

"Education through Self-Help is our Motto"

Rayat Shikshan Sanstha's,



Chandraroop Dakle Jain College of Commerce,

Shrirampur- 413709, Dist. Ahmednagar. (M.S.) ESTB-1962

Academic Year – 2023-24

CRITERION – II : TEACHING, LEARNING AND EVALUATION

Key Indicator: Student Performance and Learning Outcomes (QIM)

INDEX

Key Indicator	Question Metric No.	Supporting Documents	Tag No.
2.6	Student Performance and Learning Outcomes (QIM)		
	2.6.2	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution(QIM)	
		Response	



QIM 2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution. (Theory 500 words)

Response:

Faculty members are always in effort to provide critical inputs with proper guidelines which help them to improve their performance in future. There are different measuring scales to measure the attainment of Programme Outcome, Programme Specific Outcome and Course Outcome. Students participate in curriculum as well as extra curriculum activities at different levels and get the automatic index for calculating their outcome attainments. Various programmes are included in the academic year which provides an opportunity for the student to groom themselves and they get the help to find out the hidden skills and can work on them to get more and more results. Continuous Internal Evaluation is one of the aspects in the calculation of attainment of the programme outcome. At the same time, various aspects such as regular attendance in the class room, active participation in the discussions, overall performance in the lecture, behaviour of the students with their friends and the teachers etc. give the benchmarks to count the attainment of the programme. Results of all internal examinations are displayed which also helps to calculate the attainment of the programme outcome and the student gets the opportunity to work in particular aspects in which they may be weaker and can concentrate more in those subjects where they can score the highest marks than at present. Competition helps to increase the awareness of the single mark and gives the perfection. All this help them to improve their performance in external examinations. The innovative practices involved by the college such as field visits, industrial visits, and short-term courses also helps to calculate the attainment of the programme outcome. As all these courses indirectly checks the leadership skills, participation skills, communication skills and skills to handle the situations etc. Students have to prepare the research projects on different topics assigned by the teachers which help them to improve the research aspects and critical thinking skills. It makes them rich in research activities at the graduation and post-graduation level which prove helpful for them in their future as the most important attainment.

To measure CO attainment of a particular course, a threshold target is set by the course faculty from individual department which is calculated on a scale. The COs attainment level is studied and if gap is noticed i.e. non- attainment, it is analysed, and a report is prepared. At the end of each course, the PO/PSO attainment calculation is also done using software. A specific process is followed to get a final PO and PSO attainment calculation for the entire batch of a particular programme. If gap is found during CO-PO/PSO attainment calculation, proper analysis is done by the faculty members and appropriate actions are proposed to bridge the gap.

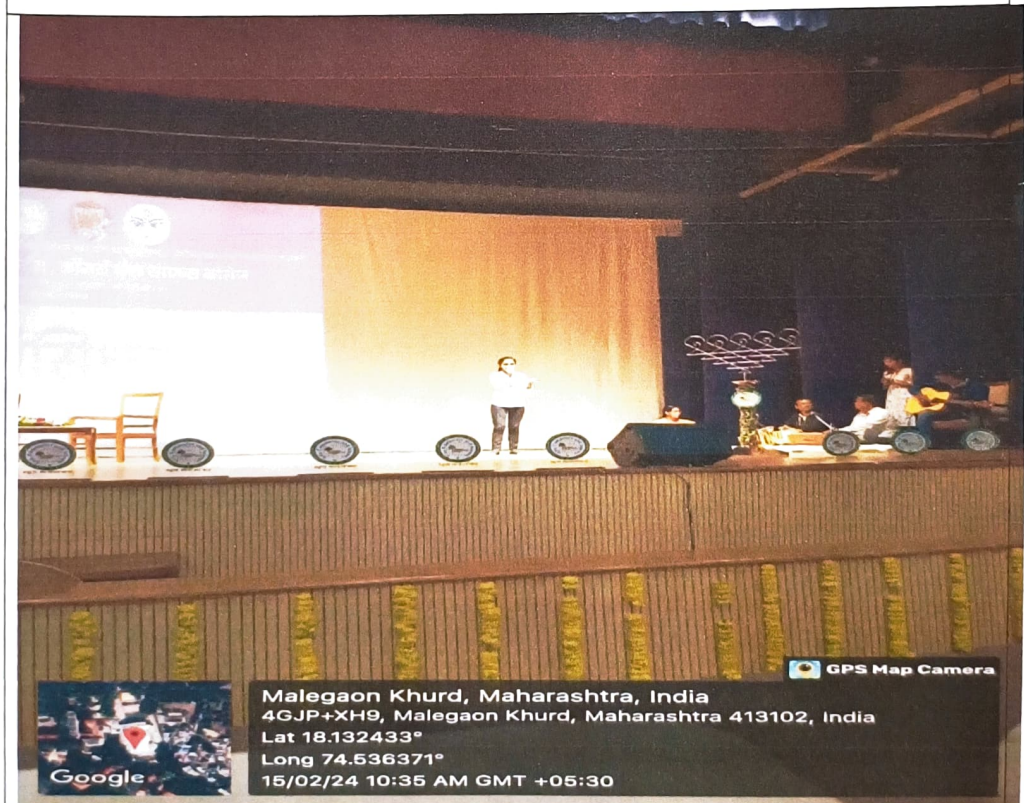


QIM 2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution. (Theory 200 words)

Faculty members are always in effort to provide critical inputs with proper guidelines which help them to improve their performance in future. There are different measuring scales to measure the attainment of Programme Outcome, Programme Specific Outcome and Course Outcome. Students participate in curriculum as well as extra curriculum activities at different levels and get the automatic index for calculating their outcome attainments. Continuous Internal Evaluation is one of the aspects in the calculation of attainment of the programme outcome. As all these courses indirectly checks the leadership skills, participation skills, communication skills and skills to handle the situations etc. Students have to prepare the research projects on different topics assigned by the teachers which help them to improve the research aspects and critical thinking skills.

At the end of each course, the PO/PSO attainment calculation is also done using software. A specific process is followed to get a final PO and PSO attainment calculation for the entire batch of a particular programme. If gap is found during CO-PO/PSO attainment calculation, proper analysis is done by the faculty members and appropriate actions are proposed to bridge the gap.

Participation & Achievements on Inter Collegiate Level Competitions





SAVITRIBAI PHULE PUNE UNIVERSITY
Internal Quality Assurance Cell (IQAC)



AAVISHKAR - 2023-24

UNIVERSITY LEVEL RESEARCH PROJECT COMPETITION

Certificate of Participation

This is to certify that Mr./Miss. Shitole Rohan Deepak of Chandraroop Dakle Jain College Of Commerce Shrirampur College/Institute has participated in University Level Research for UG / PG / Post PG (M.Phil. / Ph.D.) at "AAVISHKAR - 2023-24" Research Competition, Under Commerce Management And Law category, held at Savitribai Phule Pune University on 20/12/2023

A handwritten signature in black ink, appearing to read 'Waydande'.

Principal Dr. Devidas Waydande
Chairman,
Aavishkar Research Committee

A handwritten signature in black ink, appearing to read 'Dhole'.

Prof. Sanjay Dhole
Director, IQAC





SAVITRIBAI PHULE PUNE UNIVERSITY

Internal Quality Assurance Cell (IQAC)

AAVISHKAR - 2023

ZONAL LEVEL RESEARCH PROJECT COMPETITION

Certificate of Participation

This is to certify that Mr. / ~~Miss.~~ Shitole Rohan Deepak
of Chandraroop Dakle Jain College of Com. Shirampur College/Institute has participated in
Zonal Level Research for UG / PG / Post PG (M.Phil) in Commerce, Management & Laws category at **AAVISHKAR 2023** Research
Festival, Under Commerce, Management & Laws category, held at Dada Patil Mahavidyalaya,
Karjat, Dist. Ahmednagar. during 31st October 2023

Dr. Mahesh Bhadane
Coordinator ARC
Dada Patil Mahavidyalaya, Karjat

Prof. (Dr.) Sanjay Nagarkar
I/C Principal
Dada Patil Mahavidyalaya, Karjat

Prof. (Dr.) Sanjay Dhole
Director, IQAC
Savitribai Phule Pune University, Pune





MUHS



**16th Aavishkar:
Maharashtra State Inter-University Research Convention**

Hosted by

Maharashtra University of Health Sciences, Nashik

January 12-15, 2024

Certificate of Participation

This is to certify that **Mr. Shitole Rohan Deepak** of **Savitribai Phule Pune University, Pune** has participated and presented a research project titled **RDS fashion Club in Commerce, Management and Law** category and **UG** level at the **16th Aavishkar: Maharashtra State Inter-University Research Convention: 2023-24** organized by **Maharashtra University of Health Sciences, Nashik** on **January 12-15, 2024**.

Nashik

January 15, 2024

Lt Gen Madhuri Kanitkar (Retd)
Vice-Chancellor,
Maharashtra University of
Health Sciences, Nashik

Prof. Dr. Milind Nikumbh
Pro-Vice-Chancellor,
Maharashtra University of
Health Sciences, Nashik

Dr. Rajendra Bangal
Registrar,
Maharashtra University of
Health Sciences, Nashik

Dr. Manojkumar More
Director, Students' Welfare,
Maharashtra University of
Health Sciences, Nashik



MAHARASHTRA YOGA ASSOCIATION

Reg. Under the Societies Registration Act 21/18

Reg. No. : MAHA/1825/2016/PUNE & F-49796/PUNE

Web. : www.myogaassociation.com | Email : myogaassociation@gmail.com



Member of the Indian Olympic Association - Member of the International Yoga Federation Of India

Recognized By Indian Olympic Association - October, 1998 to February, 2011

2023-24

Sr. No 750

MAHARASHTRA STATE YOGASANA SPORTS CHAMPIONSHIP 2023

Organised By : Maharashtra Yoga Association

Hosted By : Jalgaon Jilha Haushi Yoga Association

Reg. No. MAHA/1903/Jalgaon

Certificate of Participation / Merit



Name : Vishakha Rakesh Thorat

District : Ahmednagar

Capacity : Yogasana / Artistic Solo / Artistic Pair / Rhythmic / Professional

Age Group : 21-25 Yr. Girls Rank : 3rd

Capacity : Yoga Competitor / Referee / Tech. Official

Venue : Padmavati Mangal Karyalaya, Jalgaon

Date : 26th, 27th August 2023



Signature of Candidate

Vishakha

Chandrakant

Chandrakant Pangare
Chairman (MYA)

Anita

Dr. Anita Paril
President (MYA)

Jatin

Jatin Solanki
Secretary (MYA)

Yogamati

Yogamati
Organising Committee

Didya

Didya
Competition Director





Participated in Tech-Fun 2023 Inter-College
Competition at Ahmednagar College.

Winners in 'Blind Coding'

1st - Ketan Agwan

2nd - Siddharth Sarode

3rd - Gopal Sadavarte





DR. BHALU KADVARE PATIL FOUNDATION'S
INSTITUTE OF BUSINESS MANAGEMENT
A RURAL DEVELOPMENT
WEEK 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31



सावित्रीबाई फुले पुणे विद्यापीठ



विद्यार्थी विकास मंडळ आणि अमृतवाहिनी अभियांत्रिकी महाविद्यालय, संगमनेर

यांच्या संयुक्त विद्यमाने



स्वरंज : २०२३



जन्मशताब्दी

प्रशस्तिपत्र

कु./श्री. व्याघ्रचिंत वेळ्यावी, C.D. Jain C.O. Commerce यांनी मेहेंदी

स्पर्धेत मंगळवार दि. २६/०९/२०२३ रोजी अहमदनगर विभाग स्तरीय आंतर महाविद्यालयीन युवक महोत्सवात सहभाग घेतला आणि

क्रमांक संपादित केला आहे याकरिता हे प्रशस्तिपत्र देण्यात येत आहे.



प्रा. विलास शिंदे

सांस्कृतिक मंडळ समन्वयक
अमृतवाहिनी अभियांत्रिकी महाविद्यालय

डॉ. रमेश पावसे

विद्यार्थी विकास अधिकारी
अमृतवाहिनी अभियांत्रिकी महाविद्यालय

डॉ. एम.ए. वेंकटेश

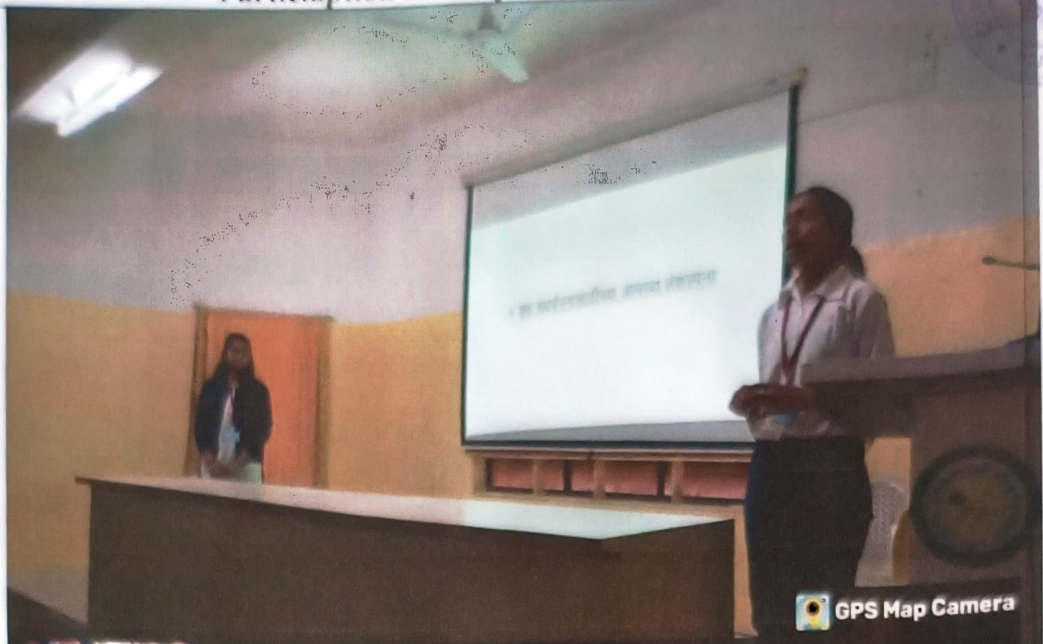
प्राचार्य
अमृतवाहिनी अभियांत्रिकी महाविद्यालय

डॉ. अभिजीत कुलकर्णी

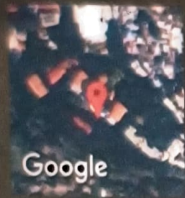
संचालक, विद्यार्थी विकास मंडळ
सावित्रीबाई फुले पुणे विद्यापीठ



Participation in Swayamsiddha Workshop



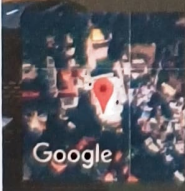
GPS Map Camera



Malegaon Khurd, Maharashtra, India
4GJP+GJJ, Sharda Nagar, Malegaon Khurd, Maharashtra 413115, India
Lat 18.131405°
Long 74.536493°
15/02/24 09:17 AM GMT +05:30



GPS Map Camera



Malegaon Khurd, Maharashtra, India
4GJP+XH9, Malegaon Khurd, Maharashtra 413102, India
Lat 18.132433°
Long 74.536371°
16/02/24 09:10 AM GMT +05:30



Participation & Achievements on Inter Collegiate Level Competitions





Jai mata di patsanstha

Date :- 6/12/2023

Name :- Jai mata di patsanstha

Address :- dashmesh nagar Shrirampur,
dist Ahemadnagr

Dear Rehan Shakur shaikh

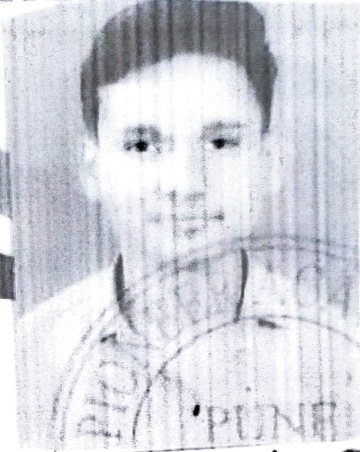
He is Working our organization as
employe from date 6/12/ 2023 For 8 hour
on our organization term and condition

Job Letter provider

Name :- Kishor Shankar Bhalerao

Bhalerao

PIONEER ACADEMY



Name : Abhishek Dange

Contact No: 9767081789

Address: _____

Course: ~~M-Combine~~

Course Duration: 6 M

Batch Code: E01

Branch: Pune

[Signature]
Authorised Signatory



20th June 2022

Pooja Gorakh Patat,
Shrirampur,
Maharashtra
India

Dear Pooja,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Connqqt Business Solutions Limited Offices / Centre** for a period of 12 Months from Date of Joining. You shall report to the training on or **20th June 2022** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at Shrirampur. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice and payment in lieu thereof.

You shall be entitled to a monthly stipend as per the below mentioned grid.

Ref No: LOSPL/000132/2022-23



Date: 20th December 2022

Mr. Sandip Dhole

Sr.no.209, Bhagirathi Nagar,
Sade Satra Nali Road,
Hadapsar,Pune 411028

Dear Sandip,

This has reference to the discussions you had with us. We are pleased to offer you a position of **"Senior Executive – Accounts Department, Grade E3.**

Your initial place of work will be at **Client.** As per the terms discussed with you, your annual compensation in the form of Cost to Company for the first year will be **Rs. 327600/- (Indian Rupees Three Lakh Twenty Seven Thousand Six Hundred Only per annum)** payable in accordance with and in the components of the payroll policy of the Company, less such deductions or amounts to be withheld as shall be required by applicable law, regulations and the payroll policy of the Company.

Your date of joining would be on **05th January 2023.** A detailed letter of appointment will be provided to you on joining.

Looking forward to a long and mutually beneficial association.

Yours sincerely

For Laabdhi Outsource India Services Pvt. Ltd.

Samir Ambavi
Managing Director

I accept the terms of this letter.

Mr. Sandip Dhole
Date: 20th December 2022

customer.care@laabdhi.com

Lodha Supremus II, North Wing, Office No. 231, Road No.22,
Next to New Passport Office, MIDC, Wagle Estate, Thane (West) - 400 604.
Board # 022-49753300
CIN: U74990MH2010PTC202424

Date: 20th December 2022

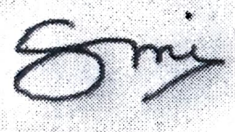
Annexure

Salary Component	Amount PM (₹)	Amount PA (₹)
Basic Salary	15000	180000
House Rent Allowance	6000	72000
Special Allowance	3242	38904
Statutory Allowance	1258	15096
Total Salary (A)	25500	306000
Retirals		
ESIC Employer	0	0
PF Employer	1800	21600
Total Salary (B)	1800	21600
Cost to Company (A+B)	27300	327600

Terms & Conditions:

- i. Company's Contribution to PF @ 12% of Basic Salary up to the ceiling of ₹15000/- PM
- ii. Gratuity - You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.

For Laabdhī Outsource India Services Pvt. Ltd.



Samir Ambavi
 Managing Director

I accept the terms of this letter.

 Mr.Sandip Dhole

Date: 20th December 2022



Dear Sunil gosavi,

Sub: Admission Selection Letter to Post Graduate Program in Relationship Management (PGPRM) Program

Ref: Application Number: APP122060826264

Congratulations!

We are pleased to confirm your selection for pursuing the Post Graduate Program in Relationship Management program offered by NIIT, with Placement Assurance at ICICI Bank subject to meeting the necessary eligibility requirements mentioned in the Terms & Conditions document. The selection is based on your application details, and your performance in the admission process.

The total fee for the PGPRM program is INR 42000 + applicable taxes (Currently 18% GST). You have the following options for payment.

1. Pay the entire fee of INR 42000 + tax as single payment and avail a benefit of INR 1000 off on fee.
2. Choose the EMI option, and pay the first instalment of INR 16000.00 + GST (18%) within 7 days and register for the program
3. Choose the Loan option and pay a non-refundable Booking Fee of INR 4200.00 + GST (18%) and avail of the loan facility. The balance fees should be paid upon your loan approval.

In the interest of the Learners, NIIT has made a special arrangement with the third-party Finance providers. You can avail of the **Loan** facility to pay the balance program fees subject to the finance provider's approval. Please follow the below steps if you are opting for the loan facility.

Submit the online loan application to the finance provider³.

- Provide necessary supporting documents as required.
- Once the loan is approved, pay the applicable processing fee to the finance provider.
- Finance provider will disburse the balance program fee to NIIT.
- Once the money is received by NIIT, the Registration will be processed, and the admission will be confirmed.

Accepted By: Sunil gosavi

Date and Time of Acceptance: 23 June 2022 05:43 PM

IP Address: 223.179.156.157

Please note that NIIT is not involved in the loan process at any stage and it is entirely the discretion of the loan provider. NIIT only facilitates the process.



Non-payment of the applicable program fee (Full payment / Booking amount) within the due date will result in automatic withdrawal of this selection offer.

The PGPRM program shall equip you with both the knowledge and skills, needed to launch yourself on a fast-track career in the rapidly growing Banking Sector. The program is designed to build competencies in the areas of domain knowledge, application orientation, technology orientation, selling skills, Relationship management and customer service. On successful completion of the training program and meeting the eligibility requirements, the learner would be eligible to receive an offer of employment from ICICI Bank as Relationship Manager Role in Senior Officer Grade. The decision of ICICI Bank with regards to the Offer of Employment would be final.

During your training period at NIIT, as a Learner, you would be expected to abide by the rules and regulations as laid down in the Terms & Conditions.

Please note that this Admission offer letter is not transferable and is valid for the current batch only.

You are required to go through the Terms & Conditions, which are available on www.niit.com. Completion of admission formalities by paying the applicable fee implies that you have **read, understood, and agreed** to abide by all the terms and conditions applicable to this program. Ensure to submit the scanned copies of DOB proof, PAN Card, Aadhaar card, Academic related Mark Sheets & Certificates, and Work experience documents if already not submitted.

Remember:

For any support or clarification needed, please mail us at customercarebfsi@niit.com. We would be happy to guide you in the process.

Best wishes,
NIIT Admission Team

1. For more details refers to the Terms & Conditions available on the niit.com program page.
2. In the event of any delay in paying the balance program fee before the admissions are closed for the current batch, Learner will be accommodated in the next available batch at the time of registration. NIIT / IFBI will not be responsible for any delay in loan disbursement by the Finance provider and the consequences thereof.
3. It is the responsibility of the learner to familiarise themselves with all the loan options/details offered by the Finance providers including applicable Interest rates, and terms of the loan from the Finance providers before availing of the same.

Please do not reply to this email, this is sent from an unattended mailbox. This communication is to the Applicant whose details are mentioned in this mail, based on the application submitted for admissions to the NIIT program. In case you are not the intended recipient of this mail, pls write to customercarebfsi@niit.com. This mail contents are confidential and personal, hence should not be shared with others.

Accepted By: Sunil gosavi

Date and Time of Acceptance: 23 June 2022 05:43 PM

IP Address: 223.179.156.157

Ver 1.4 27-05-2022

This is a system-generated Admission Offer Letter hence needs No Physical Signature

The System IP address along with the date and time associated with the time of acceptance of this Admission Offer Letter shall be saved for future reference



Accepted By: Sunil gosavi

Date and Time of Acceptance: 23 June 2022 05:43 PM

A handwritten signature in blue ink, appearing to read "Sunil", written over a horizontal line.

IP Address: 223.179.156.157



सर्वोच्च न्यायालय
GOVT. OF INDIA
MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES



उद्योग आधार



Udyog Aadhaar

D

Type of Enterprise	Micro	Small	Medium
Manufacturing	A	B	C
Services	D	E	F
UAM No.	MH01D0054005		

Udyog Aadhaar Memorandum

Aadhaar Number
DAN Number
Name of Entrepreneur
Category of Entrepreneur
Gender
Physically Handicapped
Name of Enterprise
Type of Organization
Location of Plant Details

DLWPK0079M
UDDHAV KISANRAO KANASE
OBC
Male
No
SHRIKRUSHNA HAIR SALON
Proprietary

SN	Flat/Door/Block No.	Name of Premises/Building Village	Road/Street/ Lane	Area/Locality	City	Pin	State	District
1	Shop no 7	Market comette shopping centre	Ganesh khind road	Stand area	Takalibhan	413725	MAHARASHTRA	AHMEDNAGAR

Official Address of Enterprise
A/P TAKLIBHAN
District AHMEDNAGAR State MAHARASHTRA PIN 413725
Mobile No: 9730811995 Email: Uddhavkanase71@gmail.com

1 Date of commencement: 02/05/1995

2 Previous Registration details-if any

3 Bank Details
IFS Code MAHB0000968
Bank Account: 60114501183

4 Major Activity SERVICES

SN	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit Code	Activity Type
6	Other personal service activities	9602 - Hairdressing and other beauty treatment (This class includes hair washing, trimming and cutting, setting, dyeing, tinting, waving, straightening and similar activities for men and omen,shaving and beard trimming, facial massage, manicure and pedicure, makeup etc.)	96020 - Hairdressing and other beauty treatment	Services

7 Persons employed: 2
8 Investment: (Plant & Machinery / Equipment's): 3(Rs. In Lakhs)
9 District Industry Centre: AHMEDNAGAR

Declaration
I hereby declare that information given above is true to the best of my knowledge. Any information, that may be required to be verified, shall be provided immediately before the concerned authority

MSME Mobile App (Beta Version) is available now for download <https://play.google.com/store/apps/details?id=msme.mysmsme>



[Click here for Udyog Aadhaar Registration Certificate](#)

Pay Slip for February 2024

EmpNo	S4S3577	UAN	102013689663	
Name	Velbhav Rajendra Shajul	Date of Birth	31-05-2003	
Designation	Officer	P.F. No.	KDMAL0213914000/0000026794	
Location	Default	E.S.I. No.	3315753395	
Department	Accounts	PAN	OUEPS3873P	
Bank A/c No	04580100022395	Grade	CONT	
Credit Soc. No		Date of Joining	01-11-2023	
Attendance	PD : 28.5 ADJ. DAYS : 4.5			
Earnings		Current Month	Deductions	Current Month
Basic	16,140.54	Provident Fund	1,937.00	
House Rent Allowance	1,614.06	Profession Tax	300.00	
Incentives	650.00	E.S.I.C.	144.00	
Bonus Monthly	1,344.48	C/F Amount	0.08	
Total	19,749.08		2,381.08	
Net Pay : Rs. 17,368.00 Rupees Seventeen Thousand Three Hundred Sixty Eight Only.				

* This is a computer generated salary slip/report and does not require a signature or stamp.



"Nature Doesn't Transform Lives"

M POWER
MICRO FINANCE PVT.LTD.



Appointment/HR/MAH/23-24/3018/3614
Human Resources
16-Nov-2023

Manoj Sunil Londhe
Business, Center Manager
Shrirampur

Sub: Appointment Letter

Dear Manoj,

Thank you for giving us the opportunity to meet with you and discuss possible employment with M Power Micro Finance Private Limited. On the basis of our discussions and understanding, we are pleased to make you this offer to join us as Center Manager in Grade (E) in Business Department at Shrirampur Branch and report to the Branch Head. Details regarding your compensation and other benefits are attached herewith in the annexure.

Your date of birth has been recorded as 17-Aug-2002 and shall not be changed at any time in the future.

Your appointment takes effect from 16-Nov-2023.

Your Compensation cost to the company is Rs.244716 per annum.

By signing this letter, you confirm that you have read, understood and agreed to abide by all the terms and conditions of your employment with M Power Micro Finance Private Limited.

Please refer attached annexure carefully and same shall be treated as an integral part of this appointment letter as well as terms and conditions of your appointment/employment with our company.

The same shall be duly signed submitted by you towards acceptance of all such conditions in totality.

The same will be applicable to you by virtue of your accepting this appointment letter and remain applicable to till legal cessation of your employer-employee relationship with us.

On behalf of the entire M Power Micro Finance family, I extend a warm welcome to you and look forward to a long and mutually beneficial relationship.

Yours sincerely,

FOR M POWER MICRO FINANCE PVT LTD

Uma Sundari

Head - HR & Admin

Document ID : 4078bb65-7564-42c1-9b34-4de2e4724375

Supervisor : Bahiru Rayappa More/2809/Branch Head

CC: Personal File (#Emp No: 3018)

Registered Office: B/212, Arjun Centre, Plot No.231, Govandi Station Road, Govandi, Mumbai-400088, Maharashtra

Regional Office: No. FF-103, First floor, Cross Road, Near Kotak Bank, Deluxe Char Rasta, Nizampura, Vadodara - 390002.

CIN No: U65999MH2009PTC197149, **Phone:** 022-40155773

Website : www.mpowermicro.com, **Email :** contact@mpowermicro.com



Softhub Yess Infotech Pvt. Ltd.

Head Office: Office Number 1, Floor No 1, Manisha Blitz, Near Shankar Math Pune- Solapur Highway
Near Magarpatta City, IT Park, Hadapsar, Pune, Maharashtra 411013 Call: 9518935150
Email: admin@yessinfotech.com Website: www.yessinfotech.com
CIN: U72900PN2021PTC204791



OFFER LETTER

Dear, Ms. Akanksha Rajkumar Yadav

Congratulations!!

We are pleased to confirm that you have been selected to work for **SOFTHUB YESS INFOTECH PVT LTD.** We are delighted to make you the following **INTERN** offer:

The position we are offering you is that of **DATA ANALYTICS** (intern) your joining date is 13 December 2023. Your probation period will be of 5 months from your date of joining at the end of which of your performance will be assessed, you need to complete 5 months of your services then only will provide you with the letter of internship and relieving letter will be provided after completion of 5 months in the organization.

First month will be your performance month on that basis evaluation will be done.

You will report to Miss. NIRSHA SAPKALE (HR Manager).

The company reserve all rights to terminate employment of employee at any time without notice of any reason and won't be liable to pay any dues.



02-Feb-2024

Gaurav Zarekar

Srirampur, Maharashtra - 713321,
India



Dear **Gaurav**,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Quess Corp Limited (Division - Conneqt Business Solutions)** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **03-Feb-2024** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Srirampur**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training within 3 months by giving 15 days' notice in writing to the company and similarly, the company may discontinue your training by giving 15 days' notice. After 3 months, if you discontinue the training, you are required to give 30 days' notice in writing to the company and similarly, the company may discontinue your training by giving 30 days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice and payment in lieu thereof.

Quess Corp Limited

REGD. OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India| TEL: +91 80 6105 6001
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733
CIN: L74140KA2007PLC043909

www.uesscorp.com; www.conneqtcorp.com

CONNEXT
BUSINESS SOLUTIONS

QUESS
WINNING TOGETHER



I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: **Gaurav Zarekar**
Date: **02-Feb-2024**

Quess Corp Limited

REGD. OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore-560103, Karnataka, India | TEL: +91 80 6105 6001
DIVISIONAL OFFICE: Krimson Square, 31/9, 3rd floor, Roopena Agrahara, Hosur Road, Bangalore-560068 | TEL: +91 40 66951733
CIN: L74140KA2007PLC043909

www.uesscorp.com; www.connexlcorp.com

Appointment Letter

Candidate Name: **ASHWINI PACHONE**

Interview Date: 17th Dec 2023

Designation: SALES EXECUTIVE

Congratulation,

Your Profile has been shortlisted for Telesales Process, so this letter is confirmation letter of your joining

For Joining process carry your below documents

- 1} ~~Adhar~~ Card Xerox
- 2} Pan Card Xerox
- 3} Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4} 2 Passport Size Photos

Recommendation: Shortlisted Hold

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 2nd floor above old Tilekar hospital Nearby under agro shivaji
Maharaj road shrirampur 413709



Thanks & Regards,

RUSHIKESH JARHAD (HR MANAGER)

7875649278

SURESHCHANDRA F. BANTHIYA & ASSOCIATES

K.V. ROAD, NEAR BANK OF INDIA, A/P.TAL. SHRIRAMPUR-413709, DIST.AHMEDNAGAR

Dt. 29.11.23



To,

Aishwarya Ghodake,

A/p. Shewadgoan, Tal-Rahuri, Dist-Ahmednagar.

Subject : Appointment letter

We would like to congratulate you as, you have been appointed to our Firm as an accountant. Join the office from 1st December 2023.

With best wishes,



SURESHCHANDRA F. BANTHIYA & ASSOCIATES

K.V. ROAD, NEAR BANK OF INDIA, A/P.TAL. SHRIRAMPUR-413709, DIST.AHMEDNAGAR

Dt. 29-11-23

To,

Vidya Jadhav,

A/p. Shenwadgoan, Tal-Rahuri, Dist-Ahmednagar.



Subject : Appointment letter

We would like to congratulate you as, you have been appointed to our Firm as an accountant. Join the office from 1st December 2023.

With best wishes,



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सेंटल बँक शिर्डी

११ दिलीप दादा क्षिरसागर

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* KshirSagar Maharashtra Dilip
M.COM I 2023-2024

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अक्षरी रूपये:- एकशे चार रु. फक्त...



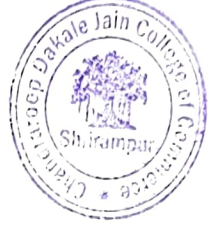


BHIMRAJKA MÄDER COATINGS PVT. LTD.

Works : Plot No. M-15, Shrirampur M.I.D.C,
Village: Khandala, Taluka: Shrirampur,
Dist.: Ahmednagar - 413709. India.
CIN : U74900MH2008PTC183940

Date: - 24th September 2023

To,
Shivam Vitthal Jawale
Address: Ward No. 1, Gondhavni Road,
Neharu Nagar, Shrirampur,
Ahmednagar, Maharashtra 413709.



Sub: Appointment Letter

Dear Mr. Shivam Vitthal Jawale,

With reference your application and subsequent interviews and discussions you had with us we are pleased to appoint you as **Jr. Executive – Administration** in our organization on the following Terms and Conditions:

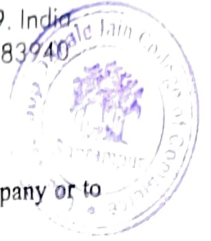
1. **Salary:** Consolidated Salary of **Rs. 1,68,423/-** (Rupees One Lac Sixty-Eight Thousand Four Hundred Twenty-Three Only) per annum, subject to tax deductions as per rules.
2. **Commencement:** You shall report for duty at our **Shrirampur Office** at the earliest but not later than **24th September 2023**.
3. **Probation Period:** You will be on Probation for a period of Six Months from the date of joining the organization, which can be extended at the sole discretion of the management. During the period of probation, your services are liable to be terminated at any time without notice and without assigning any reason for such termination. Also you will not be entitled to any leaves during probation period and any leave will be considered as leave without pay. You will be considered as confirmed only after issuing the confirmation letter and thus completion of probation period does not imply your confirmation.
4. **During your Employment:**
 - a. You may be transferred to any of the departments and location as per needs and decision of management at that time.
 - b. You shall devote the whole of your work time and attention exclusively to the duties entrusted to you and will not engage yourself to work, whether during working hours or otherwise, for any person or company or in any private business without obtaining prior permission of the organization in writing.
 - c. You will abide by all the rules, regulations, procedures, practices of the company as applicable and enforced from time to time.
 - d. You will keep us informed of any change in your residential address.
 - e. You will be true and faithful to the company in all your accounts dealings and transactions whatsoever in and relating to the business of the company and shall at

BM
Coating Company

Mäder
The Coating Technology

BHIMRAJKA MÄDER COATINGS PVT. LTD.

Works : Plot No. M-15, Shirampur M.I.D.C,
Village: Khandala, Taluka: Shirampur,
Dist.: Ahmednagar - 413709. India
CIN : U74900MH2008PTC183940




all times when required render a true and just account thereof to the company or to such persons as shall be authorized to receive the same.

5. **Secrecy Agreement:** You may be required to sign a secrecy agreement separately as prescribed. You will not at any time hereafter without the consent in writing of the company divulge or make public any matter related to the company transactions or dealings which are of a confidential nature. If found doing so, then company will reserve the right to terminate your services or take appropriate legal action.
6. **Resignation:** After confirmation, if you wish to resign than you can do so, by giving one month notice period to the company in advance. If adequate notice period is not given, company will deduct salary in lieu of notice period, and no recommendation certificate will be given to you. No notice of resignation from the services of the organization will be affected if it is given during the period you are on leave, and you will not be entitled to proceed on leave during the notice period. The company may however, at its sole discretion, require you to proceed on leave during the notice period or can waive off the notice period.
7. **Termination:** The services of an employee can be terminated without any notice or salary in lieu of thereof for misconduct, disloyalty, and commission of any act involving moral turpitude, any act of indiscipline or inefficiency or non-performance in the specified area of work.
8. **Retirement Age:** 60 yrs

Please sign the duplicate copy of this Letter as a token of your acceptance of the aforementioned terms and conditions, and hand it over to the HR Department.

In the meantime, we thank you for the interest you have evinced, and we are sure that you will find your job in Bhimrajka Mäder Coatings Pvt. Ltd., both challenging and rewarding.

Yours Faithfully,
For **Bhimrajka Mäder Coatings Pvt. Ltd.**

Director



I Mr. Shivam Vitthal Jawale accept.



(Signature)



Bankar Sakshi
today at 5:56 PM



शाक्ती भाऊसाहेब बनकर
2341 ॥



REDMI 12 5G

11/03/2024 17:55



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

MSME
सूक्ष्म, लघु एवं मध्यम उद्यम
MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES

Arle Akash Sunil
23/10/23

7

UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER

UDYAM-MH-01-0080336

NAME OF ENTERPRISE

AKASH TRANSPORT SERVICES

TYPE OF ENTERPRISE *

S.No.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	09/05/2023
2	2022-23	Micro	31/10/2022

MAJOR ACTIVITY

SOCIAL CATEGORY OF ENTREPRENEUR

NAME OF UNIT(S)

SERVICES

GENERAL

S.No.	Name of Unit(s)
1	AKASH TRANSPORT SERVICES
2	MAULI ENTERPRISES

Flat/Door/Block No.	1	Name of Premises/ Building	GAYTHAN
Village/Town	BRAMHANGAON VETAL	Block	SHRIRAMPUR
Road/Street/Lane	NINGAON KHAIRI ROAD	City	BRAMHANGAON VETAL
State	MAHARASHTRA	District	AHMEDNAGAR , Pin 413718
Mobile	7058463474	Email:	akasharle281@gmail.com

OFFICIAL ADDRESS OF ENTERPRISE

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

01/09/2022

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SN.No.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	17 - Manufacture of paper and paper products	1709 - Manufacture of other articles of paper and paperboard	17092 - Manufacture of paper cups, saucers, plates, hoops, cones and other similar products	Manufacturing
2	52 - Warehousing and support activities for transportation	5229 - Other transportation support activities	52292 - Activities of shipping cargo agents	Services

DATE OF UDYAM REGISTRATION

31/10/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 18/06/2023

For any assistance, you may contact:

1. District Industries Centre: AHMEDNAGAR (MAHARASHTRA)

2. MSME-DFO: MUMBAI (MAHARASHTRA)

Visit : www.msme.gov.in ; www.dcmsme.gov.in ; www.udyamregistration.gov.in



Follow us @minmsme & @msme





आगती सेवा
सामचे कर्तव्य

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ पहा)



सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२३२०७००३१७७४२५१३								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०५९७३९५२३०३								
३.	आस्थापनेचे नाव	:	माऊली एंटरप्रायजेस MAULI ENTERPRISES								
४.	कामगारांची एकूण संख्या	:	४								
			<table border="1"> <thead> <tr> <th>पुरुष</th> <th>स्त्री</th> <th>इतर</th> <th>एकूण</th> </tr> </thead> <tbody> <tr> <td>४</td> <td>०</td> <td>०</td> <td>४</td> </tr> </tbody> </table>	पुरुष	स्त्री	इतर	एकूण	४	०	०	४
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५.	अ) मालकाचे नाव	:	आकाश सुनिल आर्ले AKASH SUNIL ARLE								
	ब) आस्थापनेचा पत्ता	:	विठ्ठल मंदिर जवळ, हरेगांव रोड, ब्राह्मणगाव वेताळ, ब्राह्मणगाव वेताळ, श्रीरामपूर, अहमदनगर, ४१३७१८								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	PAPER CUP FACTORY								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १९-०६-२०२३

ठिकाण : Ahmednagar

कार्यालयाचा पत्ता : Shop Inspector Office, Shrirampur, Address-Salunkhe Building, 2nd Floor, Main Road, Shrirampur, District-Ahmednagar

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०५९७३९५२३०३	२३.६०

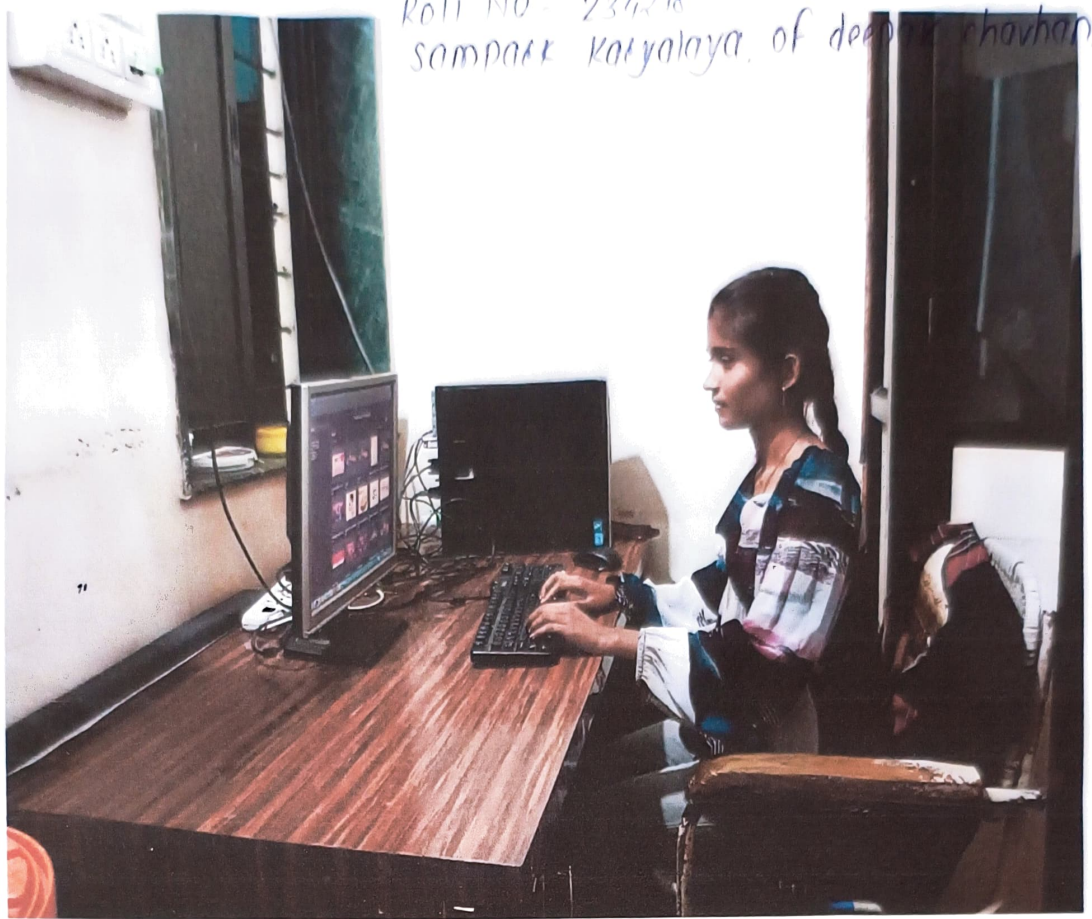
Name - Zende Tejpti Dilip

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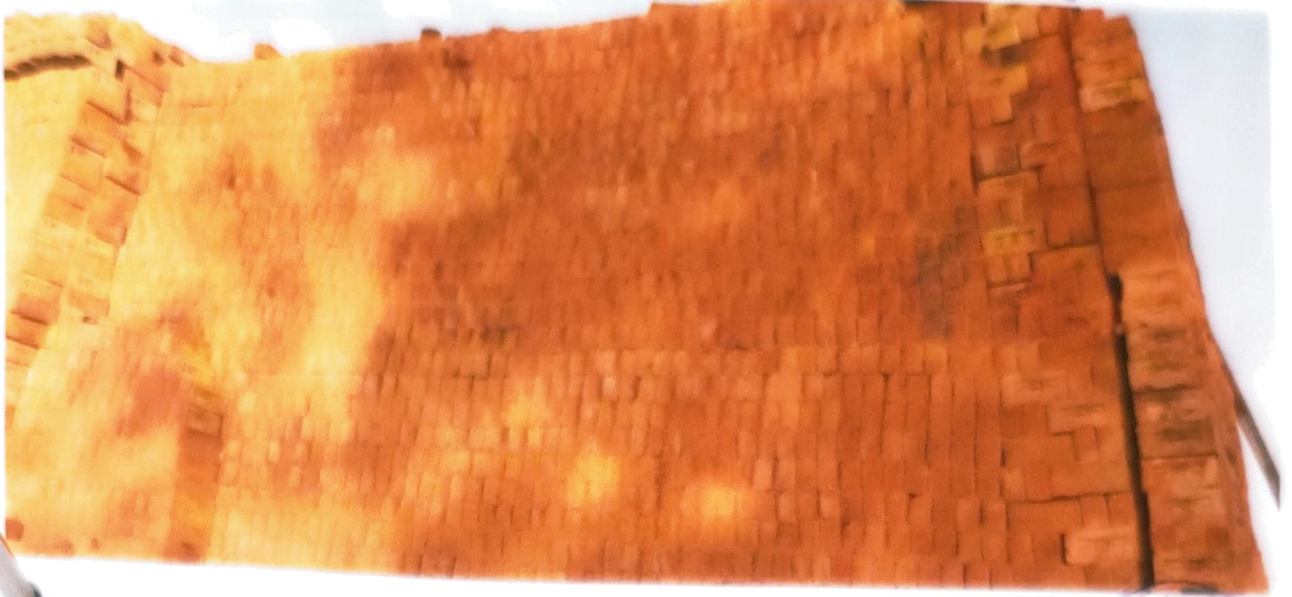
Class - M com II

Roll NO - 234218

Sampark Karyalaya, of deepa chavhan.



Name :- Patel Sahil Rajumiya
mobile No :- 9859541521



 **GPS Map Camera**



Jafrabad, Maharashtra, India
PMWW+QF, Jafrabad, Maharashtra 413707, India
Lat 19.747036°
Long 74.695479°
21/10/23 04:41 PM GMT +05:30

Appointment Letter

Candidate Name: LAXMI KADNORE

Interview Date: 13th JAN 2023

Designation: SALES EXECUTIVE

Congratulation,

Your Profile has been shortlisted for Telesales Process, so this letter is confirmation letter of your joining

For Joining process carry your below documents

- 1} Adhar Card Xerox
- 2} Pan Card Xerox
- 3} Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4} 2 Passport Size Photos

Recommendation: Shortlisted Hold

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 2nd floor above old Tilekar hospital Nearby under agro shivaji
Maharaj road shrirampur 413709



Thanks & Regards,


RUSHIKESH JARHAD (HR MANAGER)

7875649278

Appointment Letter

Candidate Name: AISHA SAYYAD

Interview Date 17th Dec 2023

Designation: SALES EXECUTIVE

Congratulation,

Your Profile has been shortlisted for Telesales Process, so this letter is confirmation letter of your joining

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Recommendation: Shortlisted Hold

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 2nd floor above old Tilekar hospital Nearby under agro shivaji
Maharaj road shrirampur 413709



Thanks & Regards,

Jarhad
RUSHIKESH JARHAD (HR MANAGER)

7875649278



Appointment Letter

Candidate Name: SONAL SONAWANE
2023

Interview Date: 17th Dec

Designation: SALES EXECUTIVE

Congratulation,

Your Profile has been shortlisted for Telesales Process, so this letter is confirmation letter of your joining

For Joining process carry your below documents

- 1} Adhar Card Xerox
- 2} Pan Card Xerox
- 3} Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4} 2 Passport Size Photos

Recommendation: Shortlisted Hold

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 2nd floor above old Tilekar hospital Nearby under agro shivaji

Maharaj road shrirampur 413709



Thanks & Regards,

RUSHIKESH JARHAD (HR MANAGER)

7875649278



Appointment Letter

Candidate Name **BANIYA SHAIKH**

Interview Date **17th Dec. 2023**

Designation **SALES EXECUTIVE**

Congratulation,

Your Profile has been shortlisted for Telesales Process, so this letter is confirmation letter of your joining

For Joining process carry your below documents

- 1) Adhar Card Xerox
- 2) Pan Card Xerox
- 3) Higher Qualification Certification {SSC/HSC/ANY Graduation}
- 4) 2 Passport Size Photos

Recommendation: Shortlisted Hold

Company Address : Q-GET FINANCIAL TECHNOLOGIES INDIA PVT LTD

Office No 2nd floor above old Tilekar hospital Nearby under agro shivaji
Maharaj road shrirampur 413709



Thanks & Regards

RUSHIKESH JARHAD (HR MANAGER)

7875649278

calibehr[®]
PEOPLE · PROCESS · TECHNOLOGY



Kumawat Vidya Janardan
Branch Relationship Executive

Employee Code : 259316
Department : Staffing
Gender : Female
Date of Birth : 03-Aug-02
Date of Joining : 29-Jan-24
Date of Issue : 31-Jan-24
Location : Nashik

Asale Service Provider for
SBI Cards



calibehr[®]
PEOPLE · PROCESS · TECHNOLOGY

- ID Card should be carried at all times while on duty and should be produced on Demand
- Loss/Damage of ID Card to be reported immediately
- ID Card to be surrendered to HR & Admin Department while resigning from the company.

Authorized Signatory

If found please return to:

Calibehr Business Support Services Pvt Ltd.
T-161, 6th Floor, ITC Park, Tower No 10,
Belapur Railway Station Building,
CBD Belapur, Navi Mumbai - 400614
Tel: 022-69826000
mitra@calibehr.com

Handwritten note: 14-50145



Ketan Jategankar

CHARTERED ACCOUNTANT

Flat No 5, Jayprasad Resedincy, Old Pandit Colony, Nashik Mob. No. +91 9422100142
Mail: caketan0494@gmail.com



14/09/2023

To,
Usha Tamnar,
Nashik

Dear Usha,

We are pleased to offer you the position of B.Com intern at CA Ketan Jategaonkar and Associates . Your internship will commence on 15/09/2023 and will continue until 05/03/2024, unless otherwise extended or terminated in accordance with the terms of this agreement.

Your duties and responsibilities will include, but are not limited to, the following:

- Assisting senior staff with accounting tasks.
- Conducting research and preparing reports.
- Assisting with audits and tax preparations.
- Providing administrative support as needed.

During your internship, you will be expected to adhere to all company policies and procedures, including but not limited to confidentiality, code of conduct, and work hours. You will also be expected to maintain a professional appearance and demeanor at all times.



As an intern, you will not be entitled to employee benefits, including but not limited to health insurance, paid time off, or retirement benefits.

Your internship is unpaid and is intended to provide you with valuable experience in the field of accounting. However, you may be eligible for a stipend or other benefits as determined by the company.

We look forward to welcoming you to our team and are confident that your internship will be a rewarding experience.

Ketan Jategaonkar
Chartered Accountant
Place: Nashik



Private & Confidential

Date : 31-Oct-2022

Emp ID :

Mr.Pradip Taya Shinde

Vaiduwada, Gondhvani,

Shrirampur, Ahmadnagar

Shrirampur

413709

Dear Pradip,

LETTER OF APPOINTMENT

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you in our organization as **Group Credit Officer** initially based at **MH-Shrirampur-Raskar Nagar, Parisar** with effect from **01-Nov-2022** on the following terms and conditions:

1. You will be reporting to **Unit Manager**.
2. **Salary, Allowances & Benefits:** You will be paid salary, allowances and other benefits including statutory entitlements like Provident Fund, details of which are provided in **Annexure I** to this document. Your Total Fixed Pay (TFP) will be **Rs. 189,652 (One Lac Eighty Nine thousand Six Hundred and Fifty Two)**.The Company reserves the right to change the components of your TFP from time to time.

Please note employees joining on or before 1st October of the financial year will be eligible to receive Fixed Pay Increases. In addition, employees covered under annual bonus plan and joining before 1st January of the financial year will be eligible to receive a pro-rated variable pay basis performance.

Any future increments in salary and alterations thereto will be made at the discretion of the Company, based on individual merits and the Company performance.

3. The Company does not follow a probationary review process. Your services with the company will be deemed as confirmed upon joining.
4. Though you have been engaged for a specific position, the Company reserves the right to determine type and range of work you may be subsequently called upon to perform including varying the terms and conditions of service based on business needs from time to time. You will abide by all applicable service conditions, rules, regulations and procedures laid out in this document or any other document issued by the Company from time to time.

Our Values



Integrity



Collaboration



Innovation



Diversity



Excellence



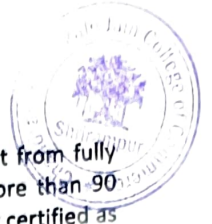
Agility

5. You may be transferred within the Company or the Company's direct and indirect subsidiaries, firms or limited partnerships or any other entities which are controlled by FFH and/or the Company to any place where the company has its business and/or offices or may in future have its business and/or offices on terms and conditions applicable to that business location or establishment.
6. You will be in exclusive employment of the Company and 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.
7. Due to the nature of your work you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to Company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the company and at all times after the cessation of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto, any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company or its affiliates or its clients.
8. You shall not engage in any activity which is prejudicial to the reputation of the Company or any Related FFH Group Entity or shall not knowingly make, publish or issue any negative or offensive or disparaging statements concerning the Company or any Related FFH Group Entity or any of their officers or employees.
9. **Cessation of Service & Notice Pay:** Your services with the Company may be terminated by either party giving **30 days** notice. Cessation of Service & notice period will be governed by the Company Exit Policy. The Company may either retain you during all or part of the notice period or pay you in lieu of notice your salary for that part of the notice period for which you are not retained. Notice salary will be calculated on your last drawn total fixed pay.

During the continuation of notice period, the Company in its sole discretion may advise you to remain on garden leave and may require you to attend office only on specific advise by the Company during such period. The Company can further remove your access to the Company premises and Computer systems and may require you to handover any property belonging to the Company. You shall observe all the rules & regulations of the Company throughout the notice period and any period that you are on garden leave.

The company reserves the right at all times to terminate your services forthwith without notice or compensation in lieu of notice:

- a) If you should be guilty of misdemeanor, fraud, dishonesty, misconduct of any nature, negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rules or regulations laid down by the Company from time to time for all members of its staff.



- b) If you are incapacitated by ill-health (physical or mental) or by accident from fully performing your duties in the Company for an aggregate period of more than 90 (Ninety) days in any 1 (one) calendar year and such incapacity being duly certified as such by the Company's doctor.
 - c) You will be eligible to be relieved from services only after satisfactory hand - over of responsibilities, settlement of dues and service of notice period. All staff benefits shall cease after the last day of service. Any money due and owing under any staff loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.
 - d) As per Company rules, if you absent yourself from the service of the Company without prior written permission or overstay sanctioned leave for 8 (eight) consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.
10. You are bound on the cessation of your employment, to return to the Company any property/intellectual property of the Company in your possession, including but not limited to manuals, reports, technical & business process documentation and correspondence, etc.
 11. You shall retire from the services of the company on attaining the age of sixty(60) years.
 12. Upon joining you will be required to provide us with copies of documents related to education, work experience, etc. and as outlined in our joining docket including declaration of any competing business interests, compliance of Company Code of Conduct and any other declarations and undertakings that are required as per Company policies. It is a condition of the employment that you abide by the Code of Conduct (as amended from time to time) of the Company and shall comply with the same.
 13. Kindly note that this offer of employment is based on the representation, information and the statement made by you (including the information provided in the application form) in connection with the employment with us. Notwithstanding anything contrary contained in this appointment letter or annexure thereto, If it is later discovered that employment was obtained by making misrepresentation or concealment of material fact, your employment contract with us will be deemed illegal and the Company shall be entitled to terminate your employment forthwith without being liable to pay any amount /compensation for the notice period.
 14. The appointment is contingent upon successful completion of a background check, including a check of your employment references. This appointment can be withdrawn based upon data received in the background check.
 15. The validity of this appointment letter is subject to e-aadhaar authentication on UAN portal. You will be appointed only after the UAN authentication is successfully completed. (The clause is not applicable to the employees based out in North-East region)
 16. This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Mumbai.



17. This letter of appointment is valid subject to:

- 17.a. The appointment being accepted in writing by returning duly signed duplicate copy of this letter or digitally accepting the offer on our candidate portal within one week of the date of this letter.
- 17.b. You submitting an accepted copy of a resignation from your current employer within two weeks of the date of this letter.

We take this opportunity to welcome you to our organization and look forward to an enjoyable and rewarding association.

Yours Sincerely,

For Fullerton India Credit Co. Ltd,

**Authorized Signatory
General Manager - Business HR**

I agree to the above terms and conditions.

Signature & Date : _____
Name : Pradip Taya Shinde
CC: Personal File

Annexure I: Remuneration at Fullerton India



Name	Pradip Taya Shinde	Department	Sales
Grade	O 1	Designation	Group Credit Officer
City	MH-Shrirampur-Raskar Nagar, Parisar	Mobile No.	8888141310

Total Fixed Pay		
Components	Monthly (INR)	Annually (INR)
Basic Salary	5,508	66,096
House Rent Allowance	2,754	33,048
Personal Allowance*	5,508	66,096
Total Fixed Cash	13,770	165,240
Provident Fund	1,322	15,863
Gratuity	265	3,179
ESIC**	448	5,370
Total Retirals	2,034	24,412
Total Fixed Pay	15,804	189,652

- Provident Fund contributions will be made as per the prevailing Provident Fund Act & Rules.
- Gratuity is calculated as per provisions of the Payment of Gratuity Act.
- **ESIC coverage depends on your salary and location. If applicable, company contribution is as above. There will be a deduction of 0.75% as your contribution.
- You shall be entitled to Bonus as per the Payment of Bonus Act, 1965 if you are covered /eligible under the provisions of the said Act.
- All payments are subject to tax as per the Income Tax Act and Rules.
- The monthly equivalents of your remuneration will be paid to you through monthly payroll by the last day of each calendar month.

Performance Review and Performance Linked Bonus/ Incentive:

Your performance will be subject to periodic review / assessments by the company in which you are expected to attain minimum assessment standards. You will maintain the quality of work to the highest professional standards. It is expressly agreed that the decision of the company with respect to the quality of service / assessment standards will be final.

You may be eligible to receive performance linked bonus / incentives as per plans or schemes applicable to you. Please note that to be eligible for performance linked bonus / incentive you need to be on the rolls of the Company on the date the payment is made to other employees of your cadre. In addition no incentive will be payable for the relevant period should there be a default from your end in any contractual obligation relating to your service including service of notice period.

While computing your eligibility for performance linked bonus / incentive, any bonus paid to you under the Payment of Bonus Act or similar legislation will be adjusted.

Additional Benefits		
	Sum Insured	Coverage
Hospitalization Insurance	INR 500000/-	1+5 family members (Employee + Spouse, Dependent Children, Parents, Parent In Laws)
Accident Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only
Group Term Life Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only

*Coverage, limits and exclusions are as per detailed policy

I agree to the above terms and conditions.



Signature & Date: _____

Name of the Candidate: Pradip Taya Shinde



Annexure II: Summary of Policies & Benefits **

Employee Benefits & policies are an important part of your Total Compensation package. The list below summarizes the benefits provided to you in addition to your salary and the applicable policies:

Benefits & Policies

Health Care & Survivor Support Program

- Hospitalization Insurance
- Accident Insurance (Life, dismemberment, Disablement)
- Term Life Insurance
- Future Service Gratuity
- Employee Deposit Linked Insurance

Retirement Program

- Gratuity
- Provident Fund & Family Pension Fund
- National Pension Scheme *

Leave Benefits

- Earned Leave
- Special Medical Leave – Critical Illness
- National & Festival Holidays
- Maternity & Extended Maternity Leave*
- Paternity Leave*
- Bereavement Leave
- Education Leave

Workplace Standards

- Company Code of Conduct
- Prevention of Sexual Harassment at Workplace
- Disciplinary Action Policy
- Work Place Policy – Working Hours
- Performance Appraisal & Promotion
- Incentive Program
- Internal Job Posting
- Exit Policy – Resignation & Notice Pay/ Period

Other Benefits

- Staff Loan Policy
- Relocation Policy
- Reward & Recognition Program – Fire
- Long Service Award
- People I Know (Employee Referral Policy)
- Fun & Joy Program – JUICE (Join Us In Creating Excitement)
- Employee Wellness Program – FullerLife
- Education Policy

* Policy applicable only to eligible set of employees

*Only for Rural Employees.

** Note: The above is only a summary of available policies. Details of Policies & Benefits (eligibility & coverage) are available on Workline. Upon joining, employees are expected to read through the policies. The organization may choose to add, edit or withdraw any or all of these policies and benefits in part or in full whenever deemed necessary, depending upon business and market needs.

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Pradip Taya Shinde

2022-22



MSME
 सूक्ष्म, लघु एवं मध्यम उद्यम
 MICRO, SMALL & MEDIUM ENTERPRISES



भारत सरकार
 Government of India
 सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
 Ministry of Micro, Small and Medium Enterprises

UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER

UDYAM-MH-01-0080336

NAME OF ENTERPRISE

AKASH TRANSPORT SERVICES

TYPE OF ENTERPRISE *

S.No.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	09/05/2023
2	2022-23	Micro	31/10/2022

MAJOR ACTIVITY

SERVICES

SOCIAL CATEGORY OF ENTREPRENEUR

GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	AKASH TRANSPORT SERVICES
2	MAULI ENTERPRISES

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	1	Name of Premises/ Building	GAVTHAN
Village/Town	BRAMHANGAON VETAL	Block	SHRIRAMPUR
Road/Street/Lane	NIMGAON KHAIRI ROAD	City	BRAMHANGAON VETAL
State	MAHARASHTRA	District	AHMEDNAGAR, Pin 413718
Mobile	7058463474	Email:	akasharle281@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

01/09/2022

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	17 - Manufacture of paper and paper products	1709 - Manufacture of other articles of paper and paperboard	17092 - Manufacture of paper cups, saucers, plates, hoops, cones and other similar products	Manufacturing



2	52 - Warehousing and support activities for transportation	5229 - Other transportation support activities	52292 - Activities of shipping cargo agents	Services
---	--	--	---	----------

DATE OF UDYAM REGISTRATION

31/10/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 18/06/2023

For any assistance, you may contact:

- 1. District Industries Centre:** AHMEDNAGAR (MAHARASHTRA)
- 2. MSME-DFO:** MUMBAI (MAHARASHTRA)

Visit : www.msme.gov.in ; www.dcmsme.gov.in ; www.udyamregistration.gov.in



.in

Follow us @minmsme & @msme





आपली सेवा
आमचे कर्तव्य

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ पहा)



सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२३२०७००३१७७४२५१३								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०५९७३९५२३०३								
३.	आस्थापनेचे नाव	:	माऊली एंटरप्रायजेस MAULI ENTERPRISES								
४.	कामगारांची एकूण संख्या	:	४								
			<table border="1"> <tr> <td>पुरुष</td> <td>स्त्री</td> <td>इतर</td> <td>एकूण</td> </tr> <tr> <td>४</td> <td>०</td> <td>०</td> <td>४</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	४	०	०	४
पुरुष	स्त्री	इतर	एकूण								
४	०	०	४								
५.	अ) मालकाचे नाव	:	आकाश सुनिल आर्ले AKASH SUNIL ARLE								
	ब) आस्थापनेचा पत्ता	:	विठ्ठल मंदिर जवळ, हरेगांव रोड, ब्राह्मणगाव वेताळ, ब्राह्मणगाव वेताळ, श्रीरामपूर, अहमदनगर, ४१३७१८								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	PAPER CUP FACTORY								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १९-०६-२०२३

ठिकाण : Ahmednagar

कार्यालयाचा पत्ता : Shop Inspector Office, Shrirampur, Address-Salunkhe Building, 2nd Floor, Main Road, Shrirampur, District-Ahmednagar

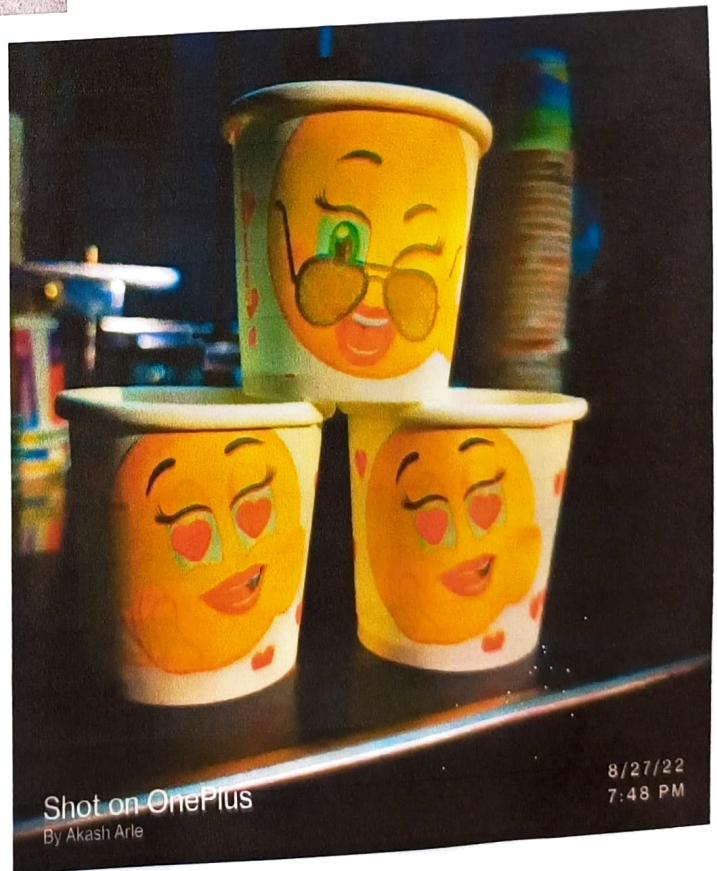
अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०५९७३९५२३०३	२३.६०



Shot on OnePlus
By Akash Arle

8/27/22
9:59 AM

COMPANY PRODUCT



Shot on OnePlus
By Akash Arle

8/27/22
7:48 PM

APPOINTMENT LETTER



DATE: 1 SEP 2023

PREETI RAJENDRA BHAND

KURHE WASTI, BELAPUR, 413709

Dear **PREETI R. BHAND,**

We are pleased to offer you the position of **ASSISTANT MANAGER** at **INVESTMENT SHOPEE**, effective 3 SEP 2023. We are confident that your skills and experience will make a valuable contribution to our team.

Terms of Employment:

Position: **ASSISTANT MANAGER**

Reporting to: JASMEET K. BATRA

Start Date: 3 SEP 2023

Salary: [20,000] per [month]

Working Hours: 7 H. per day

Vacation: [26] days of paid vacation per year

Probation Period: NO PROBATION, during which time either party may terminate employment with notice

Please review this offer carefully and indicate your acceptance by signing and returning a copy of this letter by 2 days.

If you have any questions or need further clarification, please do not hesitate to contact **AMOL LABADE** at **9850558904**.

We look forward to welcoming you to the team and are excited about the contributions you will make to **INVESTMENT SHOPEE**.

Sincerely,


[JASMEET K. BATRA]

INVESTMENT SHOPEE

BATRA JASMEETSING
Investment Shopee
Keshar Prem Complex
Main Road, Shrirampur
9326626662 १०५(02422)22366?

OFFER OF EMPLOYMENT

13-Feb-2024

Aditya Anand Bhagwat

Ward No-6, Sarswati Colony, Shrirampur, Ahmadpur



Dear Aditya,

It was a pleasure meeting with you to discuss a career opportunity and we would like to make you an offer of employment with Suryoday Small Finance Bank ("the Bank"). You will be designated as **Assistant** in Band **1A - I**, performing the role of **Collection Officer Trainee in Inclusive Finance** in our organization, based initially at our **Narayangaon** office, reporting to **Collection Manager** or to any other official as decided by the bank from time to time.

Your Total Cost-To-Company will be **INR.19,940/-Per Month** i.e. **INR.2,39,280/-Per Annum** as per the structure in the attached Annexure A.

You are required to submit copies of the following documents at the time of joining:

- **RESUME** – Copy of your updated resume
- **EDUCATION CERTIFICATES** – Certified Copies of all Degrees, Diplomas, Training, Etc
- **COLOUR PHOTOGRAPHS** – SIX Passport Sized **WHITE BACKGROUND ONLY**
- **PROOF OF IDENTITY** – Copy of PAN Card and Aadhar Card **MANDATORY**
- **PROOF OF PERMANENT ADDRESS** –Voter ID, Passport (if available).
- If previously employed:
 - **RELIEVING LETTER** from your last employer
 - **LATEST SALARY SLIP** from your last employer
 - **FORM 16** or **TAXABLE INCOME STATEMENT** duly certified by your last employer
 - **WORK EXPERIENCE CERTIFICATES** from ALL previous employers

The following are additionally required for all field employees:

- **DRIVING LICENSE** - Copy
- **VEHICLE RC BOOK** - Copy
- **DECLARATION** that you are authorised to use the vehicle, if not owned by you.

As a token of your acceptance of our offer, you are requested to sign a copy of this letter indicating your joining date and return the same to us within three days beyond which date this offer stands automatically cancelled unless specifically agreed upon by us.

This offer is being made based on the information furnished by you with regard to your qualifications, experience, references, etc and is subject to background verification checks including but not limited to (a) your existing/previous employers, (b) educational institutions, (c) references, (d) police records, etc and with credit bureaus for credit history. By accepting this offer of employment, you are providing your consent to the Bank to carry out such background verification checks and to obtain your credit history from a credit bureau, directly or through a partner organization authorized by the Bank. In the event of any discrepancy found in the information furnished by you or any negative feedback received from the references provided or from the verifications conducted or from the credit bureau report, the Bank reserves the right to revoke this offer of employment and this offer shall automatically stand cancelled.

A detailed appointment letter shall be issued to you at the time of your joining, subject to successful background/verification checks and submission of all necessary documents.

SURYODAY SMALL FINANCE BANK LIMITED

Reg. & Corp. off: 1101, Sharda Terraces, Plot. 65, Sector 11, CBD Belapur, Navi Mumbai: 400614 Tel: 022-40435800

E Mail: info@suryodaybank.com / Web: www.suryodaybank.com CIN: L65923MH2008PLC261472 / GSTIN NO: 27AAMCS5499J1ZG

Enrollment No.	1	2	3	4	5	6	7
S.N.	1614B	1614B	1614B	1614E	1614E	1614I	1614I

You are expected to maintain complete confidentiality about your compensation and disclosure of the same will be considered as a breach of the Bank's policy and will be dealt with accordingly.

We look forward to your joining the Suryoday Family and wish you a long and successful career with us.

Yours Sincerely,



Dhara Vyas
Chief People Officer



Note: This is an auto generated document. Hence no signature is required.

I have read and understood your offer and I confirm my acceptance of the same.

I would like to join your bank on _____.

I understand that the bank makes an equal contribution for PF and that the deductions are subject to change as per revision by government/statutory authorities and that while the cost-to-company compensation would remain the same, the take home pay may be impacted due to such revisions by government/statutory authorities.

Further, I CONFIRM THAT:

1. There has NOT been any case of fraud, non-compliance or indiscipline reported against me, in any of my previous employments.
2. There has NOT been any case wherein my services were terminated for any reason, in any of my previous employments.
3. The educational qualifications and the work/professional experience mentioned by me are accurate and the supporting documents/certificates submitted by me are genuine.

I give my consent to Suryoday Small Finance Bank Ltd for carrying out various background verification checks as mentioned above.

Signature : _____

Name : _____

Date : _____

SURYODAY SMALL FINANCE BANK LIMITED

Annexure A

PARTICULARS	AMOUNT (PER MONTH)	AMOUNT (PER ANNUM)
Basic	11,035	1,32,420
House Rent Allowance	3,981	47,772
Advance Statutory Bonus	1,750	21,000
(A) Gross Salary	16,766	2,01,192
(B) Retiral Benefits		15,888
Employer PF Contribution	1,324	2,17,080
(C) Fixed Pay (A+B)	18,090	6,372
(D) Gratuity	531	15,828
(E) Insurance Premium	1,319	2,39,280
Total Cost to Company(C+D+E)	19,940	1,85,304
Take Home(A-B)	15,442	

1. Gratuity is applicable on completion of 5 years of service and will be paid as per the Payment of Gratuity Act.
2. Insurance premium is the Total cost of GMC+GTL+GPA. GTL & GPA is applicable for employee only while Group Mediclaim is applicable for a family, maximum of 6 Life (Self + Spouse + 2 Children + 2 Dependent Parents/In-Laws). Medical cover is based on bank insurance policy terms, please refer the same for more clarity. The actual premium for respective employee may differ based on the number of lives covered.
3. The Take Home Pay is indicative and does not include deductions for Profession Tax, Labour Welfare Fund, Income Tax and any Other Statutory Deductions as applicable. Your actual Take Home Pay may therefore differ from the above.

SURYODAY SMALL FINANCE BANK LIMITED

To,

Date: 05-Dec-22

Mr./Mrs. Abhijit Santosh Lande

Location: Ahmednagar

Emp ID: TH323452



Further to your application & subsequent interview, we have pleasure to appoint you as a **POSTAL ASSISTANCE** on the following terms and conditions:

1. Your employment shall be for a **Fixed Term** of Eleven (11) months commencing from **01Dec-22** and shall automatically end on **30-Oct-24**
2. Your monthly emoluments will be as undYou will be entitled to Provident Fund, ESI and other statutory benefits as may be applicable.

3. Return to work within 8 days from the commencement of such absence and Give an explanation to the satisfaction of the Management regarding such absence.

BASIC+DA	RS	14127
H.R.A	RS	607
OTHER ALLOWANCE	RS	0
ADVANCE LEAVE ENCASHMENT	RS	894
ADVANCE BONUS	RS	1010
TOTAL MONTHLY EMOLUMENT	RS	16638

4. Your work, duty hours and shift working will be regulated from time to time purely at the discretion of the Management as per expediency of service.
5. We are in the business of providing Warehouse services to our various corporate clients. Your services will be liable to be transferred from one client to another and/or from one place to another and/or from one office to another, purely at the discretion of the management. Such transfer may be to such places & clients that may arise in future. The duration of your appointment is co-terminus with our contract with the client.
6. You will be the whole-time employee of the company and will not engage yourself in any work similar in nature to that of the company and / or in which you may for the time being be engaged by the company and / or engage yourself anywhere in your work, professional

or employment either honorary or otherwise during the period of your employment with the company.



7. Your services will be governed by the Standing Orders/ Code of Conduct / Rules and Regulations of the Organization as in force from time to time.
8. You may be laid-off on payment of **50% wages** on account of shortage of work, materials, electricity and similar other reasons.
9. If you are absent yourself without permission, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - a.
10. Your services will be liable to be terminated on **one month's notice** or on payment of one month's salary in lieu thereof. Similarly, you will not terminate your services without giving one month's notice or salary in lieu thereof and in case of failure on your part to do so, the Management will be entitled to recover the requisite amount from you either by withholding dues to that extent or otherwise, as may be necessary.
11. As we are service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.
12. You will not engage in any act that may amount to misconduct and you will always observe and follow instructions given by your superiors. The management may dismiss you from the services without notice for engaging in any act or omission amounting to misconduct.
13. In case any act of omission constituting misconduct is alleged against you, you will be placed under suspension pending enquiry and will not be entitled to any wages during the period of such suspension.
14. Unauthorized disclosure of information of company or client (including trade secret) that you come across in the course of discharging your duties with the company, shall render your services liable to be terminated without notice and the company shall be entitled to proceed against you for appropriate compensation / punitive action depending on the nature of such disclosure.
15. The monthly wages will be disbursed in form of electronic online transfer to the bank account of employees.
16. In case of any change in the address during the course of employment, it will be your duty to intimate the management in writing within three days from the date of such change and will get the change so recorded in the Register of Addresses maintained for the purpose by the company.

17. All communications sent to you by the management at your last given address will be deemed to have been received by you.

The Condition of employment regarding wages, leave and holidays, working hours etc. shall be governed by the provisions of relevant statute which are in force or may come in from time to time



In case the above terms and conditions are acceptable to you, please sign the copy of the letter in token of your acceptance and return the same for our record.

For



Authorized Signatory

DECLARATION

I have read and understood the above terms and conditions of employment and accept the same, and further undertake to abide by them.

Date: _____

(Signature of the Employee)

2023-24

Kumawat Vidya Tanawden

Mcom: Part-I

B

234161

M.No. 9028272912



www.edilconstructionhub.in

CDIL CONSTRUCTION HUB

OFFER LETTER



To,

VIDYA KUMAWAT

Shrirampur

Contact no: 9028272912

DATE-27/09/2023

Subject: Offer Letter

Dear **Vidya**,

We have pleasure in offering you a position of **"Telecaller and Back Office Co-ordinator"** at Nashik office of **CDIL CONSTRUCTION HUB**.

This is an official letter confirming your employment with CDIL Construction Hub

Your proposed date of Joining is **1 october2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

CDIL CONSTRUCTION HUB

Chandrashekhar Dange Infrastructure Pvt. Ltd.

Authorized Signatory.

Authorized Signatory

I accept the above offer of employment

Signature:

Kumawat

Name of candidate: **Ms. Vidya Kumawat**

Address: 9 Vidisha Apt, P&T Colony, Seble Hotel Signal, Nashik-422007.

: Contact 8380075105, Email: cdilconstructionhub2008@gmail.com