



VASANTDADA SUGAR NSTITUTE

Manjari (Bk) Tal.: Haveli, Dist.: Pune -412 307, Maharashtra, India

Website: <https://www.vsisugar.com/>

Affiliated to Savitribai Phule Pune University (PUNCODE: IAAP010680)

Candidates Offer Letters



APPOINTMENT LETTER

21.12.2023

To,

Miss. Madhu Sunil Jambhale

This has reference to your application and the subsequent discussions you had with us. **We are pleased to convey you that you have been selected for job** on the following terms and conditions:

1. **Position:** You are being appointed as "Purchase Executive".
2. You will be based at Pune at will join from 16.10.2023
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of 1,56000/- per annum as finalised. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.
6. During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.
7. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
8. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.



9. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
10. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
11. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
12. Amendments to the above terms and conditions, if any will be made in writing.
13. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

Wish you all the very best in your new assignment.

Thanking You.

For Fluid Systems

Authorized Signatory



2nd December, 2022

Mr. Abhijeet Mishra,
Shubham Homes, 1st floor,
Moze Ali, Lohegaon, Pune
Maharashtra-411047

Dear Mr. Abhijeet,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Deputy Manager – Environmental Health Safety", in Grade "L4" on the following terms and conditions:-

At present you will be posted at our Pune Location. However, your services are liable to be transferred to any other department, work sites, offices, branches, factories associate or group companies anywhere in India/outside India depending upon the exigencies of work.

Matters pertaining to your remuneration are treated in strictest of confidence by the Company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

Your appointment is subject to your being certified fit by our Medical Officer.

You will join the Services of the Company on or before 2nd December 2022. You are requested to bring the following documents along with you, at the time of joining.

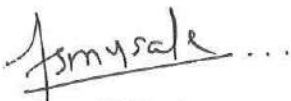
- A photocopy of Certificates each of proof of Age, Qualification and Experience.
- Five copies of your recent Identity Card size & one copy of stamp size color photograph.
- A photocopy of Relieving letter from your previous Employer.
- Photocopy of documents showing account number of Provident Fund & Family Pension Account if any.

Please contact HR Department at 9.00 a.m. on the date of joining, to complete the joining formalities.

Please sign and return a duplicate copy of this letter in token of your acceptance of the terms contained herein and let us know the date on which you will join our services.

We look forward to having a long-term association with you.

Yours faithfully,
For, SIGMA Electric Manufacturing Corporation Pvt. Ltd.



Amol Musale
Deputy General Manager - Human Resources

I have read and understood the terms and conditions mentioned above and in the annexure I and II. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the engagement on the said terms and conditions. By accepting this offer, I authorize -----to verify the documents from an outside Background Screening Agency, which includes my current/previous Employment history, Educational / Professional Credentials and background verification.

Signature and name: Abhijeet L. Mishra Date: 14/12/2022

SIGMA ELECTRIC MANUFACTURING CORPORATION PVT. LTD.

CIN - U74999PN2016PTC165939

REGD. OFFICE & UNIT 1 Gat No.: 154/1, 155, Post Mahalunge Village, Chakan-Talegaon Road, Khed, Dist. Pune-410501 Maharashtra, India.
Phone +91 - 2135 - 307100

UNIT 2 Plot A-2, MIDC Chakan Industrial Area, Mahalunge Village, Chakan, Pune - 410501, India.

UNIT 3 Plot B27, MIDC Chakan Industrial Area, Mahalunge Village, Chakan, Pune - 410501, India.

UNIT 4 Gat No.: 228/1, 228/2, Bhamboli Village, Chakan, Pune - 410501, India.

WEBSITE www.sigmaengineeredolutions.com

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Annexure I
SERVICE CONDITIONS FOR EMPLOYEES IN STAFF AND EXECUTIVE GRADES

INTRODUCTION AND SCOPE

The Service Conditions are intended to give a clear understanding of the conditions and regulations of employment at SIGMA Electric Manufacturing Corporation Pvt. Ltd. and its group companies. Some parts of this annexure are descriptions of standards and expectations and are intended to guide employees. Other parts are rules and regulations governing the employment in the Company. In the spirit of continuous improvement, the service conditions may be modified at any time. In this event, all concerned employees will be communicated about the same from time to time.

These conditions are applicable to all employees in the Staff and Executive grades working in SIGMA Electric Manufacturing Corporation Pvt. Ltd and its group companies /offices in India.

LEAVES AND HOLIDAYS

All employees are eligible to avail leave as per the leave rules applicable to the business unit / office to which they belong to. Employees are entitled to 8 paid holidays during the Calendar Year. The paid holidays for a calendar year will be announced prior to the commencement of the calendar year.

SHIFT TIMINGS, HOURS OF WORK & WEEKLY HOLIDAY

The working hours and the weekly offs depend on the business unit / office to which the employee belongs to.

DUAL EMPLOYMENT

The employees are expected to be in full time employment of the organization and therefore shall not engage in any other profession or business unless it's consented by the company in writing.

PROBATION

You will be on a six-month probation after which you will be appraised for confirmation. During the appraisal process if your performance is unsatisfactory then company will extend your probation period for another 3 months or may terminate your services, without giving any notice or pay in lieu for such period. During the probation period notice of terminate the service from either side will be of one month.

TERMINATION OF EMPLOYMENT

An employee's appointment after confirmation is terminable by two months' notice or payment of two months' Basic salary in lieu thereof by either side. In case an employee affects such termination by resignation, the employee is required to serve complete **two months** before he / she can be relieved from the services of the company. However, relieving from the company will take place after the company is satisfied that proper handing over of papers, documents, information, and assets is completed.

The company will not be liable to pay notice pay in case the appointment is terminated on grounds of (i) Breach of confidentiality (ii) Gross negligence (iii) Violation of law or willful noncompliance of law (iv) Misconduct (v) Violation of the code of Conduct or (vi) Providing false information at the time of appointment.

UPKEEP AND MAINTENANCE OF ASSETS

The employees are responsible for safe keeping and return in good condition and order the company's property and / or equipment which they may be given or handed over for official use. The employees will return forthwith, as and when called upon to do so, in good condition and order, all property and / or equipment which may have come into their possession during the course of the employment.

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Mr. Abhijeet Mishra

CONFIDENTIALITY AND NON-DISCLOSURE

An employee shall not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation of confidence.

Any commitment given by the Company, to third parties including collaborators, customers, and suppliers regarding confidentiality of information available to an employee will become automatically binding on such employee. Employees will have to give an undertaking to the company to ensure Protection of Intellectual Property Rights and Confidentiality provisions as mentioned above.

An employee may publish any articles or deliver any talk or be associated with any organization pertaining to his / her profession only with a prior written consent of the company.

EMPLOYMENT WITH A COMPETING ORGANIZATION

It is a condition of the employment that on separating from the company, the separating employee will not take up an assignment, in the form of employment or otherwise, with a competing organization for a period of two years from the date of separation.

INTELLECTUAL PROPERTY

It is a condition of the employment that the Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by the employees during their employment.

To the extent that, by law, the employee does not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company, the employee hereby irrevocably and unconditionally assigns to the company all intellectual property rights including copyright, in all such works.

RETIREMENT AGE

All employees shall retire from the services of the company on attaining the age of 58 years. Any extension to the employment beyond the age of 58 years shall be with mutual consent and on terms and conditions as agreed. Based on the information provided by you, your date of birth is recorded as 09th March 1990.

POLICIES AND PROCEDURES

All employees are liable to conform to Company policies and procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

CODE OF CONDUCT

All employees are required to adhere to the Code of Conduct. The employees are required to sign a declaration in the requisite format undertaking adherence to the Code of Conduct.

JURISDICTION

Any disputes arising out of and / or relating your employment with the company shall be subject to the jurisdiction of city of Pune only.

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Mr. Abhijeet Mishra

Guide to the structure of compensation and benefits

Following are the components included in the compensation and benefits structure,

BASIC SALARY

The Basic Salary is the most important component of the compensation structure. The employer's contribution to the Provident Fund, Superannuation and provision for the Gratuity are calculated based on this amount. This component is also linked to the House Rent Allowance, Medical Allowance and Leave Travel Allowance.

HOUSE RENT ALLOWANCE

House Rent Allowance (HRA) is the component of the compensation structure which is aimed towards providing the employee with an amount capable of meeting the payment of monthly rents.

MEDICAL ALLOWANCE

This is an amount which is provided to the employee as an advance amount to meet the expenses for medical treatment of the employee or the dependent family members. The employee is required to submit original bills as a proof of having incurred the expenses to be eligible for exemption from income tax. As per the current income tax rules such expenses incurred by the employee up to Rs. 15,000 per annum are exempted from income tax. In the compensation structure, the employee's eligibility per annum is equivalent to one month's Basic Salary.

LEAVE TRAVEL ALLOWANCE

Leave Travel Allowance is an amount which the employee can claim towards reimbursement of expenses incurred in travel to and fro a place where an employee went on vacation. The taxability of this allowance is as per the applicable Income Tax rules. In the compensation structure, the employee's eligibility per annum is equivalent to one month's Basic Salary.

EDUCATION ALLOWANCE & ADHOC ALLOWANCE is part of compensation structure.

INCENTIVE COMPENSATION PLAN (ICP) / STATUTORY BONUS ANNUALIZED is part of compensation structure.

COMPANY TRANSPORT

The Company's Transport Service to commute between Chakan Works & pick-up point as per conveyance policy of the company. The cost of such services will be deducted from monthly emoluments of employee, as may be applicable.

PROVIDENT FUND CONTRIBUTION

This amount indicates the employer's contribution to the Employee's Provident Fund account and the Family Pension Scheme. Such an amount is typically 12% of the employee's Basic Salary

GRATUITY CONTRIBUTION

This amount is the employer's provision towards gratuity. Such an amount typically is 4.81% of the employee's Basic Salary. The benefits to the employee will be as per the employer's Gratuity Scheme where available, which is built based on the rules of Payment of Gratuity Act or as per the Payment of Gratuity Act, where employer's scheme does not exist.

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Abhijeet
 Mr. Abhijeet Mishra

AMENDMENT TO THE COMPENSATION AND BENEFITS STRUCTURE

The company reserves the right to modify the structure time to time depending on need. The employee shall be intimated about the changes as required.

Yours faithfully,
For, SIGMA Electric Manufacturing Corporation Pvt. Ltd

Amol Musale

Amol Musale
Deputy General Manager - Human Resources

Abhishek

Mr. Abhijeet Mishra

CIN - U74999PN2016PTC165939

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Patil Anisha Atmaram



CHH. SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH TRUST

University Road, Kolhapur -416004

Reg. No E-885/dt.19-6-1976

योजकस्तत्र दुर्लभः
KOLHAPUR

Adv. S D Shinde
President

Late Prof. Dr.A.D.Shinde
Founder

Dr.R.A.Shinde
Secretary & Managing Trustee

Ref.: -CSIBER/Trust/Appo./2023-24/ 48-11

Date : 11/07/2023

APPOINTMENT ORDER

To,

Ms. Anisha Atamaram Patil

Yashraj, Mali Colony,

Shaniwar Peth, Karad- 415110

With reference to your application and interview dated 10th July 2023, the Management is pleased to inform you that, you are hereby appointed as **Assistant Professor in B.Sc. (Environment Science)** through Local Selection Committee in the College of Non-Conventional Vocational Courses for Women, Kolhapur on a consolidated salary of Rs.12000/- (Rupees Twelve thousand only) per month, with effect from 14th July, 2023.

Your appointment is purely on temporary basis up to 30th of April 2024 for the academic year 2023-24.

Please note that this appointment is subject to the approval of Shivaji University, Kolhapur.

Dr. R. A. Shinde
Secretary & Managing Trustee

Copy to: Accounts Section, CNCVCW, Kolhapur





Patil Rajavardhan Dilip

Vikram Deshmukh <vikramd.vsi@gmail.com>

Re: Offer Letter : Jurala Organics, Narayanpet, Hyderabad, Telangana

1 message

Rajavardhan Patil <rajavardhanpatil0545@gmail.com>
To: vikramd.vsi@gmail.com

14 December 2023 at 11:26

On Fri, 8 Sep 2023 at 3:03 PM, Taraprasad Satapathy <taraprasad@projectforce.in> wrote:

Date -08.09.2023**Dear Mr. Rajvardhan Patil**

This has reference to your application and the subsequent interview. We are pleased to appoint you as "Chemist-PCTP" on a temporary assignment as per the following terms and conditions

1. Project Force 3E Pvt Ltd serves as a service provider to various clients for their various projects in India in the field of environment and energy solutions. Your present remuneration package being offered is **INR 20,000/- in hand salary per month**. Detailed breakup shall be presented in your Appointment Order post your joining formalities.
2. On completing necessary joining formalities and resuming your duty at the site, a detailed appointment letter will be furnished.
3. Working hours, Leave Entitlement, Bonus, P Tax, PF / ESIC coverage, etc. will be in line with the applicable laws viz. Factory Act, Bonus Act, EPF & ESIC act.
4. You will have to join/resume the work at the allocated site as agreed in this offer letter. Failing the same you may have no further line on the post considered.
5. Conditions of contract applicable to Project Force 3E Pvt Ltd, it's client and customer of it's client will be applicable to your appointment. Based on the same, your fixed-term appointment can be further extended/renewed/alterd from time to time.
6. You will have to follow the general policies of the company as well as the Health, Environment, and Safety requirements framed from time to time.
7. Your appointment is subject to verification of your original testimonials for qualifications, previous experience, and salary certificates, favorable references and medical fitness to be examined by an approved medical practitioner. You will have to furnish proof of your medical fitness for the responsibilities assigned to you at the time of appointment.
8. Appointment can be terminated by one month's notice on either side.

You are required to join on or **before 12th Sep 2023 at our Jurala Organics, Narayanpet, Telangana site.**

You are requested to bring the following documents at the time of joining:-

- Relieving certificate from the last employer
- Experience Letter from the last employer
- Appointment letter of last employer
- 3 months Latest Salary Slip
- Copy of Educational Certificates
- 5 passport-size color photographs
- 1 ID proof (Voter Card/Driving License etc...)



-Proof of Permanent Address & Local Address

****Kindly bring the originals as well as the photocopy of all the above documents****

Please carry relieving letters from all previous organizations including the immediate last organization. If you are unable to submit the relieving letter on the day of joining your last organization, please carry an acceptance of resignation so that we can initiate the joining. In such case you can submit the required relieving letter in 7-10 days post joining else, joining will be deferred.

Looking forward to your confirmation and acceptance.

Please be in touch with **Mr. Taraprasad- at 8793503144**-for any assistance.

Thanking You & Regards.

Taraprasad

Project Force 3E Pvt Ltd



203, PARSHWA TOWER,

B/S. PAKWAN - II,

[SARKHEJ - GANDHINAGAR HIGHWAY,](#)

[AHMEDABAD-380015.GUJARAT.\(INDIA \)](#)

Contact : +91-079-26872300



Salunkhe Ujwala Hanmanat



Vivek Patil <vivekpatil.vsi12@gmail.com>

Fwd: Job offer

Ujwala Salunkhe <ujwalasalunkhe570@gmail.com>
To: vivekpatil.vsi12@gmail.com

Thu, Dec 14, 2023 at 11:26 AM

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

From: **Kunal Thakur** <kunal@social-lab.in>
Date: Mon, 4 Sep, 2023, 5:48 PM
Subject: Job offer
To: ujwalasalunkhe570@gmail.com <ujwalasalunkhe570@gmail.com>
Cc: Aniruddha Pandav <anirudha@social-lab.in>

Dear Ujwala,

Congratulations on your selection at Social Lab for the post of Project Coordinator!

Sharing with you the contract copy for your work engagement with Social Lab. it is expected that you to send us back a signed copy. If you have any questions about the agreement feel free to contact me.

Regards,
Kunal Thakur.

 **Ujwala_Agreement_Employee.pdf**
262K





SOCIAL LAB

Environmental Solutions Pvt. Ltd.

CIN: U90009MH2018PTC314639

GST: 27ABACS9423R1ZM

Date: 31st Aug 2023

Dear Ms. Ujwala Salunkhe,

Congratulations!

With reference to your application, exploring career opportunities with us and your subsequent discussions, we are pleased to offer you employment with Social Lab Environmental Solutions Private Limited, (herein after referred to as "Company") with a commencement date of 5th Sept 2023. Please report at 10:30 AM at

Social Lab Environmental Solutions Private Limited
Office 306, Sundarban Complex, Above SVC bank,
Baner, Pune 411045.

In course of your employment with the Company, you are required to perform services for the Company in adherence to the company's rules and regulations set forth through various policies.

JOB ROLE: Project Coordinator

EMPLOYMENT AND TERM

- 1.1 All representations made by you with regards to academic education, background, work experience, professional expertise, technical certifications etc. are true to the best of your knowledge. Relying upon these representations made, Company has employed you upon the terms and conditions set forth in this Offer Letter. You shall submit photocopy of transcripts of education qualifications.
- 1.2 The duration of the employment will begin from 2nd Sept hereinafter referred to as the "Date of Employment".
- 1.3 The term of this Agreement shall be deemed to have begun from Date of Employment and shall continue until terminated by either parties in accordance with clause 4 hereof. This employment relationship between you and Company shall hereinafter be referred to as the "Relationship".
- 1.4 Detailed key performance indicators (KPIs) and deliverables shall be discussed and mutually agreed between you and company. Any change in KPIs and deliverables can mutually be revised. You shall provide services in relation to the KPIs. The KPIs shall be finalized within two months of joining.
- 1.5 Company reserves the right to assign new role and responsibilities to meet the demand of Company' business.
- 1.6 You shall devote a **minimum of forty-eight (48) hours per week** to performance of the Services. Working hours will be 9:30 AM to 6 PM or as per working hours published from time to time.

Ch. Sambhajnagar: S-1, Manik Arcade, Chetna Nagar, Osmanpura, 431001

Pune: 306, Sunderban Complex, Above SVC Bank, Baner, 411045

Website: www.social-lab.in Email: kunal@social-lab.in Contact Number: +91-9960479785



SOCIAL LAB

Environmental Solutions Pvt. Ltd.

CIN: U90009MH2018PTC314639

GST: 27ABACS9423R1ZM

- 1.7 You shall be on probation for a period of three months and subject to satisfactory performance, your services shall be confirmed. At the end of the probation period, you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by the Company. Alternatively, if at any time during the probationary period, your performance is not deemed 'satisfactory', the company may choose to extend your probationary period. In all such instances, you would be notified by your manager. During such period, you will be placed under a 'Performance Improvement Plan' (PIP) wherein, we would provide you the opportunity to come up quickly on your performance. If the suitability of performance is not established, then Company reserves the right to terminate your employment.
- 1.8 You shall not accept compensation in any form from any outside party for any actions performed on behalf of Company without the express written permission of Company.
- 1.9 Your association with Company will be subject to a background check. A special team will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you shall be liable to disciplinary action including termination of traineeship/service without notice.

SERVICE AGREEMENT

As Company will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve Company for a minimum period of 1.5 years after joining, failing which, you (and your surety) will be liable to pay Company Rs.50,000/- towards the training expenditure.

REMUNERATION AND TAXES

- 1.1 Upon successful completion of your probation period you shall be paid a compensation of **Rs. 3,00,000/- (Three Lakh Rupees) annually** for the services. Detailed remuneration as per EXHIBIT A.
- 1.2 Per annum compensation is cost-to-company basis. Any government taxes, benefits as applicable shall be deducted from the compensation.
- 1.3 Company may withhold from any amounts payable under the Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.

EXPENSES

All expenses incurred while performing the Services on behalf of Company, shall be reimbursed. As a condition to receipt of reimbursement, you shall be required to submit to Company reasonable evidence that the amount involved was both reasonable and necessary to perform the Services. Please refer the Policy on Reimbursement for more details.



TERMINATION OF EMPLOYMENT

This agreement can be terminated by either of the parties by giving an advance notice of **30 calendar days**.

NONDISCLOSURE AND CONFIDENTIALITY

- 1.1 Protection of Confidential Information: you agree, at all times during the Relationship and thereafter, to hold in strictest confidence, and not to use except for the benefit of Company to the extent necessary for performance of the Services, and not to disclose to any person or organization, without written consent from Company in each instance, any Confidential Information (as defined below) that you obtain or creates during the Relationship. You agree not to make any copies or duplicate in any manner such Confidential Information except when authorized by Company.
- 1.2 "Confidential Information" means any information not generally known or available outside Company and information entrusted to Company by its clients and third parties. Confidential Information includes without limitation: (i) Company Inventions (as defined below), (ii) technical data, trade secrets, know-how, research, product or service ideas, plans or blueprints, processes, theories, hypotheses, (iii) lists of or information relating to any or all previous, present or prospective people or organizations Company has had professional relations with such as consultants, clients, customers, suppliers and advisors (iv) information relating to prices, salaries, pricing methodologies, market share data, marketing plans, licenses, contract information, financial data and forecasts, budgets or other business information disclosed to you by Company either directly or indirectly, whether in writing, electronically, orally, by observation or any other means.
- 1.3 "Inventions" mean discoveries, concepts, designs, ideas, know-how, improvements, processes, trade secrets, original works of authorship, whether or not patentable, copyrightable or otherwise legally protectable. "Company Invention" means any Invention that any of Company's employees or consultants may solely or jointly author, discover, conceive, develop or reduce to practice during the period of their Relationship with Company except those Inventions that which fully qualify for exclusion under the provisions of applicable law.
- 1.4 Assignment of Company Inventions: You will assign to Company or its designee all rights, titles and interests in all parts of the world, to any and all Company Inventions. All Inventions authored, discovered, conceived, developed or reduced to practice by you during the period of Employment, either solely or jointly, will be the Intellectual Property of Company.
- 1.5 Patents and Copyright rights: You shall keep and maintain adequate written records of all Company Inventions made by you, either solely or jointly, during the term of the Relationship. You will assist Company, or its designee, in every proper way to secure Company's rights with respect to Company Inventions and will disclose to Company all pertinent information that Company shall deem necessary in order to apply for, obtain, maintain, transfer or waive such rights.
- 1.6 You are bound not to directly work with existing or prospective clients of the Company for a period of one year after the termination of this contract.



SOCIAL LAB

Environmental Solutions Pvt. Ltd.

CIN: U90009MH2018PTC314639

GST: 27ABACS9423R1ZM

COMPANY POLICIES

1.1 Behaviour towards other Employees

Equality, Courage and Excellence are core values of the company. In line with the values You must treat other Employees with respect and must always maintain feeling of EQUALITY towards them.

1.2 Salary Payment

Salary shall be paid on 3rd day of every month. In case 3rd day is a public holiday, salary shall be paid on next working day. Salary shall be paid directly to You bank account. Details of bank account shall be shared in Exhibit B

1.3 Working Days

Company is open for business Monday to Saturday.

1.4 Holidays

Company observes all National Holidays notified by Government of India. Number of Holidays shall be accommodated to suit local culture. Apart from public holidays, you will be entitled to 22 days of leave in a calendar year. In the event that you join during the course of the calendar year; your annual leave entitlement will be pro-rated.

1.5 Clothing

You shall use formal in few cases smart-casual wear during meeting with existing or prospective Customer. The same shall be followed for attending events on behalf of Company.

DUAL EMPLOYMENT

During your employment with the Company, you shall devote the whole of your time, attention, and ability, to the business and affairs of the Company, and shall use your best endeavors to promote the Company's interests. You shall not in the course of employment, without the previous written consent of Company engage in any dealing, business, soliciting, commercial activities directly and/or indirectly.

INDEBTEDNESS

If, during your Relationship under this Agreement, you become indebted to Company for any reason, Company may collect any sum due to Company from you against the compensation payable to you.



SOCIAL LAB

Environmental Solutions Pvt. Ltd.

CIN: U90009MH2018PTC314639

GST: 27ABACS9423R1ZM

WAIVER

No waiver by Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by Company of any right under this Agreement shall be construed as a waiver of any other right.

AUTHORIZATION TO NOTIFY NEW EMPLOYER

In the event of termination of this Agreement, you hereby grant consent to Company to notify any new employer about the rights and obligations under this Agreement.

MISCELLANEOUS

- 1.1 **Entire Agreement:** This Agreement, including the exhibits hereto, constitutes the sole agreement of the parties and supersedes all oral negotiations and prior writings with respect to the subject matter hereof.
- 1.2 **Amendments:** Any modification to any terms of this Agreement shall be effective only when made in writing and signed by all signatories to this Agreement.
- 1.3 **Survival:** Termination of this Agreement shall not affect those provisions hereof that by nature are intended to survive such termination.
- 1.4 **Conflicts with this Agreement:** You represent and warrant that you are under no pre-existing obligations or contractual restrictions that will limit or prevent you from performing your obligations under the terms of this Agreement. You also agree that you will not knowingly infringe upon any copyright, patent, trade secret or other property right of any former employer, client or third party in the performance of the Services.
- 1.5 **Notices:** Any notice required or permitted by this Agreement shall be in writing and shall be deemed sufficient upon receipt when delivered personally or by courier or registered mail if such notice is addressed to the party to be notified at such Party's address as set forth below, or as subsequently modified by written notice.
- 1.6 **Governing Law:** The validity, interpretation, construction and performance of this Agreement shall be governed by the laws of the Republic of India.
- 1.7 **Severability:** If one or more provisions of this Agreement are held to be unenforceable or invalid under applicable law, the remainder of this Agreement, and the application of such provisions to persons or circumstances other than those with respect to which it is held invalid shall not be affected.
- 1.8 **Good Faith:** Company and You shall dutifully perform all covenants of this Agreement in letter and in spirit and shall act with due diligence and in good faith.
- 1.9 You acknowledge that, you have read and understood all of the terms and provisions of this Offer.

Ch. Sambhajnagar: S-1, Manik Arcade, Chetna Nagar, Osmanpura, 431001

Pune: 306, Sunderban Complex, Above SVC Bank, Baner, 411045

Website: www.social-lab.in Email: kunal@social-lab.in Contact Number: +91-9960479785



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GST: 27ABACS9423R1ZM

ACCEPTANCE

Please sign and return a copy of this appointment letter, signifying your acceptance to the terms and conditions enunciated above.

We look forward to your joining the team and wish you a challenging and rewarding career with us.

Yours

Name: Ms.

Rahul Juware
Director

I Accept _____

Date:





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EXHIBIT A: Remuneration Breakup

Sr. No.	Particulars	Amount in Rs	
A	CTC	25000	
	Basic	10000	
	DA	2500	
	Other Allowances	12500	
	Gross salary (Basic + DA + Other Allowances)	25000	
B	Deductions		
	1 PF employee contribution	1500	
	PF employer contribution	1500	
	2 ESIC	-	
3 Professional Tax	200		
	Total Deductions	3200	
C	Net Salary (A-B)	21800	



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EXHIBIT B

1. Educational Qualification Documents to be submitted
 - a. Bachelor's degree Certificate
 - b. Master's degree certificate
2. Aadhar Card
3. Latest Payment Slip from Previous Employer (3 months)
4. PAN Card
5. A formal release letter from your previous employer, if you were employed
6. An affidavit/notarised undertaking stating
 - a. There is no criminal offence registered/pending against you
7. Account Details

Name (as appears on Bank records)	
PAN Number	
Account Number	
Name of Bank	
IFSC Code	

8. Residential Address



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EXHIBIT C



Project Coordinator



Pune, Maharashtra

Social Lab Environmental Solutions Pvt Ltd is a data-driven waste management company committed to create people-centric waste management solutions. Our team comes from a diverse background - engineering, management, economics, social work etc. Our present focus is on city waste management and plastic waste management. We specialize in capacity building through training of both sanitation and administrative staff, waste assessment, design and implementation of IEC, route planning & optimization, and assisting ULBs for efficient wet waste and dry waste management. We also work closely with FMCG organizations to collect and dispose multi-layered plastic under Extended Producer Responsibility (EPR) mandated by the MSWM Rules 2016. Our Current operations are spread across Maharashtra state, Karnataka, Telangana, Andhra Pradesh, Tamil Nadu, Madhya Pradesh, and Gujrat. More info at www.social-lab.in

Roles & Responsibilities -

1. Project Coordination and Communication

Supporting on-ground operations in city waste management projects through: -

- Coordination with team
- Conducting periodical field visits for project monitoring and maintaining relationships with project stakeholders
- Data Management and Project reporting

2. Tendering and Documentation

Supporting tender/ proposal preparation and submission through: -

- Preparing a checklist of documentation
- Arranging required documentation by coordination and compilation

3. Digital Communication

- Providing Support in drafting of blogs and case studies
- Providing support in developing presentations and proposals

Desired Mindset-

1. Result oriented attitude
2. Curiosity to learn and adapt to new circumstances
3. Ability to take ownership & execute tasks independently
4. Attention to details

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Pune: 306, Sunderban Complex, Above SVC Bank, Baner, 411045

Website: www.social-lab.in Email: kunal@social-lab.in Contact Number: +91-9960479785



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Environmental Solutions Pvt. Ltd.

CIN: U90009MH2018PTC314639

GST: 27ABACS9423R1ZM

Technical Skills-

1. Project Management.
2. Knowledge of environmental and sustainability issues is desirable.
3. Excellent listening, verbal communication, and email writing skills.
4. Good command on MS office tools i.e. Word, Excel, Power point.

Qualifications

- At least a graduate degree in urban planning / environmental science/ social work / mass media / engineering.
- Must have demonstrated a result-oriented performance.
- At least Two year of experience in leading/managing the project with minimum 10 team members and project documentation.

Traveling is default

- You are required to travel different part of State for client meeting, project monitoring and exploration.



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Website: www.social-lab.in Email: kunal@social-lab.in Contact Number: +91-9960479785



Rajasthan State Pollution Control Board

Headquarter, 4, Institutional Area, JhalanaDoongri, Jaipur-302004

Phone :0141-2711263,2716802 e-mail : member-secretary@rpcb.nic.in

RSPCB HelpLineNo. :0141-2716877

F.12 (Project-38)/RSPCB/1314-1325

Date 20/07/23.

Office- Order

The candidates as per following list are hereby associated as Young Interns (Engineering Background IT and Non-IT) under the internship program of "Young Intern Program 2023" of Rajasthan State Pollution Control Board for a period of one year from the date of reporting.

S.No	Name	Father's Name	Address	E-Mail Address	Reporting Office
1	Mahipal Singh	Laxman Singh	District-Rajsamand, Teh-Raipur Village-Bheeta	mahipal1544@gmail.com	Head Office of the Board, Jaipur
2	Sachin	Sh. Jagbir Singh	Tomar Planet, Dahiya Colony Gali No.3, Near Royal Garden, Kakroli Road, Sonipat, Haryana	Tomar.networks@gmail.com	Head Office of the Board, Jaipur
3	Dharm Pal Burdak	Jay Chand Burdak	vpo-tulsirampura via-palsana sikar	dharpalburdak@gmail.com	Head Office of the Board, Jaipur
4	Mrudula Sharma	Vijay Kumar Sharma	Flat 102, Jagdamba residency, Bishnawala, Panchyawala, Jaipur(Raj) Pincod-302034	sharmamrudula@gmail.com	Head Office of the Board, Jaipur
5	Sharad Parashar	Sh. Vijay Shankar Parashar	54/36, Surya Nagar, Mansrovar, Jaipur	sharad.parashar08@gmail.com	Head Office of the Board, Jaipur
6	Pratibha	Mr. Aman Sharma	198/5, KathMandi, Normaul, Haryana, 123001	Sharmapratibha9716@gmail.com	Head Office of the Board, Jaipur
7	Sunil Kumar	Shrawan Kumar	VPO- Sola Teh-Nechhwa Laxmangary District-Sikar, Rajasthan	sunil121294@gmail.com	Head Office of the Board, Jaipur
8	Rishabh Gupta	Sh. Naresh Gupta	B202, Janta Colony, Jaipur, Rajasthan	guptarishabh393@gmail.com	Head Office of the Board, Jaipur
9	Samanvya Dinker	Sh. Yashpal Dinker	Ward No.8, Anta, Dist.- Bundi	samanvya123@gmail.com	Head Office of the Board, Jaipur
10	Aparna Sharma	Sh. Vinod Kumar Sharma	Bagryo ka chock, Ward No. 3, Nainwan, Bundi	aparna.sanadhya98@gmail.com	Head Office of the Board, Jaipur

(Signature)

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Phone :0141-2711263,2716802 e-mail : member-secretary@rpscb.nic.in

RSPCB HelpLineNo. :0141-2716877

11	Priyanka Mathur	Mr. Kishan Mathur	296, Rajat Colony, Bundi, Rajasthan	priyankamathur63@gmail.com	Head Office of the Board, Jaipur
12	Kuldeep	Sh. Bishan Singh	Kamboj Bhawan N/O Surbhi Kirana Store, Main Road Raipura, Kota	kuldeep.kamboj44@rtu.ac.in	Head Office of the Board, Jaipur
13	Babita Gaur	Ramnivas Sharma	bahadur singh colony. sardarshahar churu	babta.gaur.1993@gmail.com	Head Office of the Board, Jaipur
14	Riya Gupta	Sunil Gupta	J25/59 E-1-A Alaipura, Varanasi	riyashalugupta@gmail.com	Head Office of the Board, Jaipur
15	Mohini Meena	Kushiram Meena	A4, Budhsinghpura, near coaching hub Pratap Nagar, Jaipur	mohini.meena41@gmail.com	Head Office of the Board, Jaipur
16	Ishwar Singh Gurjar	Harsahay Gurjar	VPO -Sumel Teh - Bamanwas Dist- Sawaimadhapur Raj. Pin-322201	Ishgurjar93@gmail.com	Head Office of the Board, Jaipur
17	Garima Singh	Dinesh Singh	171/31, Haldighati Marg, Pratap Nagar, Sanganer	ergarima29@gmail.com	Head Office of the Board, Jaipur
18	Hariom Saini	Sh. Gauri Shankar Saini	Phool mali Basti, Kanwat road, Dayra, Khandela, Dist.- Sikar	hariomjpr13@gmail.com	Head Office of the Board, Jaipur
19	Tushar Agarwal	Dwarika Prasad Gupta	72/137, Patel marg, Mansarovar, Jaipur-302020	agarwaltushar96@gmail.com	Head Office of the Board, Jaipur
20	Anurag kumawat	Ramesh Chand Karigar	16. Gulab vihar behind sanganer powe house and aapni dhani sitabari Tonk road sananer Jaipur Rajasthan 302029	anuragkumawat073@gmail.com	Head Office of the Board, Jaipur
21	Pinaki	Sh. Krishna Kumar	61/1, Rajat Colony, Nainwa Road, Bundi	pinakil1singh@gmail.com	Office of SEIAA/SEAC, Jaipur
22	Kunal Pareek	Surendra Kumar Pareek	53-C Chandra Nagar Gopalpura bypass Jaipur, 302018	kpareek4d@gmail.com	Office of SEIAA/SEAC, Jaipur
23	Prakash Kumar	Hanuman Ram	Khattu Narewa, Barmer,344034 Raj.	prakashthory999@gmail.com	Office of SEIAA/SEAC, Jaipur
24	Anuj Sharma	Anil Kumar Sharma	3/48 Housing Board Colony Gupteshwar Road, Dausa	asharma90652@gmail.com	Office of SEIAA/SEAC, Jaipur

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Rajasthan State Pollution Control Board

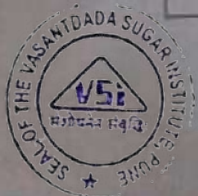
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Phone :0141-2711263,2716802 e-mail : member-secretary@rpcb.nic.in

RSPCB HelpLineNo. :0141-2716877

25	Pratiksha Sanjay Shekhar	Sanjay Namdev Shekhar	A/P Shekharwadi, Teh-walwa, District-Sangli, Maharastra 415401	pratikshashekhor755@gmail.com	Office of SEIAA/SEAC, Jaipur
26	Jyoti Patel	Sh. Doula Ram	2B/2, Subhash Nagar, Pal Road, Jodhpur	jyotipatel20150@gmail.com	Office of SEIAA/SEAC, Jaipur
27	Abdur Rahman Ansari	Mobin Jawed	Latif Market, Chowkhandi, sasaram, Dist.- Rohtas, State-Bihar	abdurrahman953@gmail.com	Office of SEIAA/SEAC, Jaipur
28	Prahlad Kumar Meena	Sh. Mahadev Prasad Meena	VPO- Ladli ka Bass, Dist. Dausa	pkdobwal1059@gmail.com	Regional Office, Alwar
29	Sandeep Mathur	Hari Prakash Mathur	D-113, Shankar Nagar Pal Road Jodhpur	sandeep19.mathur@gmail.com	Regional Office, Balotra
30	Akanksha Sharma	Sh. Pushpendra Sharma	D/O Smt. Chandra Kanta Sharma Ganesh Mohalla, Baral-II, Bijainagar, District-Ajmer	aakanshasharma7568@gmail.com	Regional Office, Bhilwara
31	Aditya Singh	Naresh Singh	Khahrathakran, PO-Basni, Alwar Pin-301401	as14125026@gmail.com	Regional Office, Bhiwadi
32	Mukul Anand Bhatt	Sh. Mukesh Kumar Bhatt	Behind Pratap Talkies, Bhopalganj, Bhilwara	bhattmukul6@gmail.com	Regional Office, Bikaner
33	Ashutosh Nagar	Sh. Shiv Dan Nagar	VPO- Nasirda, Deoli, Dist. Tonk	ashutosh1652463@gmail.com	Regional Office, Bundi
34	Aarti Modi	Sh. Sunil Kumar Modi	Giriraj Kripa, Station Road, Gulabpura, Bhilwara	aartimodi6498@gmail.com	Regional Office, Chittorgarh
35	Kartik	Sh. Vijay Kumar	D- 198, New Rode Town Ext. Hisar Haryana (125001)	Mailtokartik13@gmail.com	Regional Office, Hanumangarh
36	Ankit Palsania	P.K. Palsania	G-675, Gandhi Nagar, Tonk Road, Jaipur - 302015	ankitpalsania09@gmail.com	Regional Office, Jaipur (North)
37	Indubala Mishra	Sh. Gopal Mishra	100-A, Mahesh Nagar, Jaipur	mishraji.indu@gmail.com	Regional Office, Jaipur (South)

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Rajasthan State Pollution Control Board

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Phone :0141-2711263,2716802 e-mail : member-secretary@rpch.nic.in

RSPCB HelpLineNo. :0141-2716877

38	Rajveer Singh	Ram Singh	doulatpura bissav jhunjhunu	jjnrajveer@gmail.com	Regional Office, Jhunjhunu
39	Sumeet Mathur	Hari Prakash Mathur	D-113, Shankar Nagar Pal Road Jodhpur	sumeet19.mathur@gmail.com	Regional Office, Jodhpur
40	Payal Panwar	Sh. Bajaran Lal Panwar	Old Bus Stand, Behind Animal Hospital, Ward No. 21, Kaithoon, Kota	payal.rtu3015@gmail.com	Regional Office, Kishangarh
41	Jitendra Yadav	Sh. Dhanna Lal Yadav	Vill- Girdharipura, Po.- Mahalan, Tehsil- Mozmabad, Jaipur	jitendrayadav123789@gmail.com	Regional Office, Kota
42	Itika Dadhich	Shailesh Sharma	58, Rajeev Nagar C, Mahamandir, Jodhpur	itikadadhich963@gmail.com	Regional Office, Nagour
43	Jagrati Solanki	Mr. Manohar Singh Solanki	Shree Pal Genral Store, Juni Bagar, Mahamandir, Jodhpur,-342006	jagrati12solanki@gmail.com	Regional Office, Pali
44	Harveer Singh Choudhary	Sobaran Singh Choudhary	a504, riya emire see- 19, pratup nagar jaipur	hwwelrchoudhary12@gmail.com	Regional Office, Rajsamand
45	Ronak Singh Poonia	Vijendra Singh	ward. No. 1. soti, jhunjhunu	ronakpoonia137@gmail.com	Regional Office, Sikar
46	Rajat Singhvi	Pradeep Singhvi	G-108, Shastri Nagar, Jodhpur	singhvirajat108@gmail.com	Regional Office, Sirohi
47	Safal Patidar	Mr. Jagesh Patidar	Dingarkiya, Teh- Mavli, Udaipur, 313204	safalpatidar@gmail.com	Regional Office, Udaipur

This association is strictly under the "Young Intern Programme-2023" of Rajasthan State Pollution Control Board with following Terms & Conditions-

- The association of intern mentioned at S.No.1 is for IT field.
- The association of the candidates shall be purely on temporary/contractual basis initially for period of one year which may be extended by further one year based on satisfactory performance of intern in an internal assessment of first phase. The total period of internship shall not exceed two years in any case.
- The selected interns will be given a stipend of Rs. 30000/-per month for internship programme.
- Interns shall be encouraged to bring their own laptops, for which they may be paid a lump-sum amount of Rs. 2500 per month.

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- After joining internship, if the intern leaves the internship within one month, no stipend/ remuneration will be paid.
- This is purely internship programme which does not guarantee for any employment in future in RSPCB or any other Government office.
- Every intern will be eligible for one casual leave every month on accrual basis. Such leaves shall be provided in cumulative manner i.e., 12 leaves for the entire year. If the intern avails a leave without accrual, his payment for the leave day shall be deducted from the final monthly payment of stipend.
- No accommodation will be provided to the intern. They have to make their own arrangement during internship period.
- All other conditions applicable are as per "Young Intern Programme-2023" of Rajasthan State Pollution Control Board.
- The internship can be terminated at any time without any notice.
- The candidate shall submit two-character certificates from first class magistrate or gazetted officer.
- The candidate shall submit police verification within 15 days of joining as intern.

All Successful candidates will report on duty at respective offices of Rajasthan State Pollution Control Board and office of SEIAA/SEAC, Aravali Bhawan, Jaipur anytime in the working hours on 1st August, 2023 failing which their association may be cancelled.

This bears approval of the competent authority.

(Vijai N.)

Member Secretary

Date :- 20/07/23 .

F.12 (Project-38)/RSPCB / 1314 - 1325

Copy to the following for information and necessary action:-

1. PS to Chairman, RSPCB, Jaipur.
2. Sr PA to Member Secretary, RSPCB, Jaipur.
3. Member Secretary, SEIAA, Aravali Bhawan, Jaipur.
4. CEE/CAO/HOO DDO CSO, RSPCB, Jaipur.
5. The Regional Officer, Regional Office, RSPCB, Alwar/ Balotra/ Bharatpur/ Bhiwadi/ Bhilwara/ Bikaner/ Chittorgarh/ Jaipur South/ Jaipur North/ Jodhpur/ Kishangarh/ Kota/ Pali/ Sikar/ Udaipur/ Bundi/ Hanumangarh/ Jaisalmer/ Sirohi /Jhalawar/ Sawai Madhopur/ Jhunjhunu/ Rajsamand/ Banswara/ Nagaur.
6. All successful candidates by e-mail.
7. ACP to upload the order on Boards website.
8. Guard file.

Member Secretary

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To,
Ms. Pratiksha Shelke,
A/P Kedgoan,
Tal-Daund, Pune-412203

Appointment Letter

Dear Pratiksha,

We are pleased to appoint you as "Environment Executive" with "Greenex Environmental". With effect from 05/10/2023 and subject to the following terms and conditions:

1. Appointment:

- a. You will be on probation for a period of 3 months from the date of your joining.
- b. The probation period is extendable at the sole discretion of the management.
- c. However, the company may terminate your employment without any advance notice or compensation if you commit any misconduct, fraud, serious offence or by your actions or omissions, bring to yourself or the company a bad repute or cause material damage to the company. If you wish to resign during probation period, you will be required to give one month notice in writing or one-month gross salary in lieu of it.
- d. After successful completion of your probation, you will be confirmed in the services of the company provided that your work and conduct are found to be satisfactory as certified by your Reporting Authority.
- e. During your tenure, after the confirmation if the company wishes to terminate your services, you will be given one month notice. Similarly, if you intend to leave the employment of company, you will have to give one month notice in writing in advance and/or one month's gross salary in lieu thereof. The company may refuse to accept notice pay and, in those circumstances, you will be required to serve for the full notice period.

2. Compensation & other benefits:

- a. Salary:

Offer Letter

29/9/2023

Mr.Mahendra Waske

Pune

Dear Mr.Mahendra

It gives us immense pleasure in inviting you to join TalentPro India HR Pvt Ltd as one of its valuable employee. You will be deputed to work as “**Commissioning Engineer**” at any of our client Office(s) as may be determined by us and which would be specified in the Letter of Appointment to be issued further to this Offer Letter. You will be paid an annual emolument of **INR 320064/-** on CTC basis. The detailed salary breakup is attached herewith as Annexure A.

Your employment with us will be for **twelve months**’ contract from your date of joining, on a Fixed Period Agreement. The fixed period agreement will automatically expire at the end of twelve months from your date of joining. Notwithstanding the above, your appointment shall be co-terminus with the arrangement as between TalentPro India HR Pvt Ltd and its Client to which you are to be deputed, in which case your appointment is liable to be terminated even before the expiry of the said term of twelve months, in case the aforesaid arrangement is to come to an end before the agreed term of twelve months.

This agreement shall be terminable by either party by giving **Forty Five days**’ notice to the other, in case you fail to give the above notice, the salary in lieu of notice will be recovered from you.

You should join us on or before **03-Oct.-2023**.A formal appointment letter will be issued to you subsequent to joining our organization and we will require you to submit various documents for our records.

We are confident that you will contribute to the organization and its goals and add value through your roles.

Please sign your acceptance of this offer on the duplicate copy of this offer letter.

Once again, Welcome to TalentPro India HR Pvt Ltd!

Sincerely,

For TalentPro India HR Pvt Ltd.



Authorized Signatory



ANNEXURE A

Name	Mahendra Waske	
Salary Breakup		
Description	PM	Annual
Basic	15000	180000
House Rent Allowance	4500	54000
Conveyance	0	0
Other Allowance	3250	39000
BONUS	1250	15000
Gross Salary : (A)	24000	288000
PF wages	18250	219000
Less Deductions :		
PF Employee Contribution @ 12% of basic	1800	21600
ESIC Contribution@0.75% of Gross	0	0
Professional Tax (As Per State Norms)	200	2400
Sub Total : (B)	2000	24000
Net Salary A) – (B)	22000	264000
Employer Contribution :		
PF Employer Contribution @ 13% of basic	1950	23400
ESIC Contribution@3.25% of Gross	0	0
Gratuity(According to Law)	722	8664
-		
Sub Total : (C)	2672	32064
Cost to Company : A + C	26672	320064

Note: - 1. Site Allowance of INR 500 per day as per client's policy.

2. You will be covered under Group Mediclaim and Group Personal Accident Policy

I accept the offer and will be joining on: 03-10-2023

Name : **Mahendra waske**

Signature :

Ref: BAPL: HR&A: OL: 78: 2023

Date: 14.08.2023

Dear Mr. Rohan Ramesh Disale,

With reference to your interview in our organization on dated 07/08/2023, we are pleased to offer you the position of Trainee Associate-ETP/RO based at our Unit-1 Nandikandi (Vill), Sadasivapet (Mandal), Sangareddy District in Telangana State. Your CTC will be ₹ 2.16 Lakh per annum.

Please note that a final appointment order will be released at the time of joining in the factory with salary breakup.

On receipt of this offer letter, kindly confirm your date of joining in writing. Please note that we are expected to join us within one month after receiving this offer letter failing which this offer of appointment stands withdrawn.

Kindly bring the following documents at the time of your joining:

1. Copy of Aadhaar Card
2. Copy of PAN Card
3. Copy of Bank Passbook/Cheque
4. Two Recent Passport size photograph
5. Educational certificates 10th onward.
6. Experience/Relieving certificates

We look forward to a mutually beneficial and long-term association with you in our organization.

Yours Truly,
for Bluecraft Agro Private Limited,


Gopal Singh Rajput
General Manager-Manufacturing



Appointments Term & Condition

01/06/2023

Vaibhav Chandrakant Yadav
Saswad, Pune.
Pune, Maharashtra, 412311

Dear Mr. Vaibhav Yadav,

Congratulations! We are pleased to confirm that you have been selected to work for Kalyani Engineers, **at Tata Motors Site Chikhali, Pune.** We are delighted to make you the following job offer.

The position we are offering you is that of Environmental Supervisor at a monthly salary of 25000/RS with an annual cost to company 3LPA. This position reports to Plant Incharge/Tata Motors officials. Your working hours will be from 9AM to 6PM.

Benefits for the position include:


- Casual Leave of 18 days per annum.
- Workmen compensation insurance Coverage.

We would like you to start work on 22/06/2023 at 9.00 AM. Please report to Mr. Sanjay Shinde at 9.00 AM, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 20/06/2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our Kalyani Engineers and look forward to working with you.

Sincerely,


Sanjay Shinde,
Manager,
Kalyani Engineers.



EFFINGOUT



Effingut Breweries Pvt Ltd.



NAME	MALLINATH BHANJI
DESIGNATION	ASSISTANT BREWER
OUTLET	KOREGAON PARK
LOCATION	PUNE
DEPARTMENT	BREWERY
EMP CODE	BWY09

Instructions-

For security and identification purpose, this card must be carried at all times by holder while on duty and produce on demand to any Officer of the Company.

Loss or theft of card must be immediately reported to the Human Resources Department

This card is non-transferrable and must be surrendered immediately upon cessation of employment.

**If found, please return to the address Effingut Breweries Pvt Ltd,
Lane 6, Serene Bay Koregaon Park, Pune 411001 Cel:8390 907410**



[1687]

VISHWAJEET SATISH BHUJ...



Hide Profile

EmployeeCode : 1687

EmployeeName : VISHWAJEET SATISH BHU...

Department : Lab

Designation : ASSISTANT

Supervisor : SAGAR BALASAHEB BHOR

Mobile No. :

E-mail. : vishwajeetb@fratelliwines...

**THE
PUMP[®]
HOUSE** CRAFT BEER ZESTY FOOD

BENGALURU
~~Offer Letter~~

Date: 01/03/2022

Dear Prajwal Jitendra Borse,

Subsequent to your application and interviews with us, we are pleased to offer you provisional employment as **Assistant Brewer** at **Pump House Private Limited**. You will be reporting to the **Head Brewer**.

You will be on probation for a period of **3 months** from your start date of employment with us.

You will be paid a package of **CTC Rs.23,800/-** per month (Rupees Twenty Three Thousand Eight hundred Only) **subject to applicable deductions such as PF & PT** etc. as discussed and mutually agreed upon during the course of the subsequent and final interview.

On confirmation of your services you shall be confirmed on the rolls of Pump House Private Limited.

Your joining date for **The Pump House** will be 7th March 2022.

We are excited about the prospect of you joining.

Thanking you

For Pump House Private Limited

Authorised Signatory



Pump House Private Limited

GST 29AAICP6135E1ZB | CIN U55209KA2016PTC093449

Registered Office Address:

#607, 15th Cross, J.P. Nagar 1st Phase, Outer Ring Road, Bengaluru - 560078

PHONE 080 26634666 • EMAIL accounts@thepumphouse.in

thepumphouse.in

Dhawale Sourabh Kumar



Catalysts

Making things happen

ISO 9001:2015 & FSSC 22000 Certified



Name : Sourabh Kr. Dhawale

Emp. Code : NGT165

Department : CS

D.O.J. : 16.08.2022

Blood Group : A+

NATUREGEN TECHNOLOGIES PVT. LTD.

Plot No. 240, F.I.E., Patparganj, Delhi- 110092 (India)

Phone No.: 91 011 49667313/14



Document No. HR / 002/Form 4/Revision 1.0

Letter of Offer

Date: 11th Aug 2023

Ms. Snehal Gangurde
Nasik, 423101

Dear Ms. Snehal,

Welcome to "Fratelli Wines".

Fratelli Wines is a growing company along with being a globally admired organization. The journey ahead is filled with challenges and requires all of us to contribute together and work as a cohesive team.

It is our strong belief that companies grow and flourish by the enthusiasm and efforts of people working in them. We are sure that you will add value to the company not only with your qualifications and experience but also with your enthusiasm and dedication.

We invite you to join us in making Fratelli Wines a truly global corporation.

Your offer details are as under:

Position	: Assistant-Lab
Band	: Band 7
Annual Compensation & facilities	: Annexure Attached
Place of Work	: Akluj
Date of Joining	: 01st September 2023

As per our Company Policy, you are requested to submit a copy of acceptance of this "Letter of Offer" within seven days of receiving. You are also requested to inform us on the date of joining. You would be entitled to 7 days of casual leave, 5 days of sick leave, and 15 days of Privilege Leave on a prorated basis for this calendar year as per our company HR Policy.

This offer letter is contingent upon the results of a background check and the completion of your reference checks and may be canceled at any time in the event the background check fails to meet the employment qualifications of the Company.

For any further details, please feel free to contact us at: hr@fratelliwines.in

Please sign a copy of this letter in a token of your acceptance and return to us.

With warm regards,

For Fratelli Wines Pvt. Ltd.

(Nehha Verrma)
Manager – HR

Fratelli Wines Private Limited

CIN NO. : U16811DL2007PTO188258

TRUE BIOENERGY PVT LTD HIPPARAGI-MAIGUR

INTERVIEW ASSESSMENT SHEET

Ref: _____ Date: 28/Feb/23

Post Applied: _____ **SHIFT CHEMIST**
 1) Applicants Data: _____ **PROCESS (DIST)**

Name:- **SIDDHARTH GHULANAVAR**

Edu. Quali. M. B. S. (BREWING AND ALCOHOL TECH) Post Apply for: **SHIFT CHEMIST**

Total Exper. In Yrs: **1** Present Design: **0**

in (Comp. Name) **SIDHARTH PRIYA SUGAS LTD** Since: **1**

Salary : Rs. _____ (Gross / CTC)- _____ Contact No. **9766918835**

2) Assessment:

Sl.No.	Factors	Weightage	Obtained	Remarks
1)	Personality	10		Overall Remarks:- FIW. T.D. Sir. for kind approval. He is suitable for the post of "Shift Chemist" and expected salary Rs. 25000/pm.
2)	Edn./ Qualification	10		
3)	Technical Qualification	10		
4)	Professional Qualification	10		
5)	Communication	10		
6)	Subject Knowledge	10		
7)	Experience	10		
8)	Suitability	10		
9)	Other (Skill/Test)	10		
10)	Written Test	10		
Total		100		

28/02/23

3) Medical Examination:

Hi.....est: Normal Expanded

Wight.....Kgs.B.P..... Pulse.....

Blood Group:..... Skin:..... *78*

Identification Mark:

Other Remarks (If any)

Medical Officer

Result:

Shift-Chemist Rs 20,000

Over all remarks by the interviewer - Selected / Waiting / Rejected

[Signature]
Interviewer

For Remarks of HR. Dept.

A.G.M. (HR)



UNITED BREWERIES LTD.
(Unit - Ajanta)



Ms. Vaishnvi K. Kulkarni

Employee Code No. : 444766

Department : Q.A.

Employee Mobile No. : 8888960935

Emergency Contact : 9890036151

Blood Group : O+ve

**Address : Plot no 244, Behind
Adarsh Clinic Near Cidco
office Mahanagar-1, Waluj**

**H-8, H11 & H3 (Part), MIDC Industrial Area,
Waluj, Aurangabad-431136 (M.S.)
Tel : +91 0240 2556691/2556692**

Nale Mayur Dattatray



**Nale Mayur Dattatray
Thakuri,
Tah - Phaltan, Dist - Satara
Maharashtra
415523**

Dear Mayur,

With reference to your application, subsequent interviews and discussions with us, we are pleased to offer you the position of **Line Technician & Quality Analyst** as per our agreed terms and conditions.

Your appointment would be subject to your submitting the following documents at the time of your joining us:

- a. Copy of your Date of Birth Certificate;
- b. Copy of your Educational Qualification Certificates;
- c. Copy of last drawn pay slip received from your previous employer;
- d. Copy of relieving Letter from previous employer (if any);
- e. Copy of passport size photographs;
- f. Previous employer's salary certificate for tax declaration;
- g. Copy of your PAN Card;
- h. Copy of your Aadhar Card;
- i. Copy of Blank Cheque for Bank details.

Your initial place of posting will be **Goa**. However, you may be asked to report for work anywhere in India or abroad as per the needs of the company and/or its clients. A detailed letter of appointment containing other terms and conditions of your employment will be issued to you on your date of joining.

Your Cost To Company (CTC) shall be **Rs. 403,200/- (Rupees Four Lacs Three Thousand Two Hundred Lacs)** only per annum. Other benefits as per company policy.

We would be grateful if you please return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms and conditions and indicate your date of joining which should not be later than **February 15th, 2023**

We assure you that **Nao Spirits and Beverages** team will provide all support to make a smooth transition into your new role.

Yours truly,
For Nao Spirits & Beverages Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'Abhinav P. Patil', with a horizontal line underneath.

AUTHORIZED SIGNATORY

NAO SPIRITS & BEVERAGES PVT. LTD.

First Floor, Flat No-A, House No-1108, Panasulem, Canacona, Goa, South Goa-403702
GST No. 30AADCB9408R1ZE

Annexure – I

Name	Nale Mayur Dattatray
Designation	Line Technician & Quality Analyst
Date of Joining	15 th February 2023

Component	Monthly	Annual
Basic	16,800	201,600
House Rent Allowance	8,400	100,800
Special Allowance	6,600	79,200
Total Fixed (A)	31,800	381,600
Other Benefits		
Employer's Contribution to PF	1800	21600
Total Retirals (B)	1800	21600
CTC/PM (A+B)	33,600	403,200

Gross Fixed Salary	33,600
Employee's Contribution Of EPF	1,800
Employer's Contribution to PF	1,800
Net Take Home	30,000

KLC WINES PRIVATE LIMITED

CIN: U15549PN2018PTC178533 PAN: AAHCK2512M GST NO.: 27AAHCK2512M1ZF

Date: 28th April 2023.

Dear **Mr. Abhinav Ramesh Pawar,**

We are pleased to offer you the position of **Cellar Master** at KLC Wines Pvt Ltd CU 68, 69 Vinchur Wine Park, Tal: Niphad, Dist: Nashik.

Start Date, Salary:

The joining date will be 2nd May 2023 and the work timings will be from 10:00 to 6:30, Sunday to Friday at KLC wines Pvt Ltd.

Your salary will be 23,000/- per Month as per the company's standard pay roll practice and subject to applicable withholding taxes. Because your position is exempt from overtime pay, your salary will compensate you for all hours worked.

Probation Period:

Your probation period will be 6 months. On satisfactory completion of this term, you will be confirmed for service.

Employment at will:

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the company may terminate the position at any time for any reason, with or without cause, by a notice in writing to the other party.

Termination:

Although it is difficult to contemplate ending when it just beginning, it helps both of us to determine our respective obligation ahead of time. Therefore, your employment may cease under any of the following circumstances.

1. You may resign from your employment by giving us not less than 3 months' notice in writing.
2. We may terminate your employment for just cause at any time with 1-month notice, without pay in lieu of notice, without any severance pay, or without incurring any other liability by whatever called on the part of the company.

If you wish to accept employment with the company, please indicate so by signing a copy of this letter. This offer and all terms of employment stated in this letter will expire 7 days from the date of this letter, unless expected and signed.

Regards,



MEDUSA BEVERAGES PVT. LTD.

CIN No. : U37200DL2017PTC316254

Date: 20th March 2023

Ref: Medusa/2023-24/MD/35

APPOINTMENT LETTER

Dear Saurabh,

We are pleased to offer you, the position of " Brewer " with Medusa Beverages Pvt Ltd. on the following terms and conditions:

1. Commencement of employment.

Your employment will be effective, as of 20th March 2023.

2. Job Title.

Your job title will be "Brewer".

3. Salary.

Your salary will be 3,60,000/- P.A C.T.C including room allowance.

4. Place of Posting.

You will be posted at SKUAS Breweries, Uttrakhand.

5. Working Hours.

Your working hours will be from 10:00 am to 6:30 pm, 6 days a week (Monday to Saturday), and for sales people, it depends on market timing.

6. Probation Period.

The first 90 days of your employment will be under a probationary period. During this period, both the company and you will determine whether you can perform the requirements of the job you have been assigned to. Near the end of this probationary period, we will assess your performance in the form of a standard review.

7. Notice Period Clause.

After the probation Period If the employee desires to leave the company, he needs to serve the 2 months notice period as per the company norms.



MEDUSA BEVERAGES PVT. LTD.

CIN No. : U37200DL2017PTC316254

8. Confidentiality.

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge, or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

9. Responsibilities & Duties.

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline, and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure the result.

10. Past Records.

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such case, you will be liable to removal from services without any notice.

11. Please bring copies of the following documents at the time of your joining:

- .Academic Certificates (Graduation/Professional)
- .Appointment and resignation letter of the previous employer.
- .Salary Certificate
- .Passport size photograph.
- .Proof of residential address (permanent as well as place of stay).
- .PAN CARD
- .AADHAR CARD

Please note that all the above documents are mandatory to complete the joining formalities.

Yours truly,

Avneet Singh

Medusa Beverages Pvt. Ltd.

Rawal Varun Sunil

29th September 2023,

Mr. Varun Sunil Rawal,
Mumbai.

Dear Mr. Rawal,

This has reference to your application and the subsequent interview and discussions you had with us. We are pleased to appoint you as an **Assistant Brewer – Brewery Department** and posted for our outlet "**The Biere Club**" at 20/2, Vittal Mallya Road, Bangalore - 560 001. You may report to the work and take charge on **Monday, September 18, 2023** on the following terms and conditions:





Gothivadekar Siddhi

CIPY CREATIVE WORKS PRIVATE LIMITED

Regd address: 313, Westport, Pancard Club, Baner, Pune, 411045

Comm address: A35, Shirine Garden, Aundh, Pune, 411007

Date: 21st June, 2023

To,
Siddhi Gothivadekar
Flat no 10, Bhakti Heim, Yashwant Nagar,
Talegaon.

Subject: APPOINTMENT LETTER

Dear Siddhi Gothivadekar,

We are pleased to offer you an appointment in our Organization based in Pune on the following terms and conditions:

1. Your appointment will be with effect from 25th April, 2022. Your two year employment bond will be in force till 24th April, 2024.
2. Your designation will be **Assistant Brewer**. The Company can, at its discretion, change this designation from time to time as per your performance and the Company's requirement.
3. You will be reporting to the Head Brewer.
4. You will receive your annual emolument (fixed and variable, if any) as mentioned in **Annexure-I** (W.e.f 01st April, 2023). The Organization reserves the right to modify the bifurcation of your emolument at any time in the future at its sole discretion. Your emolument revision shall be subject to the prevailing performance management system as amended in the Organization and as seen fit, from time to time.
5. You will undergo a probation period of 6 months from your appointment date. During this probation period, your employment shall be subject to termination by either Party with a one-week notice in writing, or one-week gross salary in lieu thereof. Your continuation in employment will be subject to satisfactory antecedent verification. If at any time, any information, declaration or data given by you or filled up in forms is found to be suppressed, manipulated or omitted, your employment will be annulled with no notice or notice pay at the discretion of the management.
 - 5a. Upon confirmation, your employment will be subject to termination by either Party with a one-month notice in writing or one-month gross salary in lieu thereof.
 - 5b. If you, either during the probation period or after your confirmation, by your conduct, render yourself incompetent to perform your duties or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment or of any of its stipulations herein or are convicted by any court of law for any offense involving moral turpitude, then the Company reserves the right to terminate your employment without any notice or payment in lieu of notice, without prejudice to any of its rights under the terms herein, and can deduct from your salary or any other emolument (if any) due to you the amount of any loss that the Company may have sustained. If you are found to be engaging in any act that is subversive of discipline either within the Organization or outside it, we reserve the right to initiate action as is deemed fit against you.
6. You will be working at this Organization full-time in **Pune** and can be transferred to any establishment, associate or group Company in India or abroad (either currently existing or established in the future) as may be needed. You shall not directly or indirectly engage either full-time or part-time, in any other business, trade or occupation while remaining employed with us, either with or without remuneration, unless with written consent from the Organization.



CIPY CREATIVE WORKS PRIVATE LIMITED

Regd address: 313, Westport, Pancard Club, Baner, Pune, 411045

Comm address: A35, Shirine Garden, Aundh, Pune, 411007

7. Details of leaves, paid holidays, travel compensation, loan and NC will be as per the Company's HR Policy that will be given to you as part of your onboarding.
8. Your Salary/Compensation will be subject to applicable tax and laws and any other statutory deductions that may be applicable from time to time.
9. You will have to undergo periodic trainings and/or tests as specified and stipulated by the Organization from time to time.
10. You will be cognizant to not directly or indirectly divulge any trade, technical, commercial, financial or confidential information including any proprietary information, recipes, dealings, transactions or affairs of the Company that you may come across in the course of your responsibilities during your employment or thereafter. You are herewith undertaking to keep all such information above of the Company and any associate/group Company strictly confidential and secret from any person, firm or corporate body during your employment and thereafter. You shall execute a formal non-disclosure agreement as may be advised by the Company. Any such information shall only be used in connection with your employment obligations and services provided.
11. In the day-to-day functioning or carrying out of all your responsibilities, you will receive instructions from the Organization and will undertake to abide by any suggestions, etc. given by the Company. You will also be bound to follow the working hours of the Organization, as confirmed by senior management and your reporting manager. These may include working in shifts or extra hours from time to time, depending on the exigencies of work.
12. You shall be responsible for protecting any property of the Organization that has been entrusted to you during the due discharge of your duties and shall keep indemnified against any claim whatsoever against loss of any kind to the said property. Upon leaving the employment of the Company, you shall not take with you any properties, formula, software, program, hardware tools, or other data tables of calculations, letters, other documentation or copy of any nature whatsoever pertaining to the business of the Company.
13. You shall advise the Company on any change in address, e-mail or contact number to which communications meant for you are sent (by post or digitally). Any communication sent to the existing address, e-mail or phone number on file at the time shall be deemed to have been properly sent by the Company and received by you.
14. Your employment shall be subject to the prevailing statutory provisions as applicable to you and the policies, rules and regulations framed from time to time at the Company's discretion, irrespective of whether these rules and regulations or changes thereto are notified individually or not.
15. This contract supersedes any previous contract or agreement you may have made with the Organization, either verbal or in writing, and is legally binding in its current form. All disputes between yourself and the Company concerning or relating to or arising out of this contract shall be subject to the jurisdictions of and be determined by the court of competent jurisdiction in **Pune** only.

As a token of your acceptance of the above terms and conditions, you are requested to sign this letter and return it to us.

For Cipy Creative Works Pvt Ltd

I hereby accept this employment and the terms and conditions mentioned above.