B. Bagal
Principal

Late G. N. Sapkal College of Engineering,
Anjaneri, Nashik-422 213.

Valeo

Valeo India Private Limited.
Gal No. 24, 744 & 745, Village - Lonikand,
Taluka - Havell, Pune - 412 216 (Maharashtra)
Tel.: +91 (020) 66 78 55 00

Ref: HR/Appt/04158

Date : 25th July 2020

To
Amar Doiphode
Emp. ID- 04158

This has reference to the interview you had with us on **23-July-2020**. We are pleased to offer you training under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 as Employment Promotion Programme on the following terms and conditions with effect from **25-July-2020** for a period of six month upto **24-January-2021**.

1. Your training shall start on **25-July-2020** and end automatically on **24-January-2021**.
2. You shall be paid a consolidated stipend of **Rs.11000 /- per month**.
3. On completion of the training period, your services are liable to be terminated. No separate letter of termination would be issued on completion of the training period and you would be relieved automatically.
4. During the training period your services will be liable to termination by either side after giving fifteen (15) working days notice except in the case of physical or mental incapacity, insubordination or dishonesty or unauthorized absence or any other misconduct in which case, your services may be terminated without any notice.
5. You will be subject to the provisions of the Standing Orders framed under the Industrial Employment (Standing Orders) Act 1948 as applicable from time to time.
6. You will be required to attend duties and when required at timings in any shift at present in existence or which may be started subsequently which may be nominated by us consistent with the requirement of the organization. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties whatsoever consistent with the work requirements and the nature of your employment.
7. During the tenure of your training with the company, you will be liable to be transferred to any Department, Section, Establishment of the company or at any other place where the work of the company is carried out. You shall also be liable to be transferred to such establishments which may be newly established after your joining the company. You will be covered by the rules and regulations and the terms and conditions applicable at the place where you shall be posted/transferred/deputed.
8. Throughout your continuance of services with the company, you should be medically fit and free from any disease. It will be open for the company to require you to undergo such a medical test as may be determined and in the event, the company finds it unsuitable for you to be continued on medical grounds, the decision of the company in that case shall be final and your services will be liable to be terminated.
9. You will be allowed leave as per the current notifications of the company and as per the notification issued from time to time. You shall also fully abide by the travel and deputation rules as notified by the company from time to time.

Regd. Office :

Valeo India Private Limited. CEE DEE YES IT PARK No. 63, Phase 1, Rajiv Gandhi Salai, Navalur. | Chennai - 600130 Tamil Nadu, India |
CIN No U51505TN2008PTC101183 www.valeo.com

K. D. D.



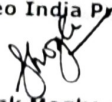
S. Bagal
Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.


Valeo India Private Limited.

 Gat No. 24, 744 & 745, Village - Lonikand,
 Taluka - Haveli, Pune - 412 216 (Maharashtra)
 Tel. +91 (020) 66 78 55 00

10. The letter of training is being issued to you on the clear understanding that there is nothing on your past record which would have prevented the Management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the management is false or if you have willfully suppressed any material information, in such a case you will be liable to be removed from the services of the company forthwith without any notice.
11. Your position is a whole time employment with the company and you shall not take up any other work or remuneration part time or otherwise without prior permission of the management.
12. You will also not work without written permission of the company elsewhere with or without remuneration in your spare time in any capacity whatsoever.
13. If you wish to avail company's Canteen & Transportation facilities, the rules framed by the company from time to time on that behalf will be applicable to you.
14. Notice of Discontinuation: Your training is liable to be discontinued by the Company at any time without any notice and/or without assigning any reasons thereof and without payment of any compensation.
15. In the event you desire to take any educational course, it shall be binding on you to inform the company regarding the same.
16. You will not without the consent of the management disclose or divulge or make public except on legal obligations any information regarding company matters and demonstrations on research carried out whether the same be confined to you or become known to you in the course of your service or otherwise.
17. You shall observe strict secrecy regarding the business of the company and shall not divulge directly or indirectly or disclose to any person any affairs or any information regarding the company. You shall also not publish any written articles or deliver any talk or give any interview on any subject related to the company.
18. You shall be responsible for safekeeping and return in good condition and order, the company's property which may be in your use/custody/care or charge. The company reserves the right to deduct money value of all such items from your emoluments and/or take such action as it deems proper in the event of your failure to account for them to the satisfaction of the company.

For Valeo India Private Limited,


Shashank Moghe
 Head - Human Resources

I have received a copy of this appointment order. I have fully understood the contents therein. I am signing this appointment order as a token of my having accepted all the terms of conditions mentioned therein and do hereby declare that all the terms and conditions stated therein shall be fully binding on me.

 Signature :
 Name : Amar Doiphode

Regd. Office :

 Valeo India Private Limited, CEE DEE YES IT PARK No. 63, Phase 1, Rajiv Gandhi Salai, Navalur, | Chennai - 600130 Tamil Nadu, India |
 CIN No. U51505TN2008PTC101183 www.valeo.com


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Prof. (Dr.) Sahebrao B. Bagal
 Principal
 Late G. N. Sapkal College of Engineering
 Anjaneri, Nashik-422 213.

2/63, MIDC INDUSTRIAL AREA, SATPUR,
 ASIK - 422 007. TEL : (0253) 2350320/21
 FAX : (0253) 2350201, E-mail : itmnsk@indiantool.com
 CIN : L29220MH1986PLC 041214



Birla Precision Technologies Ltd.
INDIAN TOOL
 MANUFACTURERS DIVISION

BPTL/HR/OFFER/2022

April 1, 2022

To,

Mr. Yogesh P Deshmukh,
 N53/AD-2/26/6, Mahakali Chowk,
 Cidco,
 Nashik - 422009.

Sub: Offer Letter

Dear Mr. Yogesh,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization as "Staff Operator (Production)" at our ITM Nashik Unit as per the terms and conditions mutually agreed upon.

You are advised to join us on or before **10.04.2022**. This offer letter is valid till **10.04.2022**. Your detailed appointment letter will be issued to you on your joining. Your employment is subject to the submission of the following documents:

- Birth Certificate/SSC Certificate indicating your date of birth.
- All Educational / Professional / Experience Certificates.
- 3 Recent Passport Size Photographs.
- Relieving Certificate from the last Employer.
- If member of Provident Fund Scheme, the Membership Number/ UAN.
- If member of Employees State Insurance Scheme, the Membership Number.
- PAN Card.
- Driving License.
- Aadhaar Card.
- Original documents will be required for verification at the time of Joining.
- Medical fitness certificate.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.

Thanking You,

Yours faithfully,

For **Birla Precision Technologies Ltd.**
 (Indian Tools Manufacturers Division)

R N Shiradhonkar
Major. R N Shiradhonkar (Retd.)
Vice President (H.R.)

Encl : Salary Structure.

I have understood the offer and I accept the same. I will join on _____, failing which I have no lien on the employment.

Signature: _____ Date _____



Regd. Office : 23, Birla Mansion No.2, 1st Floor, D.D. Sathe Marg, Prarthana Samaj, Mumbai - 400 004.
 Tel.: +91 22 23825060, E-mail : info@birlaprecision.com, Website : www.birlaprecision.com
Aurangabad Works : B-15/3, M.I.D.C., Industrial Area, Walunj, Aurangabad - 431 133. Tel : (0240) 2564056, 2564057, Fax : (0240) 2554673
Nashik Works : 62-63, M.I.D.C. Industrial Area, Satpur, Nashik - 422 007. Tel.: (0253) 2350320, 2350321, Fax : (0253) 2350201



Sahebrao B. Bagal
Prof.(Dr.) Sahebrao B. Bagal
 Principal
 Late G. N. Sapkal College of Engineering
 Anjaneri, Nashik-422 213.



Annexure - I

| | | | |
|-------------------------|--------------------------------------|-------------------|-------------------|
| Name | Mr. Yogesh P Deshmukh | | |
| Designation | Staff Operator (Production) | | |
| DOJ-on or before | 10-Apr-22 | | |
| Location | ITM Nashik | | |
| Salary Structure | | | |
| | Grade | S - 01 | |
| | Remuneration | Rs. (P.M.) | Rs. (P.A.) |
| (1) | Basic | 10000.00 | 120000.00 |
| | House Rent Allowance | 5.00% 500.00 | 6000.00 |
| | Conveyance / Vehile Allowance | 120.00 | 1440.00 |
| | Medical Allowance | 8.33% 833.00 | 9996.00 |
| | Leave Travel Allowance | 8.33% 833.00 | 9996.00 |
| | Flexible Allowance | 7652.00 | 91824.00 |
| | Total | 19938.00 | 239256.00 |
| (2) | Employer Provident Fund (2) | 12.00% 1200.00 | 14400.00 |
| (3) | ESIC (Co' Contribution) | 3.25% 648.00 | 7776.00 |
| | TOTAL (1+2+3) | 21786.00 | 261432.00 |
| (4) | Value of Privilege Leave | 5.00% 500.00 | 6000.00 |
| (5) | Gratuity (As Per Act.) | 4.81% 481.00 | 5772.00 |
| (6) | Bonus As per Act (Payable Yearly) | 1400.00 | 16800.00 |
| | Total (1 + 2 + 3 + 4 + 5 + 6) | 24167.00 | 290004.00 |

Telephone Bill : As per Policy



Regd. Office : 23, Birla Mansion No.2, 1st Floor, D.D. Sathe Marg, Prarthana Samaj, Mumbai - 400 004.
 Tel.: +91 22 23825060, E-mail : info@birlaprecision.com, Website : www.birlaprecision.com
Aurangabad Works : B-15/3, M.I.D.C., Industrial Area, Walunj, Aurangabad - 431 133. Tel : (0240) 2584056, 2564057, Fax : (0240) 2554673
Nashik Works : 62-63, M.I.D.C. Industrial Area, Satpur, Nashik - 422 007. Tel.: (0253) 2350320, 2350321, Fax : (0253) 2350201



Sapkal
Prof.(Dr.) Sahebrao B. Bagal
 Principal
 Late G. N. Sapkal College of Engineering
 Anjaneri, Nashik-422 213.



NOT TO BE USED AS IDENTIFICATION



1010207

ENTRY PASS

ORG TCS

DEPT IT-RET

703063947

HID 21777

NAGPURE PRATHMESH GANES

MAIN

9657884869

B+

NA

NA

ISSUING AUTHORITY

Mar 31, 20

State Bank Global IT Centre
Navi Mumbai

Mob. No. 9967575087



Handwritten signature

Prof.(Dr.) Sankar Bagai
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

To,
Suraj Sangle
Sangale Vasti, Talwade, Pimpalgaon Nipani,
Nashik, Maharashtra - 422102.

Offer Letter

Dear **Suraj Sangle**,

Consequent to your interview with INCI INFOTECH LLP, We are pleased to inform you that you have been selected as "Full Stack Developer". Your contribution is imperative to assure our sustained success and growth.

Joining & Acceptance:

The offer will be effective on or before your date of joining **28/09/2023**.

Upon Receiving this Offer Letter If you do not confirm your acceptance within **24 hours**, this offer will stand withdrawn.

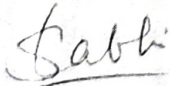
Kindly confirm your acceptance by either signing on the copy of this letter or responding via Email. In case of any change in date of joining, HR must be informed before 10 days prior to the date mentioned on this offer letter.

On your date of joining, you are requested to report to below address as per mention office time, please note that you are expected to be on time to complete the joining formalities as per the schedule. Late arrival may result in rescheduling of your joining.

Your employment with our organization will be governed by various policies, rules and guidelines of the organization.

Looking forward to having you in our organization. We hope that your career here will be a gratifying one.

For,
Incipient InfoTech



HR Department





Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

Ref: HR/Trainee/2020

Date: 18th Dec 2020

To,
Mr. **Rahul Navnath Ghotekar**
A/P Khedale Zunge,
Tal-Niphad,
Dist-Nashik,
Maharashtra-422305

Dear Mr. Rahul,

Further to your application for the position of **Trainee -Production** and personal interview you had with us, we are pleased to inform you that you have been selected as **Trainee-Production** in our company on the following terms and conditions:-

1. You will be engaged as a Trainee with effect from 16th Dec 2020 till 15th Dec 2021 in Dura Auto Systems India Pvt. Ltd, Pune.
2. The period of training will be One Year which may be reduced, terminated or modified at the sole discretion of the management as and when it may be deemed just, proper and necessary. The Management may also extend the said period further, at its sole discretion, without assigning any reason whatsoever in any such eventuality.
3. The training may include theoretical and practical on the job training, guided work experience and working independently.
4. Your Performance will be reviewed by your supervisor every Six months & same will be communicated to you on time to time basis.
5. You will be paid a stipend as per Annexed -1.
6. You will be entitled to Provident Fund and Family pension Benefits in accordance with the provisions of the Employee's Provident Fund and Family Pension Scheme.
7. You will be entitled to privilege leave as provided for in the Factories Act, 1948. You will not be entitled to any other leave during your training period.
8. You will be covered under the Workmen's Compensations Act, 1923.
9. During the training period, you shall not be entitled to any other benefits.
10. You will be placed in any shift for the purpose of your on the job training. Also depending upon the work exigencies, you may be sent on transfer or on deputation to

United States • Mexico • Brazil • Germany • France • United Kingdom • Portugal • Spain • Czech Republic
Slovakia • Romania • India • China • Korea • Japan • Russia

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Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.


19. You will have to observe the safety rules and regulations applicable to you from time to time. You will always wear safety shoes provided to you by the Company while at work and also wear all necessary safety equipment.
20. If you are allowed to avail the transport and canteen facility, provided by the Company, deduction will be made from your emoluments as per the Company's rule.
21. If you suffer from any communicable disease or continued ill health, your training shall be liable to be terminated without any notice or compensation. The decision of the Company in this regard shall be final and binding on you.
22. This appointment as a Trainee is subject to your being found medically fit and verification of the particulars given by you in your application form in case any particulars furnished by you are found to be false or incorrect your training period shall be terminated without any notice.
23. It is being informed to you that you are not an employee/workman of the Company and hence you are not eligible to any of the facilities applicable.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions as mentioned above.

Thanking you,

Yours faithfully,

For Dura Auto Systems India Pvt. Ltd.


Nishikant Katkar
Deputy Manager-HR

Acceptance of Letter

I accept the engagement of Training on the above Terms and Conditions which have been read by me/ explained to me and have been thoroughly understood by me and I agree to abide by them.

(Rahul Ghotekar)

Signature:-

Date: -

United States • Mexico • Brazil • Germany • France • United Kingdom • Portugal • Spain • Czech Republic
Slovakia • Romania • India • China • Korea • Japan • Russia

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Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

Ref: HR/Trainee/2020

Date: 18th Dec 2020

To
Mr. **Rahul Jagannath Mathure**
A/P Hatgaon,
Tal-Chalisgaon,
Dist-Jalgaon,
Maharashtra-424108

Dear Mr. Rahul,


Further to your application for the position of **Trainee -Production** and personal interview you had with us, we are pleased to inform you that you have been selected as **Trainee-Production** in our company on the following terms and conditions:-

1. You will be engaged as a Trainee with effect from 16th Dec 2020 till 15th Dec 2021 in **Dura Auto Systems India Pvt. Ltd, Pune.**
2. The period of training will be **One Year** which may be reduced, terminated or modified at the sole discretion of the management as and when it may be deemed just, proper and necessary. The Management may also extend the said period further, at its sole discretion, without assigning any reason whatsoever in any such eventuality.
3. The training may include theoretical and practical on the job training, guided work experience and working independently.
4. Your Performance will be reviewed by your supervisor every Six months & same will be communicated to you on time to time basis.
5. You will be paid a stipend as per Annexed -1.
6. You will be entitled to Provident Fund and Family pension Benefits in accordance with the provisions of the Employee's Provident Fund and Family Pension Scheme.
7. You will be entitled to privilege leave as provided for in the Factories Act, 1948. You will not be entitled to any other leave during your training period.
8. You will be covered under the Workmen's Compensations Act, 1923.
9. During the training period, you shall not be entitled to any other benefits.
10. You will be placed in any shift for the purpose of your on the job training. Also depending upon the work exigencies, you may be sent on transfer or on deputation to

United States - Mexico - Brazil -

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Prof.(Dr.) Sahebrao B. Baga
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

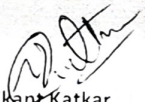
19. You will have to observe the safety rules and regulations applicable to you from time to time. You will always wear safety shoes provided to you by the Company while at work and also wear all necessary safety equipment.
20. If you are allowed to avail the transport and canteen facility, provided by the Company, deduction will be made from your emoluments as per the Company's rule.
21. If you suffer from any communicable disease or continued ill health, your training shall be liable to be terminated without any notice or compensation. The decision of the Company in this regard shall be final and binding on you.
22. This appointment as a Trainee is subject to your being found medically fit and verification of the particulars given by you in your application form in case any particulars furnished by you are found to be false or incorrect your training period shall be terminated without any notice.
23. It is being informed to you that you are not an employee/workman of the Company and hence you are not eligible to any of the facilities applicable.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions as mentioned above.

Thanking you,

Yours faithfully,

For Dura Auto Systems India Pvt. Ltd.


Nishikant Katkar
Deputy Manager-HR

Acceptance of Letter

I accept the engagement of Training on the above Terms and Conditions which have been read by me/ explained to me and have been thoroughly understood by me and I agree to abide by them.

(Rahul Mathure)

Signature:-

Date: -





An Assessment Agency
 empanelled with
 Directorate General of
 Training (DGT) under
 Ministry of Skill Development
 and Entrepreneurship,
 Govt. of India, vide
 Letter No.
 MDDP/2017/15-501/NES
 Dated on - 26 Dec 2018



Oceans Assessors Guild P.A. Ltd
 Plot No. 5, 11 No. Shop, Aera Colony,
 Bhagal, Madhya Pradesh - 422118
 Web: www.oceansassessorsguild.com
 Email: oceansassessorsguild@gmail.com

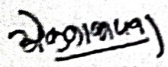


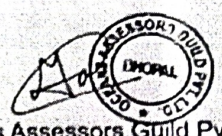
Certificate No.: 1125223

CERTIFICATE

This is to certify that Mr./Ms. **Chavan Rohan Sambhaji** has successfully completed
 On the Job Training under National Employability Enhancement Mission (NEEM Scheme)
 for the job role of **CNC Operator** under **Automotive Sector**, confirming to NSQF
 Level 4, period from **03/09/2021** to **30/11/2022** conducted at the establishment
Thyseenkrup Engine Components India Pvt Ltd, MIDC Gonde, Nashik

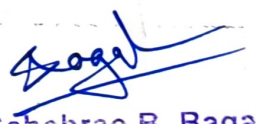
AICTE Trainee ID No: **1-10797695247**
 Date of issuance: **06/12/2022**


 Authorized Signatory
 Yuvashakti Foundation



Oceans Assessors Guild Pvt.Ltd




 Prof.(Dr.) Sahebrao B. Baga
 Principal
 Late G. N. Sapkal College of Engineering
 Anjaneri, Nashik-422 213.



- www.scikey.com
- (020) -66418000
- SRKay Consulting Group Pvt. Ltd.
- IndiQube Park Plaza 465/C1, CTS - 1085,
- Ganeshkhind Road, Next to Central Mall,
- Shivajinagar, Pune - 411005
- getintouch@scikey.ai , hroperations@scikey.ai

Date – 19th September,2022

To
Dharmesh Bonde,
At Post: Nimbhora BK, Tal: Raver,
District: Jalgaon,425506

Dear Dharmesh,

Welcome to SCIKEY, A Brand of SRKay Consulting Group.

It indeed has been a pleasure interacting with you. With reference to your application and your subsequent interview(s) with us, we at Scikey (Company) are pleased to offer you the position as **Tester, Band 2 Level 1.**

Mentioned below are the details of your **Offer cum Appointment Letter.** If you have any questions regarding the items listed, please do not hesitate to contact us:-

In addition to performing duties and responsibilities associated with this position, from time to time the Company may assign you other duties and responsibilities. As a full-time contractor of the Company, you will be expected to devote your full business time and energies to the business and affairs of the Company.

Please let us know if you have any questions or would like to discuss the offer in more detail. We look forward to working with you and wish you success in your career with us.

Warm Regards,

For & on behalf of SCIKEY, A venture of SRKay Consulting Group Pvt. Ltd

Prosenjit Mukherjee
Group Head – Human Resources



SRKAY Consulting Group (CIN - U72500MH2022PTC380926)
INDIA | USA | UK | MALAYSIA | SINGAPORE | HONG KONG | AUSTRALIA | PHILIPPINES



Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

06/14/2021

Mr Kaustubh Pravin Gosavi
Saraswati House, Dutt Colony
Near Bus stand,,
Taloda district Nandurbar - 425413

Subject: Offer of Employment

Dear Kaustubh Pravin Gosavi:

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as Analyst based in Mumbai. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on July 05, 2021.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs.4,25,004/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No: 27AABCD0476H1ZS CIN: U72900TG2000PTC039976

1/24

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of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on July 05, 2021, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and Deloitte Consulting India Private Limited employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Kaustubh Pravin Gosavi, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Ramprasad Romandhan
375FC07748AF4C9



Prof.(Dr.) Sahebrao B. Bagal
Principal

Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

Deloitte.

Deloitte Consulting India Private Limited
Sky Vista, Ground Floor, Next to Eminence IT Park,
Airport Road, Viman Nagar, Pune
Maharashtra – 411014, India

www.deloitte.com

Mar 24, 2022

Ms. Minal Devidas Shewale
Row-House - 09, Shreeji Palace, Mahale Farm, Cidco,
pune, 422009
India

Subject: Offer of Employment

Dear Minal Devidas:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Pune**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **April 25, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 200,000/-** subject to your reporting for full-time employment on **April 25, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.


Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **April 25, 2022**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
GST Reg No: 36AABCD0476H1ZT CIN: U72900TG2000PTC039976

This is a system generated offer

Page 1 of 19




Prof. (Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and Deloitte Consulting India Private Limited employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Minal Devidas, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Chandra Shekar Hegganur Shivaramu
880CE73FEB3A44A...
By: _____
Signature

Authorized Signatory

Acceptance

I, Minal Devidas, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Prof. (Dr.) Sahebrao B. Bagal
Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Date: 15.09.2020

To,

Mr. VILAS NANDAN,
Khutwad Nagar, Near ITI Ambad link road, Nashik.
Contact No : +91 9623428192

Sub: "Offer Letter for the Position of JR DESIGN ENGINEER"

Dear Mr. VILAS NANDAN,

"Heartiest congratulations to you for getting this job."

With reference to your application, profile and interview that you had with us. We have pleasure in offering you the position of "JR DESIGN ENGINEER" in our company. This is the result of the immense effort that you put in your interview session.

You have been expected to report in our office by "20-09-2020 or at the earliest" and carry forward the assignment that earlier coordinator was handling. We are sure you will prove yourself and your abilities.


Responsibilities are to:

- Research and draft blueprints, engineering plans, and graphics .
- Use design software to develop model and drawing of new products.
- Research new materials and methods of development.
- Knowledge about manufacturing processes.
- Make design changes on existing product.
- Control of bill of material (BOM), CAD models and Engineering drawings.
- Design new engineering products and processes.
- Find creative design solution to problems.
- Present prototypes and designs to customers and project managers.
- All design Dept. Problem-solving.

INDUSTRIAL AUTOMATION, TOOL ROOM WORK & EQUIPMENT MANUFACTURING

Page : 1




Prof. (Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



N N AUTOMATION & SOLUTION
M-100.5/6,MIDC AREA, AMBAD, NASHIK-10
Ph. No.: 0253-2383561, 9890690221,
Email Id:nn.automationsolution@gmail.com

Financial Offer:

- **Salary:** As mutually agreed upon, the offered for mentioned position,
- The starting salary will be **Rs. 15000/- (Rupees Fifteen Thousand Only)** your incremented salary will be on the basis of your performance as agreed.
- **Professional Taxes:** A maximum of Rs. 2,500 can be levied as professional tax per financial year, According to Section 16 (iii) of the Income Tax Act 1961. i.e., Rs 200/- for 11 month + Rs. 300/- for the last month of every Financial Year ending.

Further information about the work:

- **Reporting:** You will report to superiors on Job Title.
- **Work hours:** Your working hours will be General Shift as agreed.
- **Holidays & Leave:** Weekly off on Saturday, Public Holiday as per the industry norms. Any further leave shall be sanction only to prior informed to superiors on job title.

The detailed terms & conditions will be issue to you soon after your joining of the organization. Kindly confirm your acceptance of this offer letter and return signed copy to us at your earliest convenience .

In the meantime, feel free to contact us with any questions. We're excited to welcome you to the team!

We look forward to join our company in order to work with you

For N N Automation & Solution,



Accepting a Job Offer

I hereby accept the position of JR DESIGN ENGINEER to start from the date _____


Signature _____

Date _____

INDUSTRIAL AUTOMATION, TOOL ROOM WORK & EQUIPMENT MANUFACTURING

Page : 2




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Qualified Recruiter



Sujeet Deore US IT Recruiter

Emp ID : QRI236
DOJ : 11 Oct 2021
Blood : A+ve
Emergency # : +91 99212 30647



(Director)
Authorized Signatory




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

ESDS SOFTWARE SOLUTION LIMITED

Registered Office: Plot No. B- 24 & 25, NICE Industrial Area,
Satpur MIDC Rd, Nashik, Maharashtra 422007.

Toll Free: 1800 209 3006 | Email: getintouch@esds.co.in



To,

Date: 30th December 2022

Mr. Pranav Ravindra Patil
Plot No-15, Kamatwade Road,
Near Saptashrunji Temple,
Ambad, Nashik-422010

Sub: - Confidential - Letter of Offer

Dear Pranav,

Welcome to ESDS Software Solution Limited!

We invite you to be part of this inspiring journey.

This has reference to your application and personal interview with us; we are pleased to offer you the role of **Jr. Database Administrator in Technical Dept** at our **Nashik** location. Your total annual cost to the company CTC will be **Rs. [REDACTED]** inclusive. Tax will be deducted as per government norms. For detailed structure, please refer the **Annexure A**.

Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.

We expect you to join us on or before **2nd January 2023**. Please note that this offer is valid subject to your acceptance communication to us latest by **31st December 2022**.

Please note that if you do not join on **2nd January 2023** this offer stands invalid and withdrawn.

In case if you resign from the organization within 1 year of your joining, you will have to pay the company 25% of your Annual CTC or **[REDACTED]**, whichever is lower.

Please note that company may conduct your background check/reference check from your previous employers. Your employment with the company will be subject to positive report on background check/reference check.

We welcome you to the organization and look forward to a long-term association with us.

Yours truly,

For ESDS Software Solution Limited,




Prof.(Dr.) Sahabrao B. Baga:
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

APPOINTMENT LETTER

AOESPL/CAD/HR/2021-22/985

07th January 2022

To,

Mr. Pratik Hiralal ChavanAt post Mandane Tah Shahada dist. Nandurbar,
Holi Chauk, Maharashtra- 425444

Dear Pratik,

Emp Code:-AOESPL-01302

We take this opportunity to welcome you to Autoone Engineering Services Pvt Ltd. We are pleased to offer you an employment on the following company policy. You have to join the organization latest by. 03rd January 2022

- **Probation**

You will be on probation for a period of six months, after which the management will review your performance, if your abilities and commitment are found to be good and deserving your employment will be confirmed in writing. In case your performance is below the expectation your probation period may be extended or your services may be terminated without any notice or severance pay.

- **Designation & Location**

You will be designated as “**Design Engineer**” In Faurecia based at Pune.

You are been deputed at client site for next 6 months. The extension of your employment depends on extension by client. You need to adhere to client policy.

The company reserves the right to transfer you on a temporary or permanent basis to the other job functions or departments within the company and assign such other duties at customer location. You shall comply with the company's rules relating to relocation to or from a customer location.

Whenever employee will be working at customer end, your work timings will be as per customer's work timings including weekly off. Employee has to give best performance in interview when it will be on at customer end. Employee has to strictly follow each and every rules of where he is working with that company.

Employee should strictly behave as per as company culture where he/she working with customer location. Employee has that mind-set that he/she is ready to work PAN India as per customer location.




Private and confidential
Page 1 of 6

AUTOONE ENGINEERING SERVICES PRIVATE LIMITED

Office No. 503-504, 5th Floor, C Building, Pune IT Park-34, Aundh Road, Bhau Patil Marg, Bopodi Pune- 411 020
Phone No.: 020 - 6717 3700 E-mail : hr@autooneengg.com | Website : www.autooneengg.com




Prof. (Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

AUTOONE

During the Employment with the Company and for a period of two years after the termination of this employment arrangement, the Employee shall not carry on or engage in directly or indirectly whether as an individual, through an employee partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise by himself or through any other entities, any business which competes with the whole or any part of any business being carried on or proposed to be carried on by the Company in the jurisdiction of India.

The Employee covenants and agrees that upon the termination of this Agreement for any reason whatsoever, and until the expiry of a period of two years from the date of termination of this Agreement he/she will not accept with the prior written consent of the Company, directly or indirectly:

- a) Campaign, solicit or endeavor to entice any Client(s) or Customer(s) of the company, or any person(s) who at any time during the employment were or are Clients or our Customers of the company, or were in regular dealing with the company.
- b) Solicit/coerce or persuade any employee of the company to quit or leave the employment of the company in any manner.
- c) Counsel or otherwise assist any person to do any of the acts referred to in paragraphs (a) and (b) of this clause or any other similar acts.

All other standard rules and policies of the Company existing as of now and as may be amended from time to time, will be applicable to you.

For, AUTOONE ENGINEERING SERVICES PVT.LTD.



Ganesh Tilekar
Human Resource- Corporate






Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.

FAB INDUSTRIES PRIVATE LIMITED

Plot No. 131/1, 127, 128 & 162, Wadivathe,
Igatpuri, Nashik, Maharashtra, India 422403.



Date: February 12, 2023.

APPOINTMENT LETTER

Dear **Mr. Pratik Shinde**

Mo: 9561800791

This is with reference to your application and subsequent interview; Management is pleased to appoint you in our organization for the designation of "Trainee" w.e.f. 7th February 2023, Grade '00' on the following terms and conditions.

1. You will be on probation for a period of "Six" months from 7th February 2023.
2. You will be paid monthly salary as per sheet attached.
3. After the expiry of the aforesaid probation period, your service will be confirmed, provided your performance is found up to date as well as satisfactory by the Company and/or you are found suitable for the post, otherwise either your probation period will be extended further in writing for a reasonable period and if you do not receive any intimation after the expiry of probation period, your probation period will be deemed to be extended till either your services are terminated or, you are absorbed in a permanent vacancy.
4. Notwithstanding the pay scale given, annual increments will be based and granted to you on your satisfactory and diligent discharge of duties. Annual increments may be withheld in case your work/conduct is not found satisfactory as well as up to the mark.
5. You will work within the framework of organizational structure, policies and directions as may be laid down/intimated to you by the management from time to time.
6. You will be a full time employee of the organization and will not undertake any other business/work either for payment or otherwise. In case, you wish to appear any examination or course, you need to inform management in writing.
7. You may be transferred to any section/department/other concerns where the management has got vested interest anywhere in India or outside India in existence or may come into existence in future.
8. During the tenure of your employment, the company may incur training/certification expenses on you. In the event you leave our services within a period of 12 months from the date of training/certification, you will be required to reimburse the entire training costs. Depending on the expenses involved, you may also be required to sign a service agreement with the company for a specific period, which will be indicated to you at that time. (To be used Case based)

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Prof.(Dr.) Sahebrao B. Bagal
Principal

Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



ESSEY ENGINEERING COMPANY

MANUFACTURER OF FRONT END LOADERS, DOZERS AND BACKHOES ADAPTED ON TRACTORS

PLOT NO. F-34, MIDC AREA, SATPUR, NASHIK - 422 007. (MAHARASHTRA)

TELEFAX : (0253) 2350233, 2308355

E-mail : info@esseyloaders.com

Website : www.esseyloaders.com

Appointment Letter

Date : 05.12.2020

To,
Mr. Ritesh Sudhakar Dahite
Flat No -11, Bhuwaneshwari Apartment
Lamkhede mala,
Tarwala Nagar, Dindori Road, Nashik - 422003

Dear Mr. Ritesh

This is with reference to your interview on 05.12.2020 that we are pleased to appoint you as a **Design Engineer Trainee** in our company with effect from 9th December 2020.

Your monthly Stipend is Rs 10000/- with standard deductions.

Secrecy of Information :

You shall treat as strictly confidential all Know – How and information received directly or indirectly from Essey Engineering Company in relation to their product and shall not disclose the same or permit disclosure thereof to any personnel in so far as reasonably required for the sale of products or any other reason.

Probation Period :- 6 Months

Your service shall be confirmed after reviewing your performance during probation

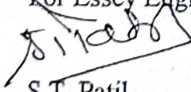
Termination :-

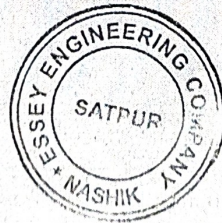
This appointment is being made with you on the basis of your interview and can be terminated by either party on giving one months notice

Wish you all the best for future assignment.

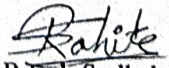
Regards,

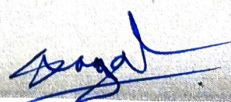
For Essey Engineering Co

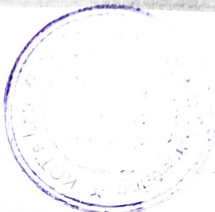

S.T. Patil
CEO



I Accept the company's terms and conditions and confirms my taking up the position of Design Engineer Trainee from 9th December 2020.


Ritesh Sudhakar Dahite


Prof.(Dr.) Satebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.



Date: 16th July, 22

CONFIRMATION LETTER ON COMPLETION OF TRAINING PERIOD

Dear **Mr. Vijay Pawar**,

In reference to your appointment letter, you were in the training period. You joined on **10-Jan-2022** and accordingly, your training period has been completed on **10-July-2022**.

Consequent to the review of your performance during the training period, we have the pleasure of informing you that, your services are being confirmed as **Jr. Software Engineer**.

This confirmation is in recognition of your hard work, commitment, and determination to excel in performance. We are confident that you will use the opportunity of working with **Tecblic Private Limited** to further enhance the growth of your career and contribute your best to the company year after year.

Considering your commitment towards Tecblic, the annual remuneration on a Cost to company basis has been revised to **INR 4,00,000 (Four Lakhs only)** with effect from **18th July 2022**, as per enclosed Annexure – A.

Your signing of this confirmation letter confirms your acceptance of the Terms and Conditions with Tecblic Pvt. Ltd. mentioned below:

1. Probation:

You will be on a probation period of 6 (Six) months with effect from **18-July-2022**. The probation period may get extended as per the discretion of the management. Your overall performance will be reviewed regularly every year, to assess your suitability for appraisals. You will be entitled to all allowance and benefits whatsoever decided by the Management.

Page 1 of 5

TECBLIC PVT. LTD.
503, Abhishree Adroit
Mansi Circle, Vastrapur
Ahmedabad, India-380015

GSTIN 24AAHCT7338J1Z0




Prof.(Dr.) Sahebrao B. Bagal
Principal
Late G. N. Sapkal College of Engineering
Anjaneri, Nashik-422 213.