

5.1.4 No of Students Placed

Year	Number of students placed	Name of the employer with contact details	Package received	Program graduated from
2017-18	1	Shaydri Industries Con 02355 264 173	228000 Per Annum	BE Civil
	1	Group Surya Engineering & Construction Con 7507778265	149820 Per Annum	
	1	Hitech Building Solutions	180000 Per Annum	
	1	Indian Customs & Central Excise	180000 Per Annum	
	1	Desai Infra Projects Contact 9423240202/9421240202	300000 Per Annum	
	1	Government Contractor		
	3	RK Edu App		BE Mechanical
	1	Shah Forged Rolls Private Limited , Thane		
	1	Godrej Agrovet limited Chiplun	550000 Per Annum	BE Instrumentation
	1	BASF India Limited	120000 Per Annum	
	1	Accel frontlines limited, Address : 1st Floor, Dowlath Towers –No. 57,59, 61, 63, Taylors road, Kilpauk, Chennai-600010 Tel: 91 44 42252000 e-mail: info@accelfrontline.com Web:www.accelfrontline.com	143988 Per Annum	
1	Careworks foundation	144000 Per Annum		

**Civil Department:**

 **SAHYADRI**  
Indian, Innovative, Iconic.

**SAHYADRI INDUSTRIES LTD.**  
Sahyadri House, 33-D, Colaba, J. N. Agas, Pune - 411 007, Maharashtra, India  
T: +91 20 2644 9000 / 26 727 E: +91 20 2642 8888  
S: +91 20 2644 9000 / 26 727 www.sahyadri.com  
Off. No. 1205/2017/2018/2018

**SIL/HR/2017-2018/3818** **Date: 31<sup>st</sup> Mar, 2018**

**Mr. Mrunmay Madhav Mulye**  
**Sunder Wadi Kalzondi**  
**Tal/Dist-Ratnagiri**  
**Maharashtra-415620**

**Subject : Offer Letter**

**Dear Mr. Mrunmay,**

With reference to your application and the subsequent interview with us. We are pleased to offer you the position of "**Business Development Executive**" in our organization for **Head Quarter-Ratnagiri** in our organization on the terms and conditions discussed during the interview.

A detailed appointment letter mentioning the terms and conditions of your appointment will be issued to you at the time of your joining in the organization.

This offer of employment is subject to your joining us on or before **Monday, 08<sup>th</sup> April 2018**.

Please sign the duplicate copy of this letter in token of your acceptance and return it back to us.

Welcome to Sahyadri group and wish you a long and successful association with the organization.

Yours faithfully,

For Sahyadri Industries Ltd,  
  
**Human Resource**

**Received and Accepted,**  
**Mrunmay Madhav Mulye**



# GS PEB & CIVIL WORKS PVT. LTD.

GROUP SURYA

• Office : Jai Dattesh Vihar Complex, 'D' Wing, 2nd Floor, Office No. 204, Akurdi, Pune-411 005.  
• Factory : Plot No. A-303, Nigohi, Behind Mahindra Company, Phase IV, Chikar MIDC, Pune - 411 501.  
• Mob. : 750772885 / 66 / 65 • E-mail : gsp@gspeb.com | gsp@gspeb.com • Website : www.gspsurya.in

Ref No. : GSPEB/1812121

Date : 01/05/2018

To,

Mr. Jagdish Dhanooji Patil

At-Sachin, P-99A, Sai-Nagar, Dnyu-Sabera,  
Mumbai-400 006.

Subject : Appointment Letter

Dear Jagdish,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Mr. Engineer Civil** in our organization with effect from **04/06/2018** on the following terms and conditions:

- 1) You will be on Probation period for six months.
- 2) Your employment, association, confirmation and the continuance thereof will be subject to you remaining mentally, physically and morally fit, and to the availability of and you discharge the work, assigned and responsibilities entrusted upon you, to the satisfaction of your superiors.
- 3) During your employment, association, confirmation and the continuance thereof, you will be held **BOUND** to get attached below:

No	Heads	Amount
1	CTC Given	11,295.00
2	Other Benefits	1,438.00
3	Actual Working CTC	10,777.00
4	Consolidated Salary	3,233.00
5	HRA	2,155.00
6	Conveyance	2,155.00
7	Education	1,347.00
8	C.C.A.	1,347.00
9	Other Allowance	540.00
10	Gross Amount (4 to 9)	10,773.00
11	Employee PF On Consolidated Salary	388.00
12	P.T	200.00
13	ESIC Employee	189.00
14	Take Home Salary	10,000.00
15	Employee PF (On Consolidated Salary)	388.00
16	ESIC Employee	512.00
17	Medicine	238.00
18	Mobile	250.00
19	Internet Service	206.00
20	Uniform	100.00
21	E.T.C PM	12,485.00
22	E.T.C PA	149,820.00



- 4) you will have to carry out the tasks, assignments or duties assigned to you and comply with and fulfill the order, direction and instruction of your superiors to the fullest satisfaction of your superiors and shall abide with instructions regarding work, conduct and behavior while on work.
- 5) It is clearly understood that you will be governed by the rules of discipline of the Company, which are in force at present and that may be made applicable from time to time in future.
- 6) During your employment, association, confirmation and the continuance thereof you will subscribe every month to the provident fund, etc. as and when applicable as per the relevant statutes governing also be covered under appropriate & suitable insurance for which the premium will be paid by the company.
- 7) You will be eligible for various incentive schemes introduced by the company from time to time. However, please note that such schemes are planned and shall be implemented at the time convenient to the management.
- 8) During your employment, association, confirmation and the continuance thereof the Company reserves the right to terminate your services after giving one month's notice or compensation in lieu thereof without assigning any reason thereof. If you desire to resign from the employment of this Company you shall give one month's notice in writing in advance of your intention to do so. The waiver of notice period, entirely or partly, shall be at the discretion of the management.
- 9) You will be responsible for safe keeping and return of the company's property in good condition such as PC, equipment's, manuals, and documents, machines which may be in your use or custod or care.
- 10) You will work diligently, honestly and sincerely following the work culture in the interest of the company.
- 11) Your age of retirement will be 60 years. Thus on the last day of the month in which you attain your 60 years of age, you will stand automatically retired without notice. After such retirement it will be within the prerogative of the management to reemploy you on the same or revised conditions of service.
- 12) During your employment, association, confirmation and continuance thereof you will be entitled for leaves with wages, National or other festival holidays and other benefits as per the rules of the Company and the provisions of the Settlements, etc.
- 13) During your employment, association, confirmation and continuance thereof your services can be transferred to any of the associate, subsidiary or allied companies or sister concerns, or to the other factories, offices, of this company or at site or to the client, anywhere in India and Abroad at the complete discretion of the Management in such event your conditions of employment will be as applicable to that establishment.
- 14) The management can lay-off your services for any number of days if the management cannot gainfully employ you for the reasons beyond its control. In such an event, you will be entitled to 50% of your wage as lay-off compensation.
- 15) During your employment, association, confirmation and continuance thereof you will not disclose any information regarding work force, clientele, manufacturing techniques, processes, designs or business secrets of our company to any outside agency or person except with return prior permission of the Company. You shall keep and cause to maintain total secrecy in this respect.
- 16) The Management can depute the employee his duty Anywhere in India during his employment period.
- 17) Company reserves all the rights to terminate Employment.




We heartily welcome to our organization and look for a long happy association with you.

Please sign a copy of this letter as a token of your accepting the terms and conditions mentioned in this letter and return the same to us.

Thanking you,

For **GROUP SURYA PEB ENGINEERING & CONSTRUCTIONS**

  
AUTHORIZED SIGNATURE  
HR DEPARTMENT



I have read the terms and conditions stated above. I have understood the same and I accept them in total.

**Mr. Jayadish Dnyandev Patil**



## HI-TECH BUILDING SOLUTIONS

Shri Chamber, Office no. 117, 'A' Wing, 1st Floor, Plot - 21, Sec - 11, CBD Belapur,  
New Mumbai - 400 614. Tel : 022 - 49740734 / 9920 5656 06.  
Email : chrisda.pradeep@gmail.com / hitechbuildingolutions@gmail.com

Ref: HBS/Jul-2018/HBSE10

Date: 02-07-2018

Mr. Akshay Ashok Shirgaonkar,  
Vikhroli,  
Mumbai-400083

Dear Mr. Akshay,

### SUB: APPOINTMENT LETTER

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you in the services of the company designated as 'Site Engineer & Marketing Executive' on the following terms:

1. Your appointment would be effective from 03<sup>rd</sup> July 2018.
2. During the period of probation, you shall be entitled for following remuneration:

Component	Amount
Basic	3000
HRA	1500
Conveyance Allowance	3500
Personal Allowance	7000
Monthly Gross	15000
Annual Gross	180000

\*\* Incentive of 1% on the work contract value will be paid for successful work orders received from your end.

3. You shall be on probation for a period of six months and your performance will be assessed periodically.
4. You will be placed at Head Office, Belapur and report to the concerned Head.
5. During the period of probation, you shall be entitled to leave as per leave policy of the company.
6. You shall be confirmed in our services only after satisfactory completion of probation. In case the management is of the opinion that the above period of probation is not sufficient for you to acquire the skill and knowledge for the post appointed the period of probation



18. You shall retire from company's service on completion of sixty years of age.

19. This appointment is made on the basis of the information provided by you in the application form of employment. If at any time, any information or details given by you is found incorrect or false, your services will be terminated without any notice, salary in lieu notice or compensation.

20. This appointment is subject to the rules, regulations and policies made by the Company as in force at present or as may be amended, altered, modified or extended from time to time.

In case you are agreeable to join us on the above terms and conditions you shall sign the duplicate hereof, and submit the same to the manager.

**For Hi-Tech Building Solutions**

  
**Authorised Signatory**

I have read the above terms and conditions and I have fully understood them and I am willing to join the services of the company on probation on and with effect from 03-07-2018 on the above terms and conditions



Signature of the Employee

Place: CBD BELAPUR

Date: 4/7/2018

**Job Description:**

1. Site Supervising.
2. Marketing for the company and generating business.
3. Co-ordination with regards to site assigned.
4. Preparation of Bills.
5. Doing survey at a required site.
6. Other related works as required.



प्रधान आयुक्त, सीमाशुल्क) सामान्य (का कार्यालय  
**OFFICE OF THE PRINCIPAL COMMISSIONER OF CUSTOMS (GENERAL),**  
नवीन सीमाशुल्क भवन, बेलार्ड इस्टेट, मुंबई 400 001 -  
**NEW CUSTOM HOUSE, BALLARD ESTATE MUMBAI-400 001**

F.No. SD/INT/27/2014-17 P&E(M)

Date: 27.04.2018.

**OFFER OF APPOINTMENT (PROVISIONAL)**

Shri Bhavak Gajanan Tamore, (General), is hereby offered provisional appointment as Greaser in (General) category (on merit) in the pay scale of Rs. 5200-20200, Level-1800 and other allowances as admissible from time to time purely on **temporary basis**. The conditions for appointment are detailed below. If the conditions are accepted, he may fill in the Attestation forms and submit the same to this office immediately. Further **he should report for duty in the Office of the Asst. Commissioner of Customs, Personnel & Establishment Marine, R & I Division, 12<sup>th</sup> floor, New Custom House, Mumbai immediately but not later than one month from the date of receipt of this intimation.** If no reply is received or the candidate fails to report for duty by the prescribed date, the offer of appointment will be treated as cancelled. No traveling allowance will be paid to him for joining the post.

**CONDITIONS OF SERVICE**

1. The appointment is purely temporary and is liable to be terminated at any time by notice in writing under Rule 5 of the Central Civil Services (Temporary Services) Rules, 1965.
2. He will be on probation for a period of two years which may be extended further, if considered necessary. He may be terminated without assigning any further reason or correspondence in case of unauthorized absence during the probationary period.
3. If he wishes to resign from the Government employment, a notice in writing for a period not less than one month is to be given. If he remains absent from duty during that period, disciplinary action as deemed fit shall be taken against him.



**Head Office** : A/P, Belwadi, Tal. Indapur, Dist. Pune. ☎: (02116) 272202, 273202  
Mob.: 9423240202, 9921240202  
**Pune Office** : Gera No.77, Office No.303, 3rd Floor, Near Bishop School, Ramwadi Jakat Naka, Kalyaninagar,  
Pune - 411014. ☎: (020) 26582202, 65608202 Email: desaiinfraprojects@gmail.com  
**Nanded Office** : Bhavsar Chowk, Mathura Apartment, Block No. 201, 2nd Floor, Torada Naka, Malegaon Road, Nanded  
☎: (02462) 266202, 9422872941



Ref.:

Date:

Reference :- DIPIPL/Appointment/NH/Karad to Nagaj/2018  
Date :- 31/07/2018

### Appointment Letter

To,  
**Mr. Pranay Kusha Tandel,**  
Fanaskar Wadi, Kharavi Wadi,  
Veldur.

Dear Mr. Pranay K. Tandel,

With reference to your application & interview you had with us, we have pleasure in offering you the position of **Site Engineer** in Desai Infra Projects (I) Pvt. Ltd. On following terms & conditions

- 1. Place of Work :-**  
You will be assigned to work at our " Rehabilitation/Upgradation of existing Highway to 2 Lane/ 4 Lane with paved shoulder configuration From **Karad to Nagaj** section of **NH-166E** on EPC Mode in the state of Maharashtra.
- 2. Salary :-**  
Your salary will be **Rs. 13,000/-** per Month.  
( Detailed Salary structure will be issued to you after completing all the formalities at our site office after joining.)
- 3. Joining Date :-**  
As discussed you will join on **10<sup>th</sup> August 2018** at our site office.  
Contact Person **Mr. Lakhan Mahajan – Project Manager 9420938299.**
- 4. Probation Period :-**  
The initial probation period will be **06 months**. If at the end of the period of probation, you are found suitable, your appointment will be confirmed by us in writing.
- 5. Medical Fitness :-**  
Your appointment is subject to your being medically fit and receipt of satisfactory reference and background checks.
- 6. Termination of Employment :-**  
Either party will be entitled to terminate the contract of employment by giving **1 Month's** notice in writing to the other in advance.

**Head Office** : A/P. Behadi, Tar. Indapur, Dist. Pune ☎ (02115) 272202, 273202  
Mob.: 9423240202, 9921240202

**Pune Office** : Gora No.77, Office No.303, 3rd Floor, Near Bishop School, Ramwadi Jakat Naka, Kalyaninagar,  
Pune - 411014. ☎ (020) 26652202, 65608202 Email: desainfraprojects@gmail.com

**Nanded Office** : Bhavsar Chowk, Mathura Apartment, Block No. 201, 2nd Floor, Torada Naka, Malegaon Road, Nanded  
☎ (02462) 266202, 9422872941



Ref.:

Date:

**7. Accommodation & Food :-**

Accommodation & Food will be provided by company's site management department.

**8. Leave :-**

You will be allotted to take 2 days leave per month as per companies policy for which a prior permission shall be taken from Project Manager at least 7 days in advance.

**9. Other terms & Conditions**

You are requested to carry copy of this letter at the time of reporting at the project site.

\* While joining please submit following documents at site office

- a) 2 Passport size photographs
- b) Birth date related document (Leaving Certificate/Birth Certificate)
- c) Educational certificates copies.
- d) Experience certificate copy if any.
- e) Copy of PAN Card & Aadhar Card

**Yours Faithfully,**

**For Desai Infra Projects (I) Pvt Ltd**







## Mechanical Department:



### OFFER LETTER

Date: 15/05/2018

Mr. Sajjad Sable A Razzaq,  
Maharshi Parshuram College of Engineering, Ratnagiri.

Dear Mr. Sajjad Sable A Razzaq,

With reference to your application and interview conducted at Maharshi Parshuram College of Engineering, Ratnagiri. We have finalized your profile for the Sales and Marketing Executive. You are requested to join our RK Edu App organization and we are offering you the below mentioned remuneration with conditions.

You are required to report on Joining Date, which will be informed you by the company. If you do not report on the date of joining, offer shall stand automatically withdrawn.

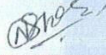
The terms and conditions of your appointment are given below.

1. You will be paid the remunerations as per the below terms & conditions.
  - a. For sale/revenue up to 2 lakhs you will be applicable for 15% of the sale amount received.
  - b. For sale/revenue above 2 lakhs you will be applicable for 30% of the sale amount received above 2 lakhs.
  - c. For sale/revenue above 5 lakhs you will be applicable for 30% of the sale amount received above 2 lakhs plus an amount of Rs. 50,000 to your parents account.
  - d. Mobile bill will be paid by the company (Basic Company Plan)
  - e. Travelling allowances will be given (5% of total sale)
2. You have to complete your training successfully.
3. The company may terminate your services without notice in case of any malpractices
4. You will be governed by the service rules of the company from time to time.
5. Your medical fitness certificate should be submitted at the time of joining and wherever required.
6. During the period of your employment you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee of the company.
7. One-month prior notice should be given by the candidate before leaving the organization.

We request you to produce a proof of your age, relieving letter from previous employer, graduation/post-graduation certificate, two passport size photographs, pan card, Aadhar card and proof of last drawn salary for our records on the day of your joining.

Please return the duplicate copy of this letter duly signed confirming your acceptance.

Yours' sincerely,  
Nitin Bhor

  
HR Manager  
RK Edu App



Head Office :

1<sup>st</sup> floor, New Matravadana Building, Opp Thane Railway Station, Near Kopri Bus Stop, Thane (E) - 400603.

● www.rkeduapp.com

● Mobile :7208005001/ 8879557714



**OFFER LETTER**

Date: 15/05/2018

Mr. Moin Surve,  
Maharshi Parshuram College of Engineering, Ratnagiri.

Dear Mr. Moin Surve,

With reference to your application and interview conducted at Maharshi Parshuram College of Engineering, Ratnagiri. We have finalized your profile for the Sales and Marketing Executive. You are requested to join our RK Edu App organization and we are offering you the below mentioned remuneration with conditions.

You are required to report on Joining Date, which will be informed you by the company. If you do not report on the date of joining, offer shall stand automatically withdrawn.

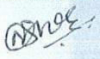
The terms and conditions of your appointment are given below.

1. You will be paid the remunerations as per the below terms & conditions.
  - a. For sale/revenue up to 2 lakhs you will be applicable for 15% of the sale amount received.
  - b. For sale/revenue above 2 lakhs you will be applicable for 30% of the sale amount received above 2 lakhs.
  - c. For sale/revenue above 5 lakhs you will be applicable for 30% of the sale amount received above 2 lakhs plus an amount of Rs. 50,000 to your parents account.
  - d. Mobile bill will be paid by the company (Basic Company Plan)
  - e. Travelling allowances will be given (5% of total sale)
2. You have to complete your training successfully.
3. The company may terminate your services without notice in case of any malpractices
4. You will be governed by the service rules of the company from time to time.
5. Your medical fitness certificate should be submitted at the time of joining and wherever required.
6. During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee of the company.
7. One-month prior notice should be given by the candidate before leaving the organization.

We request you to produce a proof of your age, relieving letter from previous employer, graduation/post-graduation certificate, two passport size photographs, pan card, Aadhar card and proof of last drawn salary for our records on the day of your joining.

Please return the duplicate copy of this letter duly signed confirming your acceptance.

Yours' sincerely,  
Nitin Bhor

  
HR Manager  
RK Edu App



**Head Office :**

1<sup>st</sup> floor, New Matruvandana Building, Opp Thane Railway Station, Near Kopri Bus Stop, Thane (E) - 400603.

● [www.rkeduapp.com](http://www.rkeduapp.com)

● Mobile :7208005001/ 8879557714



**OFFER LETTER**

Date: 15/05/2018

Mr. Hasib Chicktey,  
Maharshi Parshuram College of Engineering, Ratnagiri.

Dear Mr. Hasib Chicktey,

With reference to your application and interview conducted at Maharshi Parshuram College of Engineering, Ratnagiri. We have finalized your profile for the Sales and Marketing Executive. You are requested to join our RK Edu App organization and we are offering you the below mentioned remuneration with conditions.

You are required to report on Joining Date, which will be informed you by the company. If you do not report on the date of joining, offer shall stand automatically withdrawn.

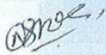
The terms and conditions of your appointment are given below.

1. You will be paid the remunerations as per the below terms & conditions.
  - a. For sale/revenue up to 2 lakhs you will be applicable for 15% of the sale amount received.
  - b. For sale/revenue above 2 lakhs you will be applicable for 30% of the sale amount received above 2 lakhs.
  - c. For sale/revenue above 5 lakhs you will be applicable for 30% of the sale amount received above 2 lakhs plus an amount of Rs. 50,000 to your parents account.
  - d. Mobile bill will be paid by the company (Basic Company Plan)
  - e. Travelling allowances will be given (5% of total sale)
2. You have to complete your training successfully.
3. The company may terminate your services without notice in case of any malpractices
4. You will be governed by the service rules of the company from time to time.
5. Your medical fitness certificate should be submitted at the time of joining and wherever required.
6. During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company. You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee of the company.
7. One-month prior notice should be given by the candidate before leaving the organization.

We request you to produce a proof of your age, relieving letter from previous employer, graduation/post-graduation certificate, two passport size photographs, pan card, Aadhar card and proof of last drawn salary for our records on the day of your joining.

Please return the duplicate copy of this letter duly signed confirming your acceptance.

Yours' sincerely,  
Nitin Bhor



HR Manager  
RK Edu App



**Head Office :**

1<sup>st</sup> floor, New Matruvandana Building, Opp Thane Railway Station, Near Kopri Bus Stop, Thane (E) - 400603.

● [www.rkeduapp.com](http://www.rkeduapp.com)

● Mobile :7208005001/ 8879557714

# Fwd: Regarding the Placement at Shah Forged Rolls Private Limited, Thane

Inbox

**Nikhil Gokhale** <[nikhil.gokhale@vpmpcoe.org](mailto:nikhil.gokhale@vpmpcoe.org)>

Fri, Nov 23,  
2018, 5:15 PM

to Anand, me, HoD

FYI.

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

From: **RUSHIKESH KANITKAR** <[kanitkar.rushikesh@gmail.com](mailto:kanitkar.rushikesh@gmail.com)> Date:

Thu, Oct 11, 2018 at 11:34 AM

Subject: Regarding the Placement at Shah Forged Rolls Private Limited, Thane To:

<[nikhil.gokhale@vpmpcoe.org](mailto:nikhil.gokhale@vpmpcoe.org)> Cc:

<[principal@vpmpcoe.org](mailto:principal@vpmpcoe.org)>

Greetings of the day!

Myself Rushikesh Ravindra Kanitkar (passed out student-2018 mechanical department).

I am happy to inform you that I have placed at Shah Forged Rolls Pvt. Ltd, Thane. It was a great experience during an interview. The role of training and placement department in academics plays a very important role during an interview.

Especially English speaking and explaining skills are very much important. Also apart from academic theory, the practical knowledge is considered by the recruiter. Recruiters are very much interested in final year project and on-site or in-plant training.

Hence I suggest that please inform students to mainly undergo training in company, follow the instructions given by training and placement department and also focus on final year project.

Thanks and regards for everyone's contribution. Yours faithfully,

Rushikesh Ravindra Kanitkar

With warm regards, Nikhil

Gokhale

Asst. Professor, Computer Engineering Dept and

H.R. Coordinator

**V.P.M'sMaharshiParashuramCollegeofEngineering.**

Velneswar,RatnagiriDist-**415729**

M:9145177599.

[E:nikhil.gokhale@vpmpcoe.org](mailto:nikhil.gokhale@vpmpcoe.org)

InstrumentationDepartment:





Godrej Agrovet Ltd.  
Registered Office : Godrej One,  
3<sup>rd</sup> Floor, Pirojshanagar,  
Eastern Express Highway,  
Vikhroli (E), Mumbai 400 079, India  
Tel. : +91-22-2518 8010/8020/8030  
Fax : +91-22-2518 8485  
Email : gavlho@godrejagrovet.com  
Website : www.godrejagrovet.com  
CIN : L15410MH1991PLC135359

August 21, 2018

Aishwarya Ratnakant Lambe  
"Yashwant Niwas", Near Grampanchayat,  
At/ Post Ghanekhunt (Navin Vasahat)  
Lote MIDC Area, Tal. Khed, Dist. Ratnagiri

Offer Letter – Graduate Engineer Trainee

Dear Aishwarya,

Further to your application and subsequent interview with us, we are pleased to extend an offer to you as Graduate Engineer Trainee in our organization. This offer is valid upon your joining us on or before August 28, 2018«Year» at the below mentioned address:

Godrej One ,3rd Floor , E.E. Highway, Vikhroli ( East ) | Mumbai -400079 | India

You will be on probation with us till August 27, 2019, you may be posted at any establishment and/or unit of Godrej Agrovet Limited or any of its business or subsidiaries or associated companies.

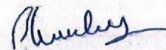
A detailed letter of appointment will be issued to you after you join us. The breakup of the compensation offered to you is attached herewith in Annexure –"A"

We welcome you in our organization and look forward to a long and fruitful association.

Kindly sign a copy of the offer as a token of acceptance of the terms and conditions.

Yours Faithfully,  
For GODREJ AGROVET LTD

I have read and understood the above terms  
and conditions and agree to abide by the same



Parth Chauhan

COE Lead - Talent Acquisition &  
HR Operations



Aishwarya Ratnakant Lambe

Place: Lote,      Date: 22/08/18  
Tal. Khed.





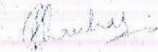
Godrej Agrovet Ltd.  
Registered Office,: Godrej One,  
3<sup>rd</sup> Floor, Pirojshanagar,  
Eastern Express Highway,  
Vikhroli (E), Mumbai 400 079, India  
Tel. : +91-22-2518 8010/8020/8030  
Fax : +91-22-2518 8485  
Email : gavlho@godrejagrovvet.com  
Website : www.godrejagrovvet.com  
CIN : L15410MH1991PLC135359

Annexure - "A"

Compensation Components	GET	
	Compensation	
	Per Month	Per Annum
	(Rs.)	(Rs.)
Basic Salary	13,750	1,65,000
Provident Fund	1,650	19,800
Gratuity (as per law)	661	7,937
Flexible Compensation	23,939	2,87,268
Total Fixed Compensation	40,000	4,80,000
Target PLVR I		25000
Target PLVR C		45000
Total CTC		5,50,000
Group Insurance policy (Life + Accident)		15,00,000
*Hospitalization Scheme		500,000

- Can cover Self + 3 Dependents
  - 90% of the claim amount gets reimbursed by the company for self and dependent
1. PLVR is guaranteed for the performance review cycle and will be prorated .You need to be successfully confirmed and on the role of the company on the date of the PLVR payout.
  2. \*PLVR will be paid out as per the company's PLVR policy. Individual PLVR mentioned is for 'Successful' Performance Rating and Collective PLVR mentioned is subject to Business Performance Index of '1'.

Yours Faithfully,  
For **GODREJ AGROVET LTD**



Parth Chauhan


COE Lead - Talent Acquisition &  
HR Operations

I have read and understood the above terms  
and conditions and agree to abide by the same



Aishwarya Ratnakant Lambe

Place: Lote,  
Tal.khed Date: 22/08/2018



**ENTRY PASS - TRAINEE**

1. Name: SAYALI SUDHAKAR UKA

2. Age: 22 Desig: Gr. Appr

3. Dept: Instrumentation

4. Location of Work: Engineering Department

5. ECC No: 40

Signature of Holder:  Sign. of HOD:  Sign Security Lead:   
SDA  
25/7/2018  
Sign Security Lead

**BASF India Ltd.**  
Thane Works  
Plot No. 12, TTC Area, Thane-Belapur Road,  
Turbhe, Navi Mumbai - 400 705

**BASF**  
We create chemistry

**EMERGENCY EVACUATION CARD**

**TRAINEE**

SL No : 40

EXTC:



Mr. Kaustubh Ravindra Dharap  
# 201, MG Road,  
Juna Post Navi Peth,  
Maharashtra - 402301

**OFFER LETTER**

Dear Kaustubh,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in Accel Frontline Limited (AFL) as per the terms and conditions given in the subsequent paragraphs. Your initial place of posting will be at Mumbai

**1. SALARY & BENEFITS**

Your salary and other emoluments are given in the Annexure.

**2. DESIGNATION & GRADE**

Your designation will be Engineer - Customer Service and the equivalent grade in accordance with our policies will be P1.

**3. SERVICE RULES**

- a) Your employment with AFL is full time and you shall not engage in any commercial business or pursuit on your own account or as an agent for others during the course of employment.
- b) You are required to seek permission from the management before you undertake any course of study.
- c) You are required to treat all information and official correspondence as confidential. You shall not at any time or times, without the consent of the company disclose, divulge or make public except under legal obligation, by word of mouth or otherwise, details of manufacturing processes, software development, technical know-how, security arrangements, administration, accounts or any other dealings of the company known to you in the course of your service or otherwise.
- d) As per company Policy, you shall be required to give necessary undertakings to the company.
- e) You shall work under the supervision of such officer/s as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you to the best of your power, skill and ability in the best interests of the company.

# ACCEL FRONTLINE GLOBAL IT SERVICES

Annexure		
Compensation Package		
Name	Kaustubh Ravindra Dharap	
Grade	P1	
Designation	Engineer - Customer Service	
Department	Technical	
Job Category	RE	
Location	Mumbai	
	Per Month	Per Annum
Basic	6008	72096
HRA	4006	48072
<b>Total Gross (A)</b>	<b>10014</b>	<b>120168</b>
<b>Company Contribution</b>		
Provident Fund	721	8652
Gratuity *	288	3456
Employees State Insurance	476	5712
Bonus**	500	6000
<b>TOTAL (B)</b>	<b>1985</b>	<b>23820</b>
<b>TOTAL CTC (A+B)</b>	<b>11999</b>	<b>143988</b>

\*Gratuity is payable as governed by the Gratuity policy of the company.

\*\*Declaration of bonus is subject to availability of profit computed in accordance with the Payment of Bonus Act

With Best Wishes,

For ACCEL FRONTLINE LIMITED

Digitally signed by

**D JUSTIN SURENDRAN**  
HEAD - TALENT ACQUISITION

Signature Not Verified

Digitally signed by D JUSTIN SURENDRAN  
DN: cn=D JUSTIN SURENDRAN, o=ACCEL FRONTLINE LIMITED, ou=HR, email=DJUSTIN.SURENDRAN@ACCELFRONTLINE.COM, c=IN  
Date: 2018.06.11 10:44:33 +05:30

a **CAC** holdings group company

a : Acce Frontline Limited | Plot 2, Haveli Chowk - No. 02, 10, D. C. T. Taluk Road, K. P. Narayana, COOBE  
 p : India | Jaipur | United States | United Kingdom | United Arab Emirates  
 t : +91 14 2252000 | +91 9 6453 9995 | +90 2 4 5199 | +66 773 725977 | +971 4 4340153  
 e : info@accelfrontline.com | Website: www.accelfrontline.com

Date: Sep 15, 2018

**SURAJ SANTOSH TARVE**  
2 GROUND FLOOR SEHA SREE APPARTEMENT OPPST NAMASKAR MANDAL AGRA ROAD KALYAN  
WEST 421301  
- 0

Trainee ID: QS1393884  
Location: **MUMBAI**

### **TRAINEE CONTRACT LETTER**

Dear **SURAJ SANTOSH TARVE**

We are pleased to engage you as a National Employment Enhancement Mission ("NEEM") Engineer customer support Trainee at Retail Support Department, subject to the following terms and conditions:

1. The period of training shall be 24 Months, commencing from the date of joining, being SEP 17, 2018 to SEP 16, 2020 ("Training Period"). In case SEP 17, 2018 is non-working day, then you will have to report on next working day.

2. It shall not be obligatory on our part or of the establishment wherein you will undergo on the job training ("Training") to offer any employment to you during or on successful completion of your Training Period, nor shall it be obligatory on your part to accept any employment under the employer. As a Trainee undergoing training in an establishment you shall be a trainee and not a workman/employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your Training shall be solely governed by the provisions of the All India Council for Technical Education (National Employability Enhancement Mission) Regulations, 2017.

3. During the course of your training program you will be going through online session on the Cloud based Training Modules.

4. During the tenure of your Training you shall abide by the provisions and regulations from time to time as intimated to you by us and/or the establishment wherein you will undergo Training including but not limited to all matters of conduct, discipline and safety. Additionally, as a NEEM Trainee you shall also be liable to abide by the rules and regulations of NEEM in all matters of conduct, discipline and safety and shall carry out all lawful orders of the establishment.

5. You shall learn your subject field conscientiously and diligently and attend practical and instructional classes regularly.

6. You shall maintain a record of the details of your Training during your Training Period in the manner prescribed in Annexure I.

7. You hereby agree to be liable for the following terms and conditions:

a. You shall fully perform the Training, until the completion of the Training Period and such performance shall not be inconsistent with any obligation you may have to other third parties.

b. You shall neither engage in any conduct which is detrimental to the interest of CWF or of the establishment wherein you will undergo Training nor receive any payments of any nature



directly or indirectly unless agreed to by CWF. You shall extend all cooperation and do all such things as may be necessary and comply with all the terms of this Trainee Contract Letter so as to effectively undertake the Training.

c. You shall report and be present at the designated location during the Training hours mentioned herein and abide by the provisions of the All India Council of Technical Education (National Employability Enhancement Mission) Regulations, 2017.

d. You shall comply with safety, health and other rules and regulations of CWF that you have been made aware of.

e. You shall keep confidential all information received by you during the course of your Training and you shall not disclose the same to any third party or use the same for your benefit or for the benefit (financial or otherwise) of any third party.

f. You need to return all company assets given to you by the organization during OJT at the time of contract closure and exit from the training program. This exit can be by virtue of completion of the training program / contract closure from company's end or a voluntary exit of training program from your end.

8. The terms under this Trainee Contract Letter may be terminated by either party hereto, by issuing 30 (Thirty) days prior written notice, it being clarified that this notice shall be required to be provided to us in the event that you claim a breach of the provisions of this Trainee Contract Letter by us.

9. Your Training can be terminated without payment of any stipend in the event that:

a. You are found indulging in gainful employment with any third party or have secured gainful employment with any third party and have submitted a copy of the appointment letter;

b. if you are unable to continue Training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ Surgeon attached to any Government Hospital); or

c. if you indulge in any unlawful behavior or repeatedly flout the policies of the establishment or for continuous irregularity in attending the scheduled Training.

10. You agree to defend, indemnify and hold harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Trainee Contract Letter or for misconduct or for violation of any law or creation of any legal liability by you. Additionally, for breach of any of the terms of this Trainee Contract Letter by NEEM Facilitator, CWF undertakes to compensate you in accordance with the Minimum Wages specified for your category.

11. If the Trainee Contract Letter is terminated for failure on your part to carry out the terms contained herein, you shall refund to us as cost of Training such amount as may be reasonably determined by us and you shall not be entitled to enter into another contract of Training under NEEM.

You shall be entitled to a consolidated stipend of INR 12000 per month. You hereby authorize CWF to make all payments required to be made to you by CWF by directly crediting the

By executing this Trainee Contract Letter, I hereby accept the terms and conditions laid out in this Trainee Contract Letter. I understand and agree that this Trainee Contract Letter is not either an offer of employment or guarantee of employment, with CWF and/or the establishment where I undergo Training.

**For Careworks Foundation**

**Accepted and Agreed**



**Guruprasad Srinivasan**

**Name**

**General Manager  
Careworks Foundation**

**Date**