

Shree Gurudatta Gramvikas Pratishthan's

Jijamata Senior College

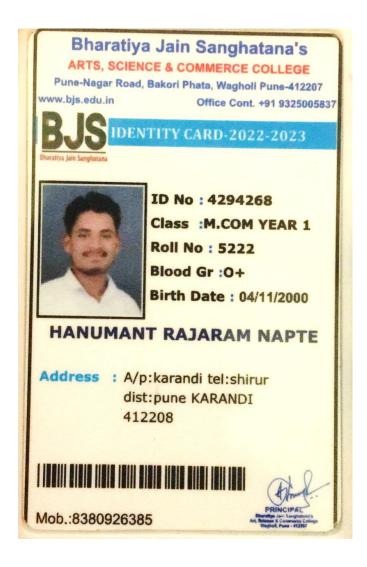
(Previous College of BBA/BCA/BCS & BCOM)
Jategaon Bk II. Tal:- Shirur, Dist:- Pune
(Affiliated to Savitribai Phule Pune University)
E-mail sggpcollege@gmail.com

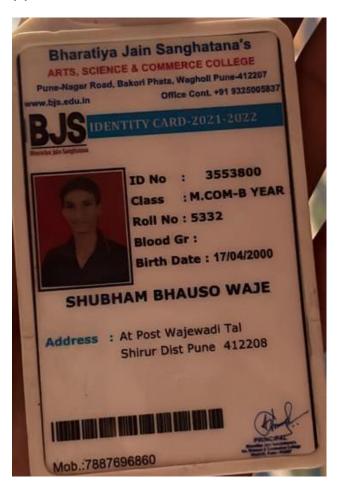


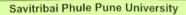
Sample documents for Placement and Progression to Higher Education

Progression to Higher Education

(1)







(Formerly University of Pune)

HallTicket For M.COM. (REV.2019) Oct/Nov 2022

SeatNo	PRN	CentreCode	CollegeCode	PUN Code
26383	2502205439	0298	0298	CAAP011320

Name : MORE VISHAL SHIVAJI

Mother : SUNITA

Centre : S.S.DHAMDHERE ARTS & CMMERCE COLLEGE

Sub Code	Subject Name	Туре	Exam Date	Exam Time
191	HUMAN RIGHTS - I	- 1	-100m	Was a
122	STRATEGIC MANAGEMENT	IE /		CATTO
121	MANAGEMENT ACCOUNTING	IE	(Section 2 No.	What was IV
133	PRODUCTION & OPERATION MANAGEMENT	IE .	11 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Subject to
192	INTRODUCTION TO CYBER SECURITY - I	1	SPPH	SPPH
134	FINANCIAL MANAGEMENT	IE		

NOTE:

Students should ensure that details like Name, Photo, PRN, Subjects printed on Hall Ticket are correct. Incase of any discrepancy, please immediately contact to College Exam Officer (CEO).

In Case, College does not have Exam Center, please follow University Circular.

In Case of any discrepancy between hallticket & time table published on university website (http://exam.unipune.ac.in), the timetable on website to be followed.

Dos

Principal
S.S. College Principal / Director
Commerce College

Signature of Student

S.S.DHAMDHERE ARTS & CAMMERCE COLLEGE
Dist Pune-412 208

Sahebrao Shankarrao Dhamdhere Arts & Commerce College
Talegaon Dhamdhere, Tal-Shirur, Dist-Pune. 412208
(IDNo,PU/PN/AC/133/1999)
NAAC Accredited at 'B' Grade

2022-2023

More Vishal Shivaji
EN: 1111802863
F.Y.MCOM A Roll No: 28

DOB: 10-03-2000 Contact: +918766584381

E-Mail: vishalshivajimore@gmail.com

More Vasti,Jategaon BK



ARTS, SCIENCE & COMMERCE COLLEGE

Pune-Nagar Road, Bakori Phata, Wagholi Pune-412207 Office Cont. +91 9325005837



DENTITY CARD-2022-2023

ID No : 3515662

Class :M.COM-B YEAR 2

Roll No: 5509

Blood Gr :A+

Birth Date: 07/08/2000

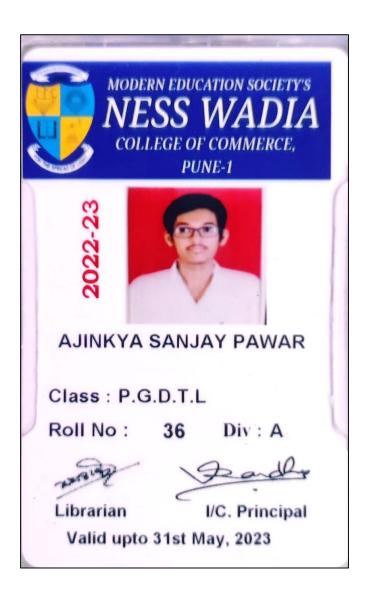
PAVAN SITARAM NAPTE

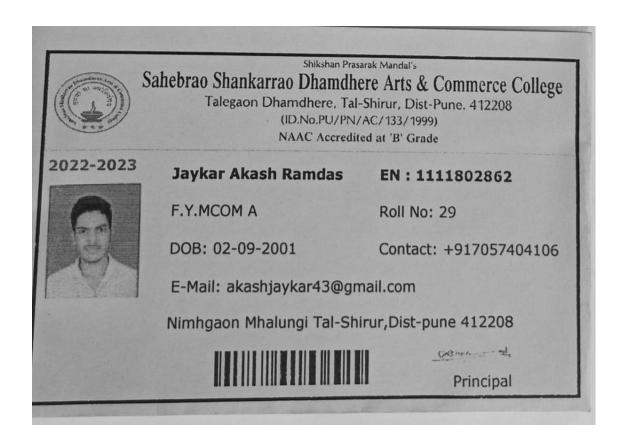
Address : NAPTE WASTI KARANDI

412208



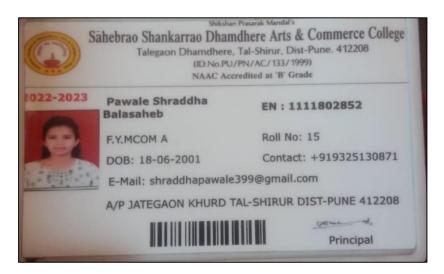
Mob.:7263843713



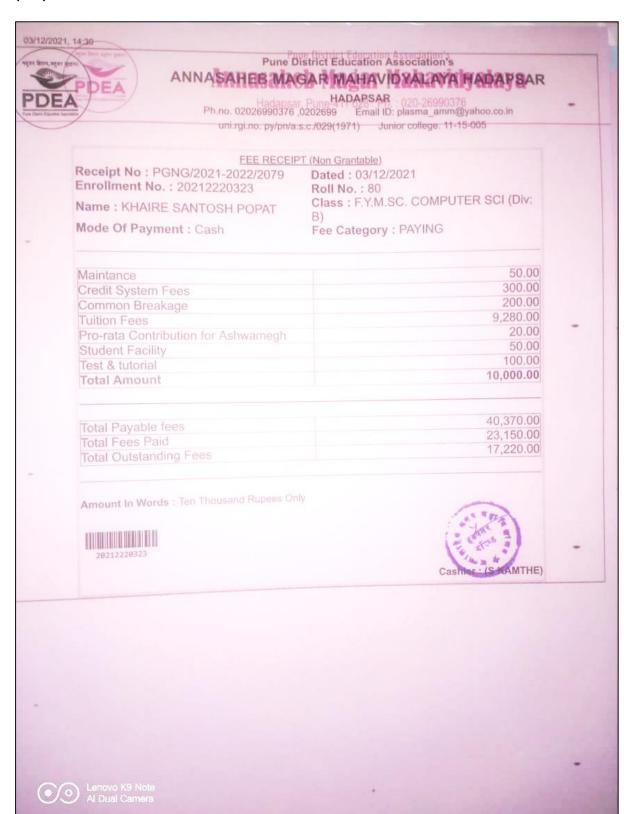


(7)









FEE RECEIPT

TRINITY ACADEMY OF ENGINEERING

Survey no 25 and 27 At Pisoli Post Yewalewadi nr Bopdeoghat Tal Haveli

Receipt No.: 071122/260

Receipt Date: 07-Nov-2022

Receipt From: Vaishnavi Bagate

Branch / Std:

Receipt From : Valshilavi Dagare	Amount
Particulars	51663.0
Student Paid	31003.0
Received Thru: Online, Transaction Number: 071122578238	14

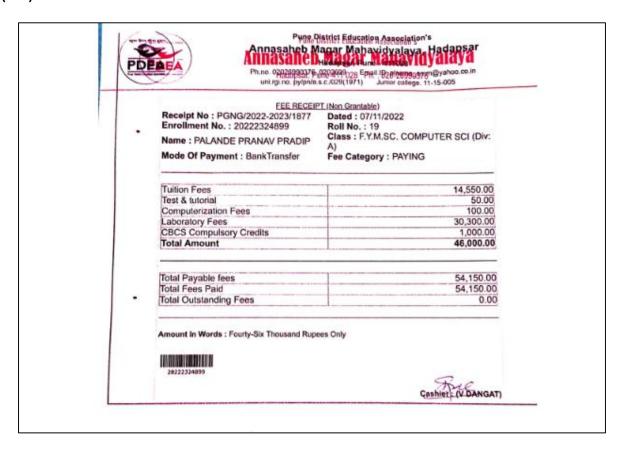
Amount in words: RUPEES FIFTY ONE THOUSAND SIX HUNDRED SIXTY THREE ONLY.

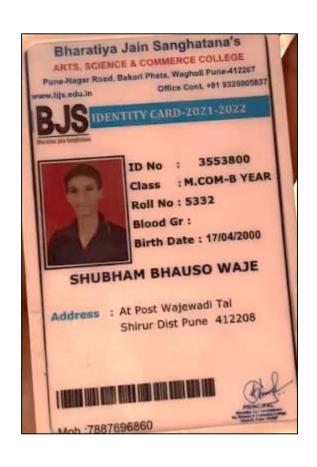
₹ 51663.0

Prepared By: TAE

For : TRINITY ACAD

This is a computer generated receipt, hence no signature needed.







SCHOOL OF OPEN AND DISTANCE LEARNING Statement of Grades

M.Com. (CBCS 2019) EXAM - JUNE 2022

Seat Number: 62230432 Centre: 001 PRN Number: 62021003262 Student Name: VARPE VAISHNAVI APPASAHEB Mother: SUREKHA

Study Centre: (CAAP010290) Hutatma Rajguru College, Rajgurunagar

							CRE-	GR-	
YEAR /SEM	SUBJECT CODE	SUBJECT NAME	INT	EXT	TOT	CREDITS	GRADE	GRADE POINT	CREDIT
SUBJE	CT : ADVA	NCED ACCOUNTING AND TAXA	TION						
1	101	MANAGEMENT ACCOUNTING AND FINANCIAL ANALYSIS AND CONTROL	24*	15*	\$40	8.0	D	4.00	32.00
	102B	STRATEGIC MANAGEMENT AND BUSINESS STATISTICS	24*	44*	68	8.0	A	8.00	64.00
	103	ADVANCED ACCOUNTING AND SPECIALIZED AREAS IN ACCOUNTING	28*	34 *	62	8.0	A	8.00	64.00
	104	INCOME TAX AND BUSINESS TAX ASSESSMENT & PLANNING	28*	34 *	62	8.0	A	8.00	64.00
		Grand To	tal (out	of 400)	232				
1	SGPA: 7.0	0, Total Credit Points: 224.00, To	tal Cre	dits Earne	ed/Total	Credits: 32/3	2.0 Addon	Credits: 0.	00
\$ 0.1									

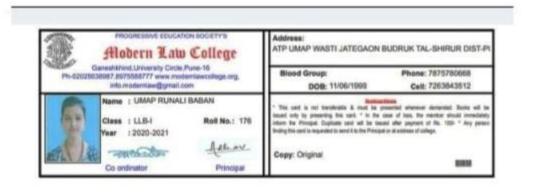
Medium of instruction : Marathi

Result Date:15 Nov 2022

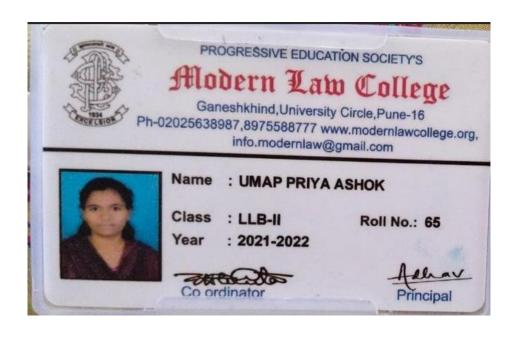
The result published online are for immediate information only. These cannot be treated as original statement of marks, please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.

Disclaimer

- These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.
- This Provisional statement shall not be used for any other purpose other than admission, filling exam forms and redressal procedure.
- Concerned Faculty/College admitting the student must verify the true state of this Provisional Result from https://sppu.digitaluniversity.ac/.
- · In case of any query, please contact university authorities for further clarifications.



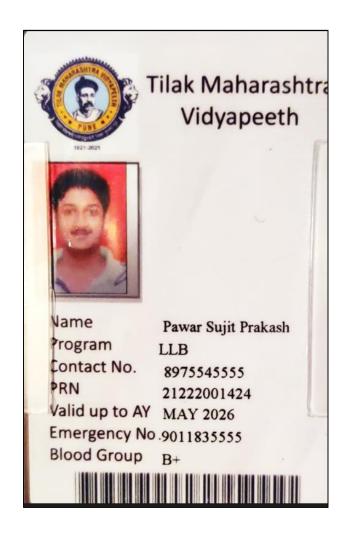
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(17)



(18)





SCHOOL OF OPEN AND DISTANCE LEARNING

Statement of Grades
M.Com. (CBCS 2019) EXAM - JUNE 2021
Seat Number: 62122731 Centre: 003 PRN Number: 62019001210
Student Name: PAWAR AKSHAY BABAN Mother: ALKA
Study Centre: (CEDA016770) Sanjivani Pratishthan College of Education, Kurund

		,		. 15			CRE-	GR	O.
YEAR /SEM	SUBJECT CODE	SUBJECT NAME	INT	EXT	тот	CREDITS	GRADE	GRADE POINT	CREDI
SUBJE	CT : ADVA	NCED BANKING AND FINANCE				.01			C/
1	101	MANAGEMENT ACCOUNTING AND FINANCIAL ANALYSIS AND CONTROL	20 *	39 *	59	8.0	B+	7.00	56.00
	102A	STRATEGIC MANAGEMENT AND INDUSTRIAL ECONOMICS	14 *	49 *	63	8.0	۸	8.00	64.00
	115	LEGAL FRAMEWORK OF BANKING AND BANKING LAW & PRACTICES	22 *	42 *	64	8.0	A	8.00	64.00
	116	CENTRAL BANKING AND MONETARY POLICY	22 *	60 *	82	8.0	A+	9.00	72.00
		Grand Tot	al (out	of 400)	268				
2	201	BUSINESS FINANCE AND CAPITAL MARKET AND FINANCIAL SERVICES	20 *	50 *	70	8.0	A	8.00	64.00
	202A	RESEARCH METHODOLOGY FOR BUSINESS AND INDUSTRIAL ECONOMIC ENVIRONMENT	20 *	43 *	63	8.0	A	8.00	64.00
	215	FOREIGN EXCHANGE AND RECENT ADVANCES IN BANKING AND FINANCE	22 *	36 *	58	8.0	B+	7.00	56.00
	216	INTERNATIONAL FINANCE AND CASE STUDIES	20 *	60 +	80	8.0	A+	9.00	72.00
	3	Grand Tot	al (out	of 400)	271				
1	SGPA: 8.0	0, Total Credit Points: 256.00,	Total Cr	edits Ear	ned/Tot	al Credits: 3	2/32.0		
2	SGPA: 8.0	10, Total Credit Points: 256.00,	Total Cr	edits Ear	ned/Tot	al Credits: 3	2/32.0		
Result		00, Total Credit Point=512.00, T 9/800 (67.38 %)	otal Cr	edits Ear	ned/Tota	al Credits≈64	.0/64.0, F	inal Grade	:A, Total

Medium of instruction : Marathi

Result Date:08 Mar 2022

The result published online are for immediate information only. These cannot be treated as original statement of marks, please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.

- Disclaimer:

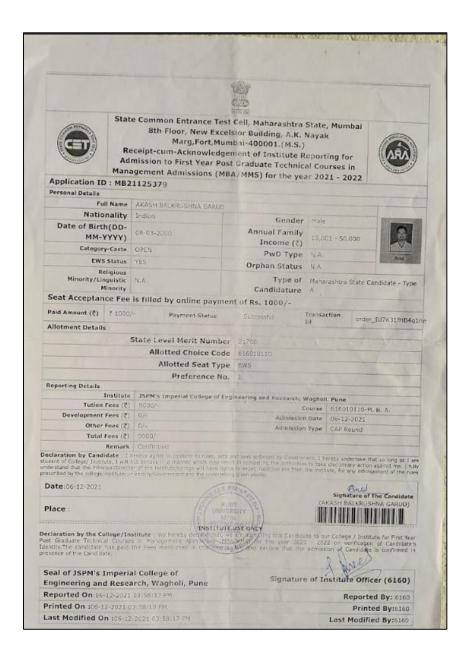
 These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.

 This Provisional statement shall not be used for any other purpose other than admission, filling exam forms and redressal. rocedure.
 Concerned Faculty/College admitting the student must verify the true state of this Provisional Result from
- https://sppu.digitaluniversity.ac/.

 In case of any query, please contact university authorities for further clarifications.

Photo Gallery "Visual Tour "Suggestion "Request Info "Complaints "FAQ "Disclaimer Copyright 2011. All Enfort Reserved, Proceed By (MRCL).

The whole can be feet wound in 1824 "Tol most have a suggest discrete service of structure services in IL-10 and above





G H RAISONI UNIVERSITY

Act of 2018 Govt. of Maharashtra (Mah. XXIX of 2018) Anjangaon Bari Road, Amravati + 444701. Ph. (0721) 2385429, (0721) 2385432



RAISONI GROUP

EXAMINATION ADMISSION CARD MASTER OF BUSINESS ADMINISTRATION SEMESTER: THIRD (WINTER-2022)

Enrolment No / Registration No	Examinee Category	Gender (M/F)	Medium	Roll No
	PG	MALE	ENGLISH	220131513066

Name of Examinee:PRASAD NAVHATH DHUMAL

Center :G H RAISONI COLLEGE OF ENGINEERING & MANAGEMENT, Pune , GAT NO.1200, DOMKHEL ROAD, WAGHOLLTAH . HAVELI, PUNE 412223

SI. No	DATE	COURSE CODE	COURSE NAME	TIME
1	23.03.2023	OE - 7	INDIAN MODELS IN ENTREPRENEURSHIP	10 AM TO 5 PM
2	23.03.2023	OE - 8	INTELLECTUAL PROPERTY RIGHTS	10 AM TO 5 PM
3	24.03.2023	CC - 13	SUMMER INTERSHIP PROJECT	10 AM TO 5 PM
4	28.03.2023	CC -11	STRATEGIC MANAGEMENT	2 PM TO 5 PM
5	01.04.2023	CC -12	INNOVATION TECHNOLOGY MANAGEMENT	2 PM TO 5 PM
6	03.04.2023	MCC -3-D	PRODUCTION MANAGEMENT	2 PM TO 5 PM
7	05.04.2023	NCC -1-K	RETAIL MARKETING	2 PM TO 5 PM
8	11.04.2023	MEC-1-D	APPLIED OPERATIONS RESEARCH	2 PM TO 5 PM
9	13.04.2023	MEC -3-D	QUALITY MANAGEMENT	2 PM TO 5 PM
10	17.04.2023	NEC -1-K	MARKETING OF NON PROFIT ORGANISATIONS	2 PM TO 5 PM



- Controller of Examination

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 3. Line black pen only to write your answers

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acc Libanines is required to keep this admission card in examination ball, which have to be produce to the supervisor / invigilate or the authorized person of the university as and when required L. This supplementary assess back will be provided Z. This admission and is also valid for practical examinations and mandatory for students to penses during examination. Without talk the students while the admissional complete discussion and the causarshate.

Placement Documents

(1)

Sahyadri Motors Pvt. Ltd. Sr no 43/1,44/1/1 Near Pashan Sus Bridge, Pashan, Baner Pune 411045 Salary Slip for the month of Apr/2023

 Ref. No.
 3474
 Employee Name:
 Swati Rakhamaji Dhumal

 P.F. No.
 E.S.I. No.
 3314892454

Pay Days 30 Present Days 30 DOJ 01/02/2023 Designation HOSTESS Branch KHED A/C No. 40926521504 Mode of Pay State Bank of India UAN 101923269745

Earnings	Rate	Amount	Deductions	Amount
BASIC	6,000.00	6,000.00	PF	720.00
HRA	2,400.00	2,400.00	ESI	90.00
CONVEYANCE	1,800.00	1,800.00		
MEDICAL AL	1,800.00	1,800.00		
Total	12,000.00	12,000.00	Total	810.00
Net Pay	11,190.00			
In Words Rupeer	s Eleven Thousand O	ne Hundred Ninety	Only	
				Signature

This is computer generated pay slip and doesn't require any signature.

---- Forwarded message -----

From: <rohini.bhalerao@renata.co.in>

To: <ajay.hotkar@renata.co.in> Cc: <mahesh.jadhav@renata.co.in>

Bcc:

Date: Tue, 9 May 2023 15:47:52 +0530

Subject: Offer Letter @ Renata Precision Components Pvt

Ltd.

Dear Pravin Pansande,

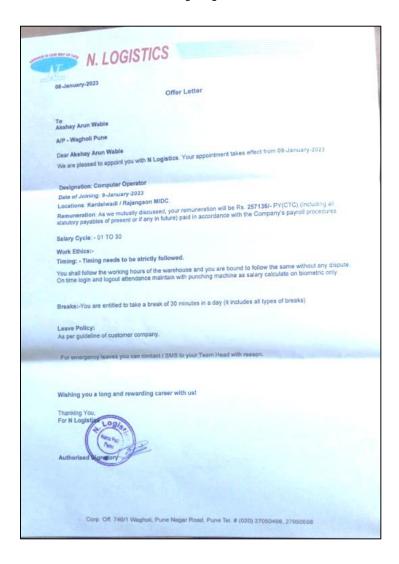
Please consider this as an offer letter for the position of "JR.OFFICER – MATERIAL MANGEMENT & STORES- COMMON"

You are requested to join Renata, - Unit 2 at Karandi on or before **09**th **May 2023**.

Kindly send your acceptance of this offer by replying to this email by today.

Date of Joining: 09th May 2023.

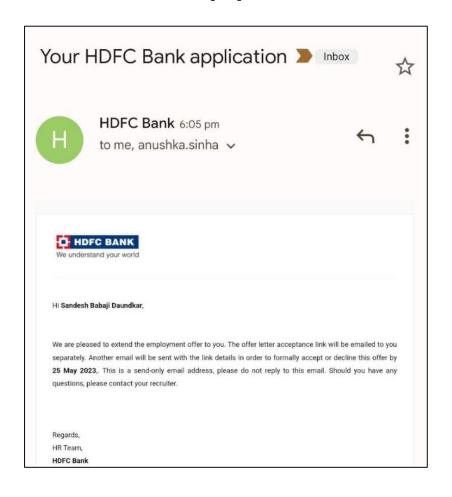
Designation: "JR.OFFICER - MATERIAL MANGEMENT & STORES- COMMON"

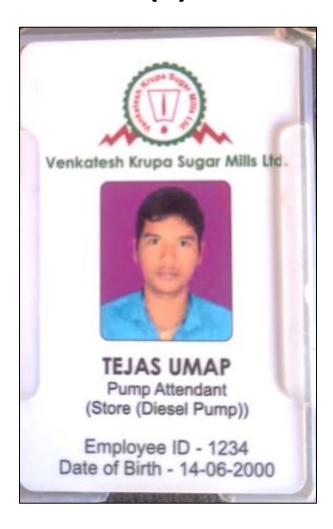


(4)



(5)









24th April, 2023

ER03736 Mr. Suraj Dattaray Ghavate, S/O Dattaray Shankar Ghavate C/O, 55/2, Tuljaabhavani Nagar Lane no. 8, Opp. Balaji Darshan Appartment, Kharaadi, Pune City, Pune Maharashtra - 411014

APPOINTMENT LETTER

Dear Mr. Suraj Dattaray Ghavate,

This is with reference to your application and subsequent interviews. I am pleased to confirm that the management of Methodes Systems Private Limited (hereafter referred to as 'Company') is appointing you as "Regional Accountant". You will be based at Pune. You will report to the "Regional Head "of the company. Your employment starts with effect from 01" April 2023 on the following terms:

As mutually agreed, your COST TO COMPANY (Described hereafter as 'CTC') will be 3,81,178 Indian Rupees per annum (Three Lakh Eighty One Thousand One Hundred Seventy Eight Only).

CTC is described here as your Total Annual Salary also including any added perks that you shall be entitled to. A detailed break-up of your CTC mentioned above is available in Annexure '5' which is attached along with this letter. No other perks over and above that will be paid towards Salary.

The statutory deductions are subject to the current laws and changes in Laws if therein are on account of employees only, Company's obligation is limited to Gross CTC.

All business expenses incurred on account of Official purposes (e.g., Company Phone, Business travel expenses, Conveyance claims during client visits etc.) shall be claimed separately as per your entitlement. Please refer company manual for details, some of these expenses are also paid on actual based on business contingencies, for which, due approval must be obtained from the concerned General Manager/Director before incurring such an expense in writing. expense in writing.

B. FUNCTIONAL RESPONSIBILITIES

Your functional responsibilities will be mainly to achieve your assigned objectives in keeping with Company's policies and procedures. We, however, reserve the right to change your reporting relationship, job responsibilities from time to time or designation in keeping with our future organizational requirement and your personal growth. We request you to kindly ask Human Resource Department for a detailed Job Description upon joining. You are requested to go through the HR Employee handbook in detail. All policies & procedure mentioned in employee handbook form part of your employment with the company



Methodex Systems Private Limited

egd. Office: 607-8. Meghdoot, 94 Nehru Place, New Delhi-110019 | Ph: +91-11-26432475/6 | Fax: +91-11-26468492 Toll Free No. - 1800 102 0675 | Email: info@methodexsystems.com | Web: www.methodexsystems.com ISO 9001:2008, 14001:2004 & OHSAS 18001:2007 CERTIFIED COMPANY | CIN No. - U74140DL1974PTC007280



Ref: AEIL/HR/OL/2022-2023/939 17/03/2023

Mr. Balaji Dnyanoba Bankar S/O: Dnyanoba Nivrutti Bankar Jamkhed, Malewadi Ahmadnagar Maharashtra.413204.

Letter of Intent

Dear Mr. Balaji,

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of "Executive - Purchase [Band-IV; Grade-E1]" for our company Amber Enterprises India Limited- Supa at the mutually agreed CTC of Rs. 4,35,108/- (Rupees Four Lakhs Thirty Five Thousand One Hundred & Eight only) per Annum.

Please note that the Appointment letter containing detailed terms of employment will be issued to you within 7 days of joining the organization.

You are requested to submit the self-attested copies of following at the time of joining-

- 1. Testimonials and highest educational qualification documents.
- 2. Personal ID with Address Proof (Aadhar Card)
- 3. PAN Card
- 4. Five Passport size photographs
- 5. Last 3 Months Salary Slips or relevant documents supporting your remuneration with last employer
- 6. Relieving Certificate from last employer.

We expect you to join on or before 21st March 2023.

The offer letter of employment is being issued on the understanding and on your representation that there is nothing in your past records which is objectionable. In the event of any declaration or representation of documents given by you to the company is found to be either false or incorrect any point of time, we retain the right to review our employment offer.

Kindly sign the second copy of your offer letter and forward the same in token of your acceptance within 48 hours through email otherwise the offer is deemed withdrawn.

With Best Wishes

For Amber Enterprises India. Ltd.

Rahul Mehandiratta

AVP & Group Head- HR & IR

Amber Enterprises India Limited (Formerly Known as Amber Enterprises (India) Private Limited)

CIN NO.: L28910P



06th July, 2021

Emp. Name: Shokat Raju Raju Mulani

Emp. No.: **NC12362**

Sub: Promotion Letter

Dear Shokat Raju Raju Mulani

We are pleased to announce that the Performance Appraisal Process for **AY 2020-21** has been successfully completed and would like to express our appreciation and commendation for all the passion and commitment you have been exhibiting in your existing role.

In recognition of your contribution, you have been promoted to **Associate Manager** with a revision in your Total Annual Compensation with effect from 1st July, 2021. You have earned an increment of 10% on your last drawn CTC, equating to amount of Rs.449760/-(Four Lakh Forty-Nine Thousand Seven Hundred and Sixty only) Your revised details are mentioned below:

Component	Current Details	Revised Details
Designation	Team Leader	Associate Manager
Fixed Pay	323784	359760
Variable Pay [Performance Linked]	81000	90000
Total CTC	404784	449760
VP Cycle	Monthly	Monthly

We are hopeful that you continue to work with more dedication and sincerity to the best of your possible efforts.

Yours sincerely,

For 63Ideas Infolabs Private Limited,

Solabs Private Limited Bangalore Limited Actions of the Control of

Vasudevan Chinnathambi | Co-Founder



STRICTLY PRIVATE AND CONFIDENTIAL

Date: 28 Nov 2021

Dear Gajendra Rajendra Wahul,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment a Bajaj Finance Limited ("Company") on the following terms:

1. **DESIGNATION & BAND**

You will be designated as "Assistant Manager - Credit Operations" at GB02 Band.

2. PERIOD OF EMPLOYMENT

- 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on 20 Dec 2021 (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our Hyderabad - Begumpet office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- You will be required to work such hours as may reasonably be expected of you and as is 3.3. consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. **SALARY**

- 4.1. Your basic salary will be Rs. 9,000/- (Rupees Nine Thousand only) and your house rent allowance will be Rs. 4,500/- (Rupees Four Thousand Five Hundred only) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by
- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

Page **1** of **6**







- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving 45 (Forty-five days) written notice to the other party. The notice period of 45 (Fortyfive days) is part of the Employee Separation Policy which is available for your reference on the Company's intranet. However, the said notice period is NOT applicable in the event if your representation are found to be wrong and which resulted breach of clause 2.1.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and TumbIr.

6. **ANNUAL SALARY REVISION**

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

COMPANY POLICIES AND PROCEDURE 8.

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- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3 Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. **ADDITIONAL DUTIES**

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2 You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. **EXCLUSIVE EMPLOYMENT**

While employed by the Company, you will not:

- Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

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- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, knowhow, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. **CONFIDENTIALITY AND NON-DISCLOSURE**

- You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment. you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. **COMPANY'S IMAGE**

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS/INFORMATION/ MISREPRESENTATION

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, or if you made any misrepresentation,

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you will be liable for termination without notice and the notice period contemplated under clause 5.1 will NOT apply in such situation.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finance Limited, and wish you a very successful career with the group.

For Bajaj Finance Limited,

Vadakke Madathil Maneesh Kumar Issued by: Capricom Identity Services Pvt Ltd. Reason : Digitally signed TDS certificate as per Information Techn Date : 2021.12.03 11:28:39 +05:30

V M Maneesh Head – Human Resources

|--|

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on______.

ignature	:	
Jame		

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Bajaj Finance Limited





Annexure - A

Detailed Salary Structure

Date : 28 Nov 2021

Name : Gajendra Rajendra Wahul

Band : GB02

Particulars Particulars	Annually	Monthly
Basic	108,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	38,209	3,184
Statutory Bonus	29,772	2,481
Contributory Provident Fund	17,545	1,462
ESIC	7,474	623
Fixed Pay	255,000	21,250
Gratuity	5,195	
Indicative Performance Pay#	63,750	
Total Cost to Company	323,945	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
 - Your CTC (Cost to Company) consisting of various components are detailed in the 'Salary Structure' stated above, which is inclusive of all contractual & statutory components of your compensation. Accordingly, BFL shall not be liable to pay any additional sum over and above CTC. However, BFL reserves the right to amend / vary your Salary Structure at any time, either under law or as part of any initiative by BFL, under intimation to you. Your continued employment with BFL is construed as your deemed acceptance to the above.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then
 you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of Rs. 2,000,000 /(Rupees Twenty Lakh only). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of Rs. 2,500,000 /- (Rupees Twenty-five Lakh only).
- Further, you would be entitled to a hospitalization claim policy of up to Rs. 300,000 /- (Rupees Three Lakh only)
 the premium for which will be borne by the Company. You have the option to include spouse, parents, and up
 to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions				
Signature				
Name	:			
Date	:			

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^{*} The exact sum of all elements may mismatch up to Rs.10/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.



CEMTREX TECHNOLOGIES PRIVATE LIMITED

(CIN: U72900MH2017PTC303174)

Date: 1st September, 2021

Dear Shubham,

We are pleased to offer you the position of Junior Network Engineer at Cemtrex Technologies Pvt. Ltd., under the following terms:

Position: Junior Network Engineer

Compensation: Gross salary of INR 4,00,000 Annually + INR 10,000 one time upon joining

on 15th Sept. (This will be credited upon completion of the probation period). Your salary will be subject to statutory deductions like Provident

Fund, Profession Tax, TDS etc.

Probation Period: Your first Three months will be considered an probation period. Upon

completion of the probation period, you will undergo an review process the

result of which will determine your employment status.

Working Hours: Our working hours are 10.30 AM to 7.30 PM with lunch break from 1.00

PM to 1.30 PM. Reporting to work late or working for less than mandatory minimum hours on frequent basis shall be a cause for disciplinary action.

Benefits: You shall follow and comply with the Conditions and Service Rules of the

Company. You shall liable to be transferred from one establishment to other, offices, factories or branches or sites of the company or of its clients

or any of its Group Companies, Subsidiary Companies, Holding Companies or of the concerns in which the Company has substantial interest in terms of ownership or management situated anywhere in India whether such establishments, offices, factories, sites or branches are at present in existence or which may come in to existence in future.

This document is not intended to create a contract of employment. A detailed Letter of Appointment containing the terms and conditions of Appointment will be issued prior to your joining date. If the said terms and conditions are acceptable, you may joint us as per discussed, should you accept employment, you will be an "at-will" employee who may leave or be terminated at any time, with or without cause, with a 15 day notice during probation period and 60 days thereafter. No representative of Cemtrex Technologies Pvt. Ltd. has the authority to enter into any express, implied, or verbal agreement for any conditions regarding your employment with Cemtrex Technologies Pvt. Ltd. or for any continued employment for any period of time, which is contrary to the foregoing. Please produce the following documents on joining:

- 1. An accepted copy of resignation from the last employer present employer within 2 working days.
- 2. Experience certificate and Relieving letter from the last Two employers.
- 3. Copy of latest Salary Slip.
- 4. Copy of Address and ID proof. (Aadhar Card copy is compulsory)
- 5. Three Passport size color photograph.
- 6. Two references of earlier employment.

As part of the Cemtrex Technologies you will have an opportunity to play a vital role in our continued growth. If you should require additional information, please do not hesitate to contact us.

Sincerely,

For Cemtrex Technologies Pvt Ltd

Agreed & Accepted,

Gaurav Taywade Authorized Signatory

Shubham Veer



Date: 20 Dec 2022

Mr PRAVIN GANPAT RAJGURAV SO Ganpat Devram Rajgurav Hivare Road Koyali Punrvasan Gavthan Shikrapur 412208

Employee No: 2678706

Dear Mr PRAVIN GANPAT RAJGURAV

Engagement Letter - Trainee

With reference to your application to be appointed as Trainee and the subsequent interviews you had with us, we are pleased to appoint you as a Trainee under the Standing Orders of our establishment from 20 Dec 2022 and expire on 20 Dec 2023 subject to the following terms and conditions:

- 1. Your training engagement shall conclude on the 20 Dec 2023 or it can be terminated earlier with a notice period of 15 days or compensation in lieu thereof.
- 2. You will be paid a stipend as per the below annexure per month subject to ESIC Contributions.
- 3. You shall be covered under the Group Medical claim and Group Accident Policies of the Company.
- 4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from time-to-time.
- 5. Your candidature for appointment in the same department or any other department will be considered on successful completion of the training. There is no guarantee of employment to be given to you if you could not complete the training successfully.
- 6. Any breach or violation of the instructions / rules / will render you to terminate the training engagement.
- 7. You will adhere to punctuality and shall learn the trade/work diligently.
- 8. You will not be entitled to Bonus and other benefits as applicable to regular employees.
- 9. TeamLease reserves the right to conduct background verification through an external agency. For this purpose, TeamLease may share your personal details as voluntarily disclosed by you, with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated without notice.
- 10. The nature of your relationship with TeamLease will be that of contract of service from 20 Dec 2022 and expire on 20 Dec 2023. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

Please return the copy of the Engagement Letter 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 engagement. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, you training assignment with TeamLease with the acceptance of your first stipend will be conclusive proof of your acceptance of the engagement in accordance with the terms and conditions of the Company's Standing Orders.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED	Accepted and Agreed
Lili	
	Signature and date:
(Authorized Signatory)	Name: DDAMIN CANDAT DA ICHDAM

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(Authorized Signatory)

NAME. FRAVIN GANEAT RAJOURAY

Salary Annexure

Employee No: 2678706

Particulars	Amount
ESIC - Employer	422
Stipend	12977
TotalAmount	13399
Amount In Words(Rs)	Thirteen Thousand Three Hundred Ninety Nine Rupees

Net Pay Annexure

EARNINGS	Amount
Stipend	12977
Gross Earnings	12977
DEDUCTIONS *	Amount
Employee ESI	98
Professional Tax	200
Total Deduction	298
Net Salary	12679

^{*} Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

Note: This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link: https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood

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^{**} Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

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India to Work

your responsibilities in ensuring a safe workplace.

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