

September 23, 2022

Ms.Shloka Jitendra Bhowad ,
N 34/S1/9-1-1 ,
Swami Vivekanand Nagar ,
Cidco ,
Nashik-422009

Ref:HDBFS/22-23/HRIC71915/Appt/160499

Dear Ms.Shloka Jitendra Bhowad ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - PROCESSING on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- c) Your duties and responsibilities will be explained to you on your joining the Company.
- d) Your initial place of posting will be at Nashik .You are initially assigned to services at our client premises, BODHALE NAGAR. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

eSigned using Aadhar
(Legally.com - JZRGJG)
Shloka Jitendra Bhowad
Date: Wed, Sep 29, 12:08:13 IST
2022

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.



Principal
SMRK-BK-AK Mahila Mahavidyalaya
Nashik - 422 005



Strictly Confidential

January 16, 2023

Ms. Naina Ajay Dulgach
Emp. No. 40539
Mumbai

Dear Naina,

Letter of Appointment

Hinduja Global Solutions Limited, is glad to offer you an appointment to the position of "Associate" with effect from January 16, 2023. Your annual Compensation (CTC - All inclusive) will be ₹220710/- .The details of your entitlements and your salary are as per Annexure II. You will be based at Mumbai.

The following are enclosed as annexure:

- General Terms and Conditions of Employment (Annexure – I)
- Entitlements and Remuneration (Annexure – II)

This appointment is subject to a satisfactory reference report being received by us.

You are requested to sign the copy of this Letter with Annexure and return the same to us as a token of your acceptance of the offer. We are excited at the prospect of working with you and look forward to a fruitful association.

We welcome you to Hinduja Global Solutions Limited and wish you a rewarding and successful career.

Yours truly,

For Hinduja Global Solutions Limited.


Signature Not Verified

Digitally signed by SHIRUDE PRAJAKTA
MADHUKAR
Date: 2023.01.31 20:02:46 +05:30
Reason: Appointment Letter

(Prajakta Shirude)
Head – Human Resources
Business Services Division

This is a digitally signed document and does not require physical signature.




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SMRK-BK-AK Manila Mahavidyalaya
Nasik - 422 005

7A, Summerville, Junction of 14th & 33rd Road, Bandra (W), Mumbai - 400050. Telephone: +91-22-42009327/43. CIN: L92199MH1995PLC084610
Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Wadi, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-22-2497 4208, Website:
www.teamhgs.com

Registered in England No: 3017799



HINDUJA GROUP

Vandana Subhash Deore
Nashik

Appointment Letter

Dear Vandana,

With reference to your recent interview with us, we are pleased to extend this appointment you as **Loan Recovery Tellocaller** within Nashik at **ASHPA GLOBAL SERVICES PVT. LTD.** Your Joining Date will be **August 01, 2022**. Your Monthly basic salary will be **Rs.8000**. You will be eligible for the variable performance bonus or incentives as per the company policy.

Currently you will be placed at **NASHIK** and the company reserves rights on its own discretion to reallocate you at any of its subsidiaries or associated company location within country.

The company reserves the right on its own discretion to extend the probationary period or to terminate services in the event that your performance is not up to expectation.

You will be responsible for:

- In this role, you will be performing skip tracing for banking collection and loan recovery
- Making collection calls to customers as provided by the company
- There should be 150 calling per day
- Ensuring all information is updated in the system
- Update to your team leader about daily Projection/Commitment & Achievement
- Creating detailed reports as required

Congratulations on your appointment.
Thank You

For
ASHPA GLOBAL SERVICES PVT. LTD.



KS
Principal
SMRK-RR-AK Mahila Mahavidyalaya
Nashik - 422 005

DATAMATICS

November 02, 2023

To
Ms. Vaishnavi Deore,
Nashik.

Dear Vaishnavi,

Congratulations!

Further to your application for admission as "Trainee" under "Employment Promotion Program" in FAS - US TAX & ACC/TC, we are pleased to admit you into this training course with effect from November 02, 2023 to April 29, 2023 with the aim to provide you an opportunity to build a challenging and rewarding career in the fast-growing Business Process Outsourcing Industry.

The training course will adopt various types of training methodologies such as classroom training, on-the-job training, assignment/project-based training etc. During your training period, your performance shall be periodically reviewed and for that purpose you will be required to appear for tests, submit project reports/ assignments from time to time and may be required to travel to our other locations/ centres/ offices, as may be considered necessary. The decision of the Company with regard to your performance in the training course shall be final. You shall be awarded a certificate on successful completion of the course.

While under training, you will be eligible for a training stipend of ₹ 9,000/- (Rupees Nine Thousand Only) per month basis attendance and shall not be entitled to any other allowances and/or benefits as may be applicable to employees of the Company.

You are required to sign a 'Non-Disclosure Agreement' with the Company before commencement of the training. This is to ensure that all the proprietary information, documents, literature, invention obtained/made during your training tenure with the Company, will not be utilized by you at any point of time to undermine the interest of the Company. Your training will be terminable by giving written notice of 30 days or stipend in lieu thereof by either side.

Since attending project training till April 29, 2023 and completing the training successfully, would be recognized by giving a Training Completion Special Stipend. The same would be computed @ ₹ 1500/- per month from the date of commencement of training till April 29, 2023 and pro-rated basis attendance during the period of course.

This is not an offer and/or appointment letter of employment and should not be construed as such in any manner. This letter is for your internship only.

If you are agreeable to the above terms, please sign and return the duplicate copy of this letter.

Thanking you and assuring you of a great learning experience.

Yours truly,

For Datamatics Global Services Limited,


Sanjay Mulikar
Associate Vice President & Head HR, Nashik

I have accepted internship under EPP as a trainee, voluntarily and without any undue influence, on the terms and conditions mentioned in the above letter and will report for training on _____

Signature: _____

Date: _____

DATAMATICS GLOBAL SERVICES LIMITED

Head Office: Knowledge Centre, Plot 28, Street No. 17, MIDC, Anand Nagar, Mumbai - 400073, INDIA

Branch Office: Surok Datamatics Knowledge Centre, Nashik, Mumbai-Agra Highway, Nashik - 422 007, Maharashtra, INDIA

Tel: +91 253 610 2222 | Fax: +91 253 610 2271 | CIN: L22200MH2007PLCOA2006 | www.datamatics.com



SMRK-BK-AK Mahila Mahavidyalaya
Nashik - 422 005

Date : 09-Sep-2022

Name : MRUNAL BHASKAR PAWAR

Address : N-32/R-2/8/5, RANAPRATAP CHOWK, NEAR MUKTANAND SCHOOL, CIDCO, NASHIK - 422009

Employee Code : AS561992

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR EXECUTIVE (Grade – E1)** in the **RETAIL ASSETS WHEELS AUTO LOAN COORDINATION** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **12-Sep-22** . Your place of work shall presently be at **NASHIK**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	6212	74544
HRA	3106	37272
Bonus	1750	21000
Special Allowance	2231	26772
Mobile Allowance	500	6000
Employer Provident Fund	1283	15396
Employer ESIC	449	5388
Gratuity	299	3588
CTC	15830	189960

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.




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Nashik - 422 005

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related



KS
Principal,
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Nashik - 422 005

information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 30 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 30 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 30 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.




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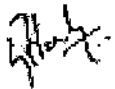
The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in Mumbai will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,
For Quess Corp Limited



Tej Hans Raj Singh
Deputy CEO: Quess Staffing Solutions

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: MRUNAL BHASKAR PAWAR
Signature:.....

Emp Id: AS561992

Place:.....

Date:.....




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Nasik - 422 005

Dr. Borse/smt. Gitay



उच्चतर शिक्षा विभाग
Department of Higher Education



- Dashboard
- Instructions
- Lock/Unlock Status
- Basic Information
- Departmental Description
- Student Enrolment
- Foreign Student Enrolment
- Examination Result
- Details of Examination Result
- Placement Details
- Staff Information
- Financial Information
- Infrastructure
- Scholarship Loan Attribution
- NEP Information

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Placement Details

Number of Students Placed in the Academic Session 2022-23.

Whether they have placement cell: Yes
 No

Number of Students Placed (... male	Number of Students Placed (... female	Total Number of Students Placed
No. of Students selected for... Higher Studies male	28 No. of Students selected for... Higher Studies female	Total No. of Students selected
Median Annual Salary of Plac...		

Save Link

Interviewed - 1103/6/2023
Primary Sel. 582
JBB



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Nashik - 422 005

Prateekumari Yadav
Insurance Advisor,
SBI, Nashik.



Branch: NASHIK
Agent: MANARASHIHA
Date: 21.02.2024

REF NO: CAASAPRESV1017663027024-4
MR. SARVESH YADAV
S/O SARVESH YADAV & DINKA S/O
118 FLOW NUSSE AND STN MS
SIDDHI VINAYAK CHANDOLIASHOK
NASHIK
MHA RESERVE
MCSB-4-01-27-0000075
Year: 2024

See Appointment as Insurance Advisor (A) of SBILife Insurance Co. Ltd.
IA Code: SU099178555

You are hereby appointed as Insurance Advisor for your office at SBI, Nashik, under the Insurance Policy of Mutual Insurance Co. Ltd. (MICA) and SBI Life Insurance Co. Ltd. (SBLIC) for the period of 12 months from the date of this appointment. You are requested to quote your agency code number in the following format: SBI/IA/099178555/0000075. You are requested to quote your agency code number in the following format: SBI/IA/099178555/0000075. You are requested to quote your agency code number in the following format: SBI/IA/099178555/0000075.

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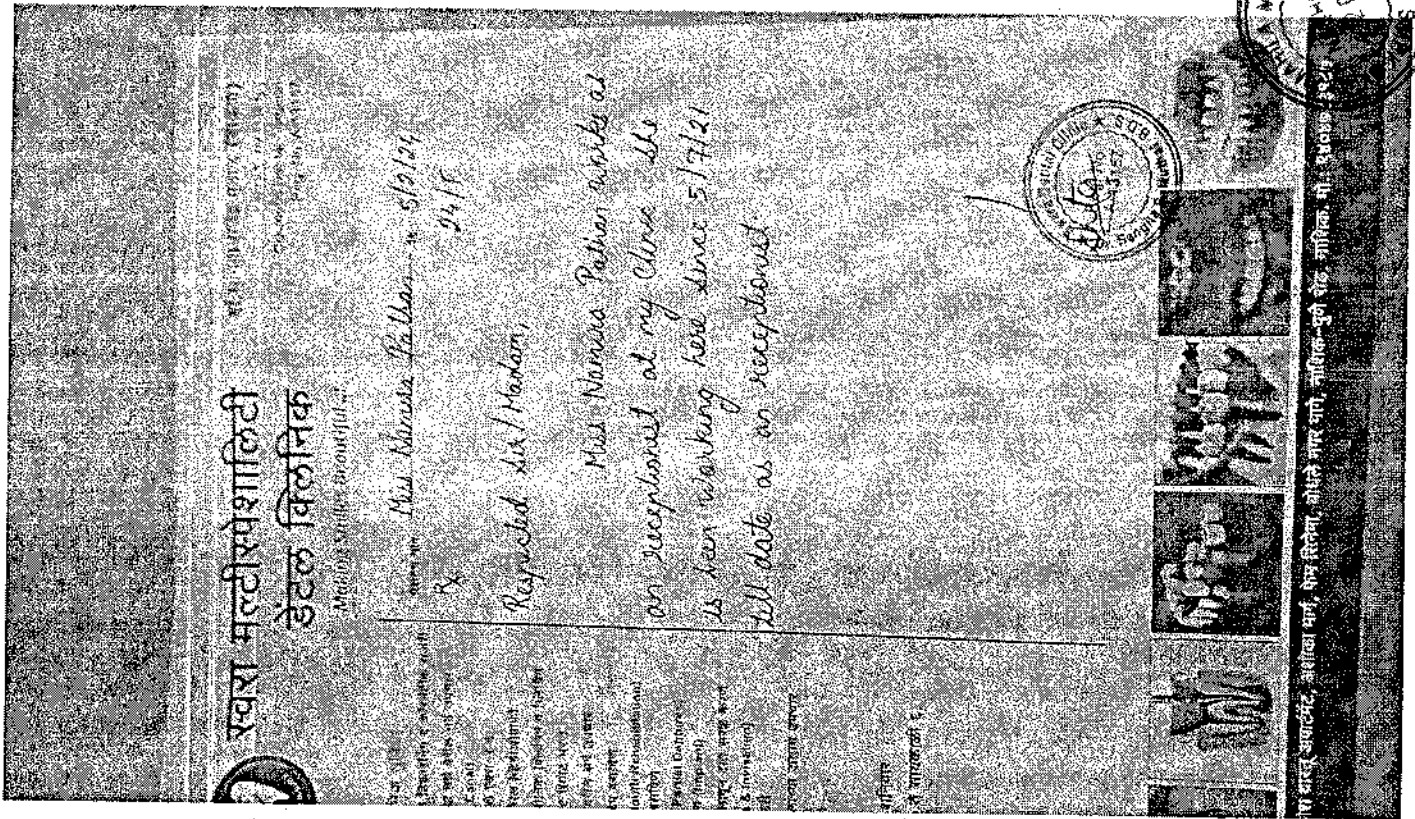
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Principal
SMRK-BK-AK Manig Mahavidyalaya
Nashik - 422 005

Namira Pathan
 Receptionist
 Swara Multispeciality
 Dental Clinic, Nashik



Principal
 SMRK-EK-AK Mahila Mahavidyalaya
 Nashik - 422 005





TWO INFRASTRUCTURE DEVELOPMENT PRIVATE LIMITED
UAB2009F49021P1C20180

Date

Ms. Akansha Patil

Appointment Letter

Date: 01-09-2023

Ms. Akansha Patil

Address: 27, Block No. 07
Kodambai Nagar, Kothrud, Nashik,
Maharashtra, India

Dear Ms. Akansha,

With reference to your subsequent interview, you had with TWO INFRASTRUCTURE DEVELOPMENT PVT. LTD. We are pleased to inform you that you have been appointed for the position of **Interior Designer**, with effective from **01-09-2023**.

You will be reporting to **Mr. Rajesh Reddy (Architecture)**

We wish you good luck for new role & responsibilities.

We hope that you will continue your commitment & devotion to the role.



For TWO Infrastructure Design Pvt Ltd.

Mr. Siddhesh Patil
(CEO)



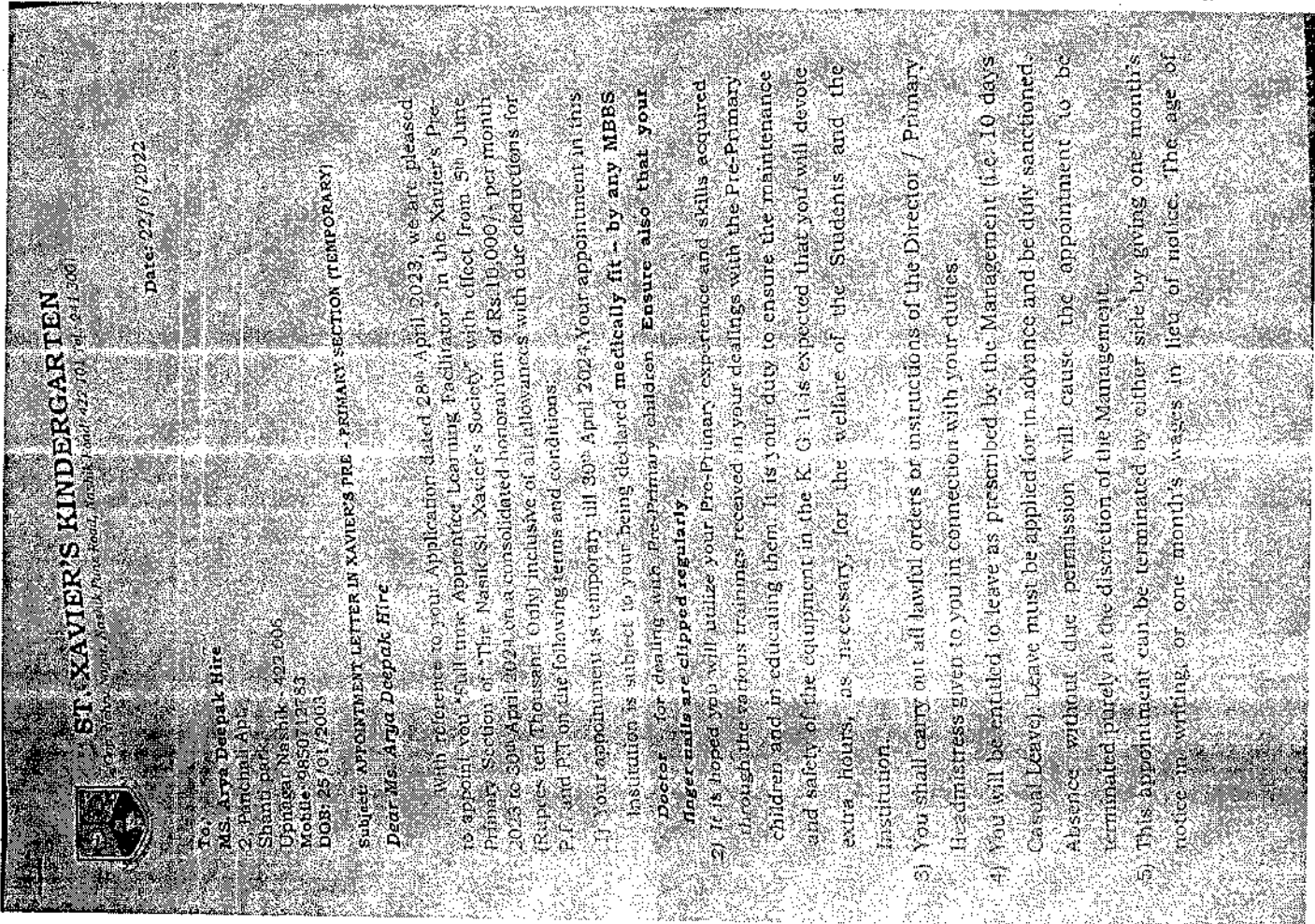
91 9557 51676 | hr@twoinfra.com | www.twoinfra.com

TWO INFRASTRUCTURE DEVELOPMENT PRIVATE LIMITED
Plot No. 27, Block No. 07, Kodambai Nagar, Kothrud, Nashik, Maharashtra, India

Akansha Patil
Sr. Interior Designer, TWOI,
Nashik


Principal
SRIK. BN-AK Mahila Mahavidyalaya,
Nashik - 422 005

Arya Hire



Principal
 SMRK-BK-XK Mahila Mahavidyalaya
 Nashik - 422 095

mentments 58 years. It is hoped that you will offer your good services to the School Staff and Students for many years to come.

8) You will be bound by the Code of Employees and Rules of The Nasik St Xavier's Society in force and framed by the Society from time to time.

9) You will be expected to take an active part in all on-going training programmes organized at Nasik or elsewhere at no extra cost to the management.

10) Saturdays are usually a holiday for students. Teachers may be called upon for duty in training students for various activities, parent interaction, and on-going formation or otherwise. The school has a tradition of teachers taking pains over weaker students as part of their responsibility. It is also customary for teachers to work overtime to complete or perfect or polish assignments entrusted to their responsibility.

11) You are expected to maintain a standard of decorum in your dress, demeanor, interaction and association with children and with those in authority. Ensure also that your finger nails are clipped regularly.

In case the above terms and conditions are acceptable to you, then you are requested to acknowledge receipt of this appointment by signing on the copy of this appointment letter as a token of your acceptance.

Dionysius T. Lobo

DIONYSIUS T. LOBO, S.J.
Manager

I accept the above appointment on the above mentioned terms and conditions

Signature: *Ms. Arya Hire* 22/06/2023

Ms. Arya Deepak Hire



Principal
SMAHILA MAHAVIDYALAYA
NASIK - 422 005

3

Mona Pabari
Interior Designer

Ref. No. :

Date :

APPOINTMENT LETTER

Date: 21st April 2023

To,
Mrunali Shivaji Tambade
Dindori
Nashik

Dear Mrunali,

Subject: Appointment as Assistant Interior Designer

We are glad to offer you the post of Assistant Interior Designer at our office in Nashik. You shall be expected to join the office immediately (within 7 days) from the date of this letter. Your initial salary for the same shall be discussed in person. The working days shall be from Monday to Saturday 11.00 am to 6.00 pm. You shall be entitled to one casual holiday per month.

If you choose to accept the offer, you are requested to sign a copy of this appointment letter as an acceptance and join the office from 1st of May 2023.

Hope to see you as a team member soon.

Regards

Mrs. Mona Pabari

Interior Designer

ID Mona Pabari STUDIO ENVISAGE

Studio Envisage



Principal
Sankar Mahila Mahavidyalaya
Nashik - 422 005

Ms. Rupali Mishra
D.P.S., Hindi Teacher.



DELHI PUBLIC SCHOOL NASHIK
UNDER THE AEGIS OF DELHI PUBLIC SCHOOL SOCIETY, NEW DELHI
info@dpsnashik.in www.dpsnashik.in

Column
Village Master
Bharat Maharashtra University of Health Science
Bhimnagar Road, Nashik - 422 004
Maharashtra, India. P: 01 2233897210, 9822132110
Admin. Office
2nd Floor, Syroni Heights
Opp. Raju Garden Bazaar
Shri Anand Road, Nashik - 422 002
P: 01 2233640050-51/7 2574135

To
Ms. Rupali Mishra
Nashik

REF: DPSN/APPL/23-24/9825
Date: 31st October 2023

Sub: Letter of Appointment

Dear Madam,

This has reference to your application for appointment at our School and the subsequent selection process conducted by us.

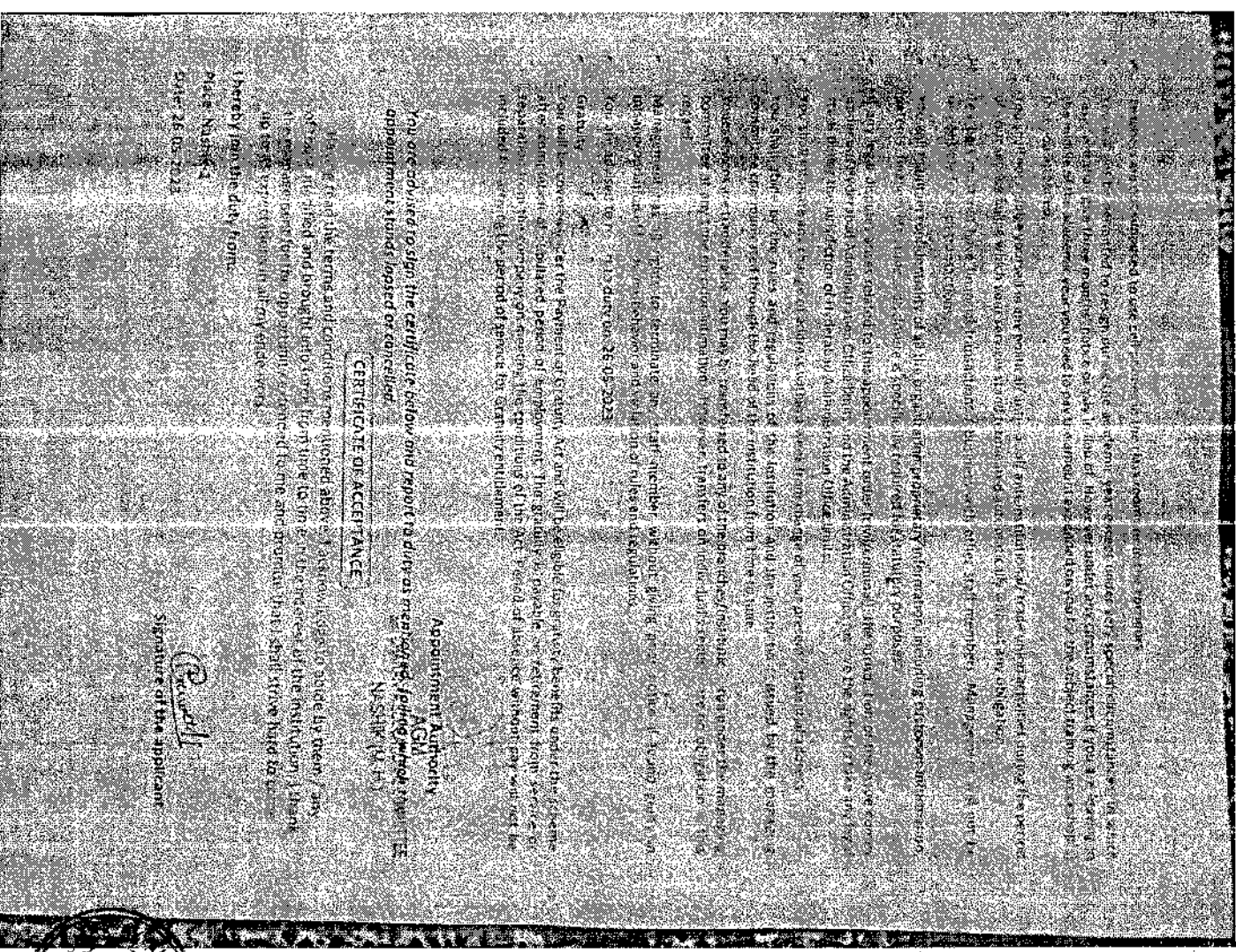
We are pleased to offer you the post of PRT ADHOC in Delhi Public School Nashik W.E.F. 4th October 2023 on subject to the following terms and conditions:-

- Your basic pay will be Rs. 20000.00 in the pay scale of PRT ADHOC, in addition to which you will get an allowance Rs. 20000.00. Thus your consolidated salary being Rs. 40000.00 as on date.
- Your appointment will be subject to your presenting a satisfactory report of medical fitness from a registered Medical Practitioner designated by the School.
- Initially, you shall be on probation for a period of one year from the date of your joining this School. The said period of probation is further liable to be extended by another year, purely at the discretion of the School Management / Managing Committee. However, even if no written communication be issued by the School Management before the conclusion of the stated probation period, either extending the period of probation or confirming you, it should be presumed that you have been placed on an extended period of probation.
- If your work and conduct during or prior to the expiry of the period of probation is found to be satisfactory, you shall, on expiry of the period of probation or the extended period of probation, as the case may be, be confirmed in writing and made permanent with effect from the date of expiry of the said period.
- It would be mandatory for you to enter into a service bond with the school, one month's salary shall be deducted from your salary towards security amount. You would have to complete the session till March 2024, failing which you would not get the security deposit already lying with us. This security deposit shall be refunded to you after expiry of your term without interest. In the event of your leaving the institution before the stipulated time or statutory notice period applicable you would have to forfeit the security deposit.
- During the probation period, your services are terminable without notice or compensation and without assigning any reason whatsoever. After confirmation, your services are terminable by either party giving three months' notice in writing or three months' salary in lieu thereof. In case of a shorter notice, whether in probation or confirmed, by either party, proportionate pay for the shortfall in notice period shall



b. Hindi_Rupali Mishra.jpeg

https://mail.google.com/mail/u/0/#inbox/FmfgzGxRdvjIRhcnkrVTwjQHPsRXv?projector=1&messagePartId=0.1



You are advised to sign the certificate below and report to duty as requested, failing which your appointment stands lapsed or cancelled.

CERTIFICATE OF ACCEPTANCE

I hereby accept the terms and conditions of the appointment as stated above and agree to abide by them and to work full time and report to duty as directed by the institution. I shall not accept any other appointment during the period of my appointment. I shall have no other employment during the period of my appointment.

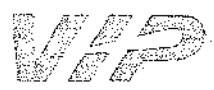
Name: NASHIK
Date: 26.05.2022

Signature of the applicant
Nashik

Appointment Authority
AGM
NASHIK (H)



Principal
S.M.R.K-87-AK Mahila Mahavidyalaya
NASHIK - 422 005



Ref: - VIPIL/HR/TRAINEE/2022.
Date:- 21-12-2022

To,

Ms. Janhvi Ramchandra Savale
Add: - N53, VF - 7/5,
Patil Nager, Cidco,
Nashik - 422009

Sub: Trainee

Dear Ms. Janhvi,

This refers to your application and subsequent interview you had with us; this is to inform you that we are engaging you as "Trainee" in our Quality Assurances Department for the period from 21-12-2022 to 20-12-2023 on the following terms and conditions:-

1. You will be paid stipend of **Rs: - 10,600/-** (Rupees Ten Thousand Six Hundred Rupees only) per month.
2. You will be paid House Rent Allowance of **Rs. 1,400/-pm** (Rupees One Thousand Four Hundred Rupees only).
3. Stipend and allowances as mentioned in clause 1 and 2 will be paid on Pro-rata basis. You will be entitled to these allowances only for the days on which you are physically present on duty and / or on sanctioned authorized paid leave or paid holidays.
4. Provident fund, ESIC and all other statutory deductions shall be made as per the respective acts.
5. You will abide by the rules and regulations of the Company that are at present in force and those that may be enforced in future in all matters of discipline and carry out all lawful and reasonable orders of superiors in the establishment. Your traineeship is liable for termination immediately without giving any notice if you are suspected or found involved for any unlawful activity.



VIP INDUSTRIES LIMITED

Factory: 78 A, MIDC Estate, Satpur, Nashik 422 007. INDIA. TEL: +91(253) 2350876/77879 FAX: +91(253) 2350756

WEB: www.vipbags.com

Registered Office : 5th Floor, DGP House, 88-C, Old Prabhadevi Road, Mumbai-400 025 INDIA. AK Mahila Mahavidyalaya, Nashik - 422 005

CIN : L25200MH1968PLC013914

VIP


6. During the period of your training with the Company you will not engage in any other profession or business and learn technology conscientiously and diligently and endeavor to qualify yourself before the expiry of training period.
7. You shall at all times maintain complete secrecy about the Company's business, affairs, inventions, special manufacturing techniques, secret process and the like which may come to your knowledge during the period of your association with us.
8. You will have to keep and render faithful account of all properties of the Company entrusted to you in the course of your association with us.
9. It is not obligatory for the Management to absorb you in the service after the completion of your training.
10. This engagement letter is issued on the understanding that all the information given by you in the application is correct, true and complete and up-to-date. Any change in the information furnished in the application by you should be reported in writing to the Human Resource Department within 7 days of occurrence of such change. In case it is found at any time that the information given by you in the application is incorrect, the company will have to terminate your engagement with us at any time without any notice.

For VIP Industries Limited



Sopan Godse
General Manager - HR & IR




Principal
SMRK-BK-AY Mahila Mahavidyalaya
Nashik - 422 005

VIP INDUSTRIES LIMITED

Factory: 78 A, MIDC Estate, Satpur, Nashik 422 007, INDIA. TEL: +91(253) 2350876/7/8/9 FAX: +91(253) 2350756

WEB: www.vipbags.com

Registered Office : 5th Floor, DGP House, 88-C, Old Prabhadevi Road, Mumbai-400 025, INDIA.

CIN : L25200MH1968PLC013914



Harjai Computers Pvt. Ltd.

4th Floor, Business Park, Next to Bajar Bhavan, S. V. Road, Majad (West), Mumbai - 400 084.
Phone: (+91-22) 4055 6200 • Fax: (+91-22) 2873 7077 • E-mail: harjai@harjai.com • Website: www.harjai.com



Appointment Letter

HCPL / 0341 / NNM / 06 / 2022

29th June, 2022

To,
Ms. Neha Narayan Mathane,
Plot No 07, Ambad, Murari Nagar,
Nashik, Maharashtra - 422009.

Dear Ms. Neha Narayan Mathane,

Subject: Position of L1 Support Engineer

With reference to your application and subsequent interview you had with us, we have pleasure in offering you the above position in our Company on the following terms and conditions.

1. Remuneration:

Your remuneration will be as per the details given in Annexure-I to this letter.

2. Effective Date of Appointment:

Your appointment shall be effective from the date of your joining the Company, which, however, shall not be later than 05/07/2022. Your appointment shall become effective from the date of your joining at the site of our Client or such location as may be designated by them. Should the Client decide to cancel the assignment / project for what-ever reasons, this letter of appointment shall stand withdrawn with immediate effect without any liability of any sort to the Company / the Client.

3. Period of Probation:

You will be on probation for a period of Fifteen (15) days from the date of your joining. This period of probation will be liable to be extended for a further period of Fifteen days at the sole discretion of the Management. During the said probation period (including the extended period, if any), and thereafter you will serve in the Company in such capacity as the Management may, in their assessment of the nature and load of work, determined from time to time.

During the tenure of the said probation period (including the extended period, if any), the Management shall have the right to terminate your services without giving you any prior notice or assigning any reasons thereof.

4. Place of Work:

a) You will form a part of the Members of Staff of the Company's establishment located in Mumbai (in the State of Maharashtra) and hence your employment with us will be regulated under the appropriate Statutory enactments / rules, framed / laid down by the Government of Maharashtra and as made applicable from time to time to the employees belonging to your category as defined in such statutory rules and regulations.



....2....

Principal

SMRK-BK-AK Mahila Mahavidyalaya
Nashik - 422 005

ISO 9001 : 2015 Certified Company

CIN : U72100MH1996PTC104114

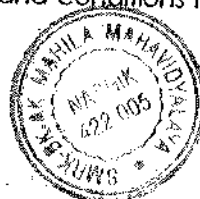
b) You may be posted on need basis or based on work exigencies, to such place or places within India or out of India, as the Management may from time to time decide at their sole discretion for the purpose of carrying out official assignments including rendering services to our clients located all over the country as well as places outside of India.

5. Hours of Work:

You will be employed as the whole-time employee of the Company. Your working hours may be regulated/specified from time to time by the Management. Further your schedule of work may be altered, modified and/or regulated to suit the administrative convenience and the exigencies of work and for which you will not be entitled to any element of additional remuneration or time off.

6. Duties and Obligation

- a) You shall, as an employee of Harjai Computers Pvt. Ltd., conduct yourself with decorum and shall honestly and efficiently discharge all duties and functions pertaining to your employment as also such other duties entrusted by the Management through any duly authorized member of the Management Team.
- b) You shall comply with all lawful orders and directives issued by your designated Supervisors / Manager, consistent with all the rules, regulations and stipulations of the Company for the time being in force and that may be introduced from time to time in future.
- c) You shall devote productively the whole of your time exclusively to carry out the duties and assignments entrusted by the Company and you shall not engage yourself, directly or indirectly, without the prior consent in writing of the Company, in any business or activities which the Company in its sole discretion consider as contrary to or inconsistent with the duties and obligations stated herein and which the Management in their judgement deem prejudicial to the interests of the Company.
- d) You shall not take up, directly or indirectly, any employment or service or assignments on behalf of third parties or on your own behalf. Also you shall not engage privately in any type of activities of commercial nature unless specifically authorized in writing by the Management of the Company to do so.
- e) You shall inform the Company at once of any act of dishonesty and or any action prejudicial to the interest of the Company on the part of any person and which may come to your knowledge.
- f) You should be aware that in the event a project-in-hand extends beyond the initially estimated time-frame, and the Company or their clients require you to remain on that project for an extended period of time to ensure unimpeded progress of that project, you shall remain on such assignment for the extended duration specified by the Company or their clients. In this connection, you should appreciate that the company is required to provide, through their designated employees, uninterrupted and reliable services to their clients. Hence, it would be necessary for you to remain on client assignment / project for a minimum uninterrupted duration of 12 months.
- g) You shall neither assign nor pledge to third parties any financial or other benefits to which you are entitled to under the terms of and conditions laid down in this letter of appointment.



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Nask. 422 005



- h) You shall ensure that the details and particulars of your compensation package are treated and Maintained as strictly confidential information of the Company. The Management strictly discourages any discussions (or disclosure of any element) of your compensation package with anyone except your Department Head or HR Manager. Non-compliance of this stipulation will be construed as breach of the terms and conditions governing your employment with us, and for which the Management will be at liberty to take strict disciplinary action against you. You should also be aware that your remuneration package is formulated by taking into account your unique profile and hence the information therein shall not be open for comparison with that of any other employee.
- i) In terms of well established norms of healthy Business Ethics, which hitherto have been strictly adhered to by the Company, you, as a responsible employee, are required to, inter alia, abide by the following stipulations:
 - a) You shall not accept or undertake to accept either directly or indirectly without the prior knowledge of the Management, any gifts, commission, or favours of any kind whatsoever related with your work which, in the opinion of the Management, is prejudicial to the interest of the Company or against their avowed business ethics.
 - b) You shall not be a party to any improper payments, gifts, or inducement of any kind to or from any person including Customers, Suppliers, Private and Public Officials.
 - c) You shall not make any promises or offer to make any payments or transfer anything of value to any individual, association, business enterprise, public body, who acting in their official capacity or of their own accord are in a position (or profess to be in a position) to influence, secure or retain any financial or business advantage by improperly performing 'business activities' with a purpose of commercial bribery, kick back or other improper means of obtaining or retaining business interest.
- j) You should be aware that the Management attaches a great deal of importance to sustaining their hitherto established good will in the related business circle and also avoiding any kind of Losses of Company resources. Hence it is essential for every employee of the Company to put in conscious and disciplined efforts to perform / discharge his duties directed towards achieving, inter alia, the said two goals of the Company with due care, acumen and responsibilities so as to avoid any possible cause leading to damage / loss to Company's assets, revenue and good will, since any efforts to establishing, post-event, the reasons for such losses becomes cumbersome, cost intensive and, more often than not, counter productive.

7. Termination

- a) Your employment with us is liable to be terminated when the Project assigned to you by us / our Client has been completed or if the Project has been cancelled by us / our Client without assigning any reasons whatsoever, by giving you the same length of notice period or 15 days' notice period (which-ever is less) as may have been given by the Client our company.
- b) In the event you wish to resign from the services of the Company, you shall do so by giving 90 days prior notice in writing in that behalf and also after having completed conclusively the projects handled by you, duly supported with Certificate of Completion or relevant NOC (No Objection Certificate), in writing, from the concerned Project-in-Charge.



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Nasik - 422 005

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: 4 :

In the event of your leaving the employment with the Company without giving the notice as aforesaid, you shall pay to the Company an amount equivalent to three months of your immediate last drawn salary. However the decision to accept such payment in lieu of notice period shall vest solely with the Company.

c) Not with standing what has been stated in sub-clauses 7(a) and 7(b) hereof, the Company may terminate your employment forthwith without giving any notice whatsoever without payment in lieu there of in case of any act of disobedience, indiscipline, insubordination, incivility, insobriety, dishonesty, irregular attendance, or other serious misconduct or negligence on your part, or any incompetence displayed in the discharge of your duties, or the breach on your part of the terms of your employment, or if you become bankrupt or you are adjudged insolvent or on your compromising with your creditors. In such eventualities, the judgement of the Company as to whether any of the events mentioned therein has occurred shall be final and binding on you and you shall not be entitled to question the same on any ground whatsoever.

d) This offer of appointment is made on the basis of information and other documents / records furnished by you in support of your past services elsewhere. If at any time it is revealed that the employment with us has been obtained by furnishing untrue, misleading, partial information or by with-holding or suppressing material information, the Company will be at liberty to terminate your services at any time without any prior notice.

8: **Actions upon Termination of Employment:**

a) Upon termination of your employment with the Company for any reasons whatsoever, you shall immediately:

i) Hand over your office charge to such person or persons as may be authorized by the Company on that behalf;

ii) Surrender to the Management or their authorized representative, all official business documents in your possession such as blue prints, reproduction of any data tables, calculation sheets, diaries, notes, pamphlets or books; and correspondence either addressed to you by the company or received by you for and on behalf of the Company, and also all items of use belonging to the Company such as Software, data carriers, and any other documents, records, property and effects of the Company that may be in your possession / custody pertaining to or connected with the business of the Company, or their clients or of any of the Company's subsidiaries, associates or affiliates. Further, if required by the Management to do so, surrender such documents and items at any time even during the tenure of employment with the Company.

b) Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments the amount towards any claims that the Company may have against you either under the terms of your employment or any other supplementary commitment as per this letter of appointment.

(9) **Miscellaneous:**

a) Your Date of birth as per our record is **13th September, 1999**. You will, in normal course, retire from the employment of the company at the end of the month in which you attain **60 years of age**.



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SMRK-BK-AK Mahila Mahavidyalaya
Nasik - 422 005

Am

b) The failure of the Company to assert any claim or right, against you, hereunder, on any one or more instances shall not constitute a waiver of such claims or rights with respect to future performance of such obligations and any other obligation under this letter of appointment.

c) The rights and obligations of the Company and your rights and obligations created, in particular with this letter of appointment, is in effect, but not limited to, transfer of intellectual property, proprietary rights, confidentiality, non-competition, non-solicitation and non-interference will sustain indefinitely the termination of this letter of appointment and such rights and obligations shall be binding upon permitted assigns, successors and legal representatives.

Note-Annexure-II embodies the document "Non-disclosure and Proprietary Rights Agreement" which forms an integral part of this letter of appointment.

d) All notices under this letter of appointment / Agreement shall be in writing and be deemed as served to the respective addresses if sent by Registered Post. In the case of the Company the proper address is the Registered office of the Company. And in your case it is your last known address as recorded in our H.R Department Records. In establishing service of such correspondence, it shall be sufficient to show that such Notices were properly addressed and posted.

e) The Company shall have the right to add, to modify, to alter or abrogate from time to time any terms of the employment including remuneration and perquisites, and such changes will be communicated to you by individual letter or by Circular.

f) The Company's entire liability towards you is limited to the salary and reimbursement of expenses, if any, legitimately payable.

g) You shall comply with all State and local laws and rules & regulations pertaining to the performance of this agreement and those governing the employment.

We are forwarding this letter in duplicate, and request you to kindly return to us the duplicate copy duly signed and dated by you in token of your acceptance of the aforesaid terms and condition of employment as soon as possible or at least by close of office hours on or before 24 Hours of joining date failing which this offer will stand withdrawn.

On the day of your joining our organization, please submit originals plus photocopies of all your certificates along with copies of your Pan Card & Aadhar Card. The originals will be returned to you immediately after verification, preferably on the same day. Please also submit two passport size photographs.

In case you require any clarification please contact the undersigned.

As



Principal
SMRK-BK-AK Mahila Mahavidyalaya
Nashik - 422 005



: 6 :

Please note that once you acknowledge acceptance of this offer, you are bound by all the above terms and conditions incorporated in this letter of appointment. In the event of your failure thereafter to join the Company and honour the terms and conditions of this letter of appointment, the Company may initiate such action against you as deemed suitable or as advised.

For and on behalf of
Harjai Computers Pvt. Ltd

I accept the afore said terms and will join the duty on _____


Name of
Employee :

Signature

Place :

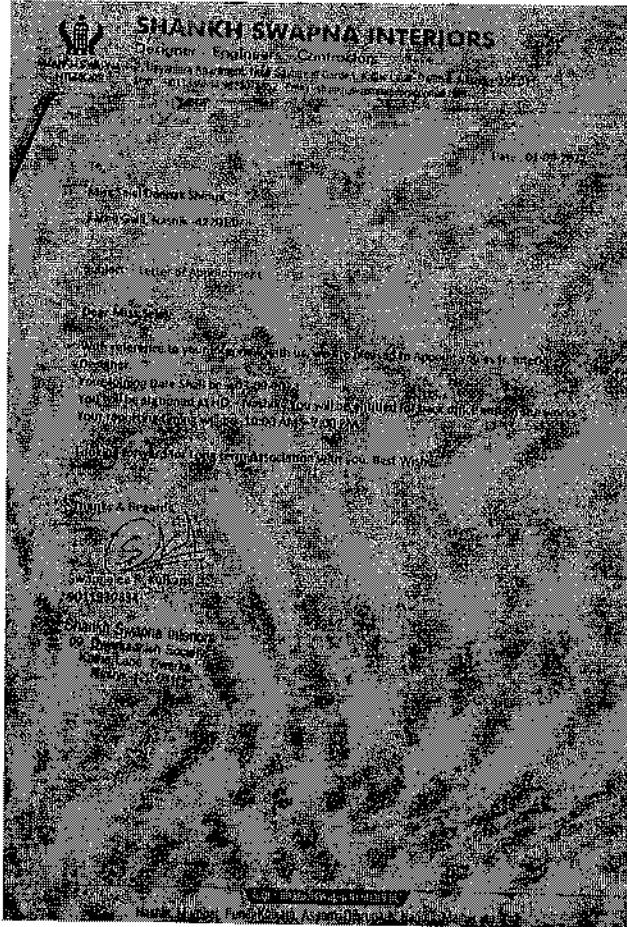
Date :




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SMRK-BK-AK Mahila Mahavidyalaya
Nasik - 422 005

RM. Dept.
Working.

Sr.No.	Name of the Student	Designation	Office Address
1	Sejal Shimpi	Interior Designer	Shankh Swapna Interiors, Nashik <i>Swapalce Kulkarni</i>
2	Radhika Kasture	Interior Designer	MRSW DI Associates, Canada Corner, Nashik



Sejal Shimpi

Sejal Shimpi - 8857847675

Radhika Kasture - 9075205310



KS
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Nashik - 422 005



Ref No: CAZAPR/RES/1991759525/2023-24
Mr. PRITIKUMAR SURVESH YADAV

Branch: NASHIK
Region: MAHARASHTRA
Date: 21-01-2023

CO SURVESH YADAV PLOT NO 117
118 ROW HOUSE NO 52 SN 198
SIDDHILAKHA CO OP HOUSHOK
NASHIK-422012
MAHARASHTRA
MOB: 99-7766850753

Dear Sir/Madam,

Re: Appointment as Insurance Advisor (IA) of SBI Life Insurance Co. Ltd.

IA Code: SL1991759525

You are hereby appointed as an Insurance Agent / Advisor as per SBI Life's Policy on Matters relating to Insurance Agents & Policy of Sales Persons for procuring the insurance business. Your new SBI Life Insurance (The Company's) agency code number is SL1991759525. You are requested to quote your agency code number in all future correspondence.

Your appointment as an Insurance Advisor will commence from 21-01-2023. Your first agency year is from 21-01-2023 to 21-01-2024 and subsequent agency years shall be of 12 months duration.

You have registered your name as Mr. SURVESH YADAV as a promoter for the aforementioned agency.

You are presently attached to the unit of Mr / Ms. SUNIL PATIL, Development Manager and will continue to do so. However, in future, the Company reserves the right to shift you to any other Development Manager.

You will have to fulfil the minimum business requirement (MBR) criteria as prescribed by the Company every agency year (after which your agency may be placed under MBR suspension from 01-04-2024 to 31-03-2025). During the MBR suspension period as mentioned above, you will have to stop in this state your agency and will require to comply with minimum business requirement criteria for the state of Maharashtra of that agency year. Your agency shall be reviewed on the last day of suspension period, and if the minimum business requirement is not achieved your agency shall be terminated under MBR.

Your appointment will be bound by the following:

1. Relevant provisions of the Insurance Act, 1938, Insurance Laws (Amendment) Act, 2015 and the IRDAI (Appointment of Insurance Agents) Regulations, 2015 and subsequent applicable amendments and/or Regulations issued therein, and all other Acts and Regulations as may be applicable to you from time to time.
2. The Company's policy on Appointment of Insurance Agents as notified/mandated from time to time.
3. Terms and Conditions for appointment as insurance agent / advisor, as signed by you at the time of on-boarding and the Code of Conduct prescribed by the Company.
4. Fulfillment of the minimum criteria based on parameters like Minimum Business Requirement (MBR), persistency, etc. as notified by the Company from time to time.
5. Inform SBI Life in case you become one of the Promoters / Directors of the Outsourcing Service Provider for SBI Life with 7 calendar days of the event.

Further, You agree and undertake that you are aware of the terms and conditions of your appointment as an Insurance Agent / Advisor of the Company and accept the same unconditionally.

You are advised to familiarize yourself with the Insurance Act, 1938, Insurance Laws (Amendment) Act, 2015, Anti Money Laundering (AML) / Counter Financing of Terrorism (CFT) guidelines and any other applicable regulations / guidelines that may be issued by various Regulators from time to time. Breach of any of these Regulations will be viewed seriously and lack of awareness of the said regulations / guidelines shall not be accepted as a ground of objection and you shall be liable for disciplinary action.

Please be aware that you have been appointed as an Insurance Advisor for conducting insurance business on behalf of SBI Life Insurance Co. Ltd. and not as an employee. The appointment does not confer on you any rights or privileges that are available to our employees.



SBI Life Insurance Company Ltd.
Registration and Corporate Office: Kankar, M.V. Road and Western Express Highway Junction,
A-20/11/14/10, Mumbai-400 059. Tel: (022) 6191 0000 / 2994 0000
ICRA Rank: 'A+' CR: L2992AMH20XPL0127117

www.sbilife.co.in 0000

Page: 1



Principal
SMRK-BK-AK Mahila Mahavidyalaya
Nashik - 422 005



TWJ INFRASTRUCTURE DEVELOPMENT PRIVATE LIMITED
U45200RN2021PTC207300

Date

Ref: INFRRA/002

Appointment Letter

Date: 01/05/2023

Ms. Akansha Patil

Flat No. 01, Plot No. 07,
Kusum Bluum, Kothari Nagar,
Shirpur, Jalgaon.

Greetings!!!

With reference to your subsequent interview, you had with TWJ INFRASTRUCTURE DEVELOPMENT PVT LTD. We are pleased to inform you that you have been appointed for the position of Jr. Interior, with effective from 01-09-2023.

You will be reporting to Mr. Rajesh Reddy (Architecture)

We wish you good luck for new Role & responsibilities.

We hope that you will continue your commitment & devotion to the firm.



Principal
Mr. K. K. Mahila Kalyanikai
Nashik, 422 005



For TWJ Infrastructure Devp Pvt Ltd.

Mr. Siddhesh Patil
(CEO)

91 96691 61676 | twjinfra@gmail.com | www.twjinfra.com

TWJ INFRASTRUCTURE DEVELOPMENT PRIVATE LIMITED
Plot No. 01, Shirpur, Jalgaon, Dist. Jalgaon, Gujarat - 392005



ST. XAVIER'S KINDERGARTEN

Opp. Nehru Nagar, Nashik Pune Road, Nashik. Phone: 422 101. Tel: 241 3001

Date: 22/6/2022

To:
MS. Arya Deepak Hire
2, Panchali Apt,
Shanti park,
Upnagar Nashik - 422 006
Mobile: 9850712783
DOB: 25/01/2003

Subject: APPOINTMENT LETTER IN XAVIER'S PRE - PRIMARY SECTION (TEMPORARY)

Dear Ms. Arya Deepak Hire

With reference to your Application dated 28th April 2023, we are pleased to appoint you "Full time Apprentice Learning Facilitator" in the Xavier's Pre-Primary Section of "The Nasik St. Xavier's Society" with effect from 5th June 2023 to 30th April 2024 on a consolidated honorarium of Rs.10,000/- per month (Rupees ten Thousand Only) inclusive of all allowances with due deductions for P.F. and P.T on the following terms and conditions:

- 1) Your appointment is temporary till 30th April 2024. Your appointment in this Institution is subject to your being declared medically fit - by any MBBS Doctor - for dealing with Pre-Primary children. Ensure also that your *finger nails are clipped regularly*.
- 2) It is hoped you will utilize your Pre-Primary experience and skills acquired through the various trainings received in your dealings with the Pre-Primary children and in educating them. It is your duty to ensure the maintenance and safety of the equipment in the K. G. It is expected that you will devote extra hours, as necessary, for the welfare of the Students and the Institution.
- 3) You shall carry out all lawful orders or instructions of the Director / Primary Headmistress given to you in connection with your duties.
- 4) You will be entitled to leave as prescribed by the Management (i.e. 10 days Casual Leave). Leave must be applied for in advance and be duly sanctioned. Absence without due permission will cause the appointment to be terminated purely at the discretion of the Management.
- 5) This appointment can be terminated by either side by giving one month's notice in writing, or one month's wages in lieu of notice. The age of



Principal
SMRK. BK. AK. Mahila Mahavidyalaya
Nashik - 422 006

retirement is 58 years. It is hoped that you will offer your good services to the School Staff and Students for many years to come.

- 6) You will be bound by the Code of Employees and Rules of The Nasik St. Xavier's Society in force and framed by the Society from time to time.
- 7) You will be expected to take an active part in all on-going training programmes organized at Nasik or elsewhere at no extra cost to the management.
- 8) Saturdays are usually a holiday for students. Teachers may be called upon for duty in training students for various activities, parent interaction, and on-going formation or otherwise. The school has a tradition of teachers taking pains over weaker students as part of their responsibility. It is also customary for teachers to work overtime to complete or perfect or polish assignments entrusted to their responsibility.
- 9) You are expected to maintain a standard of decorum in your dress, demeanor, interaction and association with children and with those in authority. Ensure also that your finger-nails are clipped regularly.

In case the above terms and conditions are acceptable to you, then you are requested to acknowledge receipt of this appointment by signing on the copy of this appointment letter as a token of your acceptance.

D. T. Lobo
DIONYSIUS. T. LOBO, S.J
Manager

I accept the above appointment on the abovementioned terms and conditions

Signature: *Ms. Arya Deepak Hire* 22/06/2023
Ms. Arya Deepak Hire



KS
Principal
 SMRK-BK-AR Mahila Mahavidyalaya
 Nasik - 422 005

5

Mona Pabari
Interior Designer

Ref. No. :

Date :

APPOINTMENT LETTER

Date: 21st April 2023

To,
Mrunali Shivaji Tambade
Dindori
Nashik

Dear Mrunali

Subject: Appointment as Assistant Interior Designer

We are glad to offer you the post of Assistant Interior Designer at our office in Nashik. You shall be expected to join the office immediately (within 7 days) from the date of this letter. Your initial salary for the same shall be discussed in person. The working days shall be from Monday to Saturday 11.00 am to 6.00 pm. You shall be entitled to one casual holiday per month.

If you choose to accept the offer, you are requested to sign a copy of this appointment letter as an acceptance and join the office from 1st of May 2023.

Hope to see you as a team member soon.

Regards

M.S. Pabari

Mrs. Mona Pabari
Interior Designer
ID Mona Pabari
STUDIO ENVISAGE
Studio Envisage



KS
Principal
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Nashik - 422 005



DELHI PUBLIC SCHOOL NASHIK

UNDER THE AEGIS OF DELHI PUBLIC SCHOOL SOCIETY, NEW DELHI
info@dpsnashik.in

Campus
Village, Nashik
Bharati Mahavidyalaya University of Health Sciences
Dhule Road, Nashik - 422 005
Maharashtra, Pin - 422005, India
Admin. Office
2nd Floor, S. No. 121/131
Dop. H. No. 121/131
Maharashtra, Pin - 422 005
Ph. : 0179 6640526, 617 2371553

To,
Ms. Rupali Mishra
Nashik

REF: DPSN/ADPL/23-24/9825
Date: - 31st October 2023

Sub: Letter of Appointment

Dear Madam,

This has reference to your application for appointment at our School and the subsequent selection process conducted by us.

We are pleased to offer you the post of PRT ADHOC in Delhi Public School Nashik, W.E.F. 4th October 2023 on subject to the following terms and conditions:-

- Your basic pay will be Rs. 20000.00 in the pay scale of PRT ADHOC, in addition to which you will get an allowance Rs. 20000.00. Thus your consolidated salary being Rs. 40000.00 as on date.
- Your appointment will be subject to your presenting a satisfactory report of medical fitness from a registered Medical Practitioner designated by the School.
- Initially, you shall be on probation for a period of one year from the date of your joining this School. The said period of probation is further liable to be extended by another year, purely at the discretion of the School Management / Managing Committee. However, even if no written communication be issued by the School Management before the conclusion of the stated probation period, either extending the period of probation or confirming you, it should be presumed that you have been placed on an extended period of probation.
- If your work and conduct during or prior to the expiry of the period of probation is found to be satisfactory, you shall, on expiry of the period of probation or the extended period of probation, as the case may be, be confirmed in writing and made permanent with effect from the date of expiry of the said period.
- It would be mandatory for you to enter into a service bond with the school, one month's salary shall be deducted from your salary towards security amount. You would have to complete the session till March 2024, failing which you would not get the security deposit already lying with us. This security deposit shall be refunded to you after expiry of your term without interest. In the event of your leaving the institution before the stipulated time or statutory notice period applicable you would have to forfeit the security deposit.
- During the probation period, your services are terminable without notice or compensation and without assigning any reason whatsoever. After confirmation, your services are terminable by either party giving three months' notice in writing or three months' salary in lieu thereof. In case of a shorter notice, whether in probation or confirmed, by either party, proportionate pay for the shortfall in notice period shall



Principal
Nashik - 422 005

e. Hindi_Rupali Mishra.jpeg

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SPAN

SOCIAL

Welcome and Acceptance

Kshitiya Wadarkar, we would like to take this opportunity to welcome you to Spandigit Social and wish you a long and rewarding career with us.

Yours Sincerely,
HR Manager
Spandigit Social, Nasik

I, Kshitiya Wadarkar, accept the terms and conditions of this

Contract Signed Kshitiya Wadarkar
Date: _____

A copy is provided for your record.



Principal
SMRK-BK-AK Mahila Mahavidyalaya
Nasik - 422 005

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24/05/2023 11:43 AM

Sri Chaitanya SCHOOL

APPOINTMENT ORDER

Sl. No. SCTS/00/22-23

a. Name of the Applicant: POONAM KISHOR GAVALI
 b. S/o/d/o/w/o: KISHOR GAVALI
 c. Qualification: BA VISUAL ARTS
 d. Department & Designation: PRE-PRIMARY ASSOC. MOTHER TEACHER
 e. Date of Birth: 10-02-1999
 f. Date of Joining: 26-05-2023

With reference to your Application dated 26-05-2023 and the subsequent interview held at Nashik-1, The Management is pleased to offer you the post of PRE-PRIMARY ASSOC. MOTHER TEACHER at Nashik-1 Branch on a CTC (Cost to Company) of Rs. 10000/- Per month in words (Ten Thousand Only) for a period of one year on probation/other basis provided the following terms and conditions are acceptable to you.

Your Appointment is Contingent upon the following Conditions:

- Your minimum completion period of service should be one full academic year. However, if your services, actions and conduct are found detrimental to the institution and if you resort to improper conduct or indiscipline or habits of idleness either physically or mentally you shall be summarily terminated without awaiting any further notice on the basis of your performance. If you are found to be not approving or showing growth in your performance, your services will be stopped with 3 months' notice.
- You are eligible for annual increment provided your work continues to be found satisfactory. However, the grant of increment is not guaranteed in adverse cases of report and result.
- Your service to the institution must be in strict adherence to the nature of work, timeliness, leaves, holidays etc. as directed by the concerned place and work from time to time.
- The candidate shall teach for 3500 periods per day of 30 periods per week and attend to counselling of students for a minimum of 1000 hours.
- You shall be given teaching periods, preparation, substitutions, paper correction work etc. as a part of your job. The teaching period and work load allocation is in the discretion of principal keeping in view the need of the day, vary according to the basis.
- You will not be allowed to take up any full-time or part-time service in any other organization or institution once you are appointed.
- You are not allowed to leave the campus during the working hours without prior permission of the Principal and then report back, whose time spent to the service of the institution. You are expected to carry out the instructions of the Principal in the attainment of the system and the growth of the institution.
- You are not permitted to take time outside before or after working hours of the school.
- You are entitled for 17 days of casual leave in a year. Casual leave is not availed for more than two days during the absence of more than one month or less of pay.
- Teacher's casual leave will be advance (except in urgent cases) and will be considered as 1 day.
- Leave of absence may be before or after the holidays. The leave will also be considered as leave.
- You are not supposed to apply leave during examinations, important days and meetings.



Principal
 SMRK-BK-AK Mahila Mahavidyalaya
 Nashik - 422 005

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- Teachers are not supposed to use cell phones in the class room or in the corridors.
- You will not be permitted to resign during the academic year except under very special circumstances, in which case you shall give three months' notice or pay in lieu of. However under any circumstances if you are leaving in the middle of the academic year you need to pay the amount assigned to you for the subject framing work (subject to be decided).
- You shall not indulge yourself in any political, anti-social or unconstitutional trade union activities during the period of your service which your service stand terminated automatically without any obligation.
- Teachers shall not have financial transactions / business with other staff members. Management will not be responsible for such transactions.
- You will maintain confidentiality of all the organization proprietary information, including data or information on parents, finances etc., unless disclosure is specifically required for statutory purposes.
- In any legal disputes arising related to this appointment order (civil/criminal), the jurisdiction of the issue comes under jurisdiction of Hyderabad Administration Office and the Administration Office for the rights to take any legal steps under the jurisdiction of Hyderabad Administration Office only.
- You shall intimate any change of address within a week from the date of your present residential address.
- You shall abide by the rules and regulations of the Institution and the instructions issued by the managing committee communicated through the head of the institution from time to time.
- Your services are transferable. You may be transferred to any of the branches/outlets run under the managing committee at any time on prior intimation. However transfers on individual's request are no obligation on this regard.
- Management has all rights to terminate any staff member without giving prior notice if found guilty on misappropriation of funds, misbehavior and violation of rules and regulations.
- You are advised to report to duty on 26-05-2023.

Gratuity

You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the Act. Period of absence without pay will not be included for working the period of service for gratuity entitlement.

You are advised to sign the certificate below and report to duty as mentioned, failing which the appointment stands lapsed or cancelled.

Appointment Authority
AGM
NASHIK (U. H.)

CERTIFICATE OF ACCEPTANCE

I have read the terms and conditions mentioned above. I acknowledge to abide by them / any of those modified and brought into force from time to time in the interest of the Institution. I thank the management for the opportunity extended to me and promise that I shall strive hard to come up to its expectations in all my endeavors.

I hereby join the duty from
Place: Nashik
Date: 26-05-2023


Signature of the applicant




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Nashik - 422 006

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VIP

Ref: - VIPIL/HR/TRAINEE/2022.

Date:- 21-12-2022

To,

Ms. Janhvi Ramchandra Savale

Add: - N53, VF - 7/5,

Patil Nager, Cidco,

Nashik - 422009

Sub: Trainee

Dear Ms. Janhvi,

This refers to your application and subsequent interview you had with us; this is to inform you that we are engaging you as "Trainee" in our Quality Assurances Department for the period from 21-12-2022 to 20-12-2023 on the following terms and conditions:-

1. You will be paid stipend of Rs: - 10,600/- (Rupees Ten Thousand Six Hundred Rupees only) per month.
2. You will be paid House Rent Allowance of Rs. 1,400/-pm (Rupees One Thousand Four Hundred Rupees only).
3. Stipend and allowances as mentioned in clause 1 and 2 will be paid on Pro-rata basis. You will be entitled to these allowances only for the days on which you are physically present on duty and / or on sanctioned authorized paid leave or paid holidays.
4. Provident fund, ESIC and all other statutory deductions shall be made as per the respective acts.
5. You will abide by the rules and regulations of the Company that are at present in force and those that may be enforced in future in all matters of discipline and carry out all lawful and reasonable orders of superiors in the establishment. Your traineeship is liable for termination immediately without giving any notice if you are suspected or found involved for any unlawful activity.

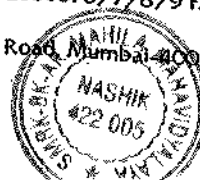
VIP INDUSTRIES LIMITED

Factory: 78 A, MIDC Estate, Satpur, Nashik 422 007, INDIA. TEL: +91(253) 2350876/7/8/9 FAX:+91(253) 2350756

WEB: www.vipbags.com

Registered Office : 5th Floor, DGP House, 88-C, Old Prabhadevi Road, Mumbai - 400 025, INDIA.

CIN : L25200MH1968PLC013914




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Nashik - 422 005


VIP

6. During the period of your training with the Company you will not engage in any other profession or business and learn technology conscientiously and diligently and endeavor to qualify yourself before the expiry of training period.
7. You shall at all times maintain complete secrecy about the Company's business, affairs, inventions, special manufacturing techniques, secret process and the like which may come to your knowledge during the period of your association with us.
8. You will have to keep and render faithful account of all properties of the Company entrusted to you in the course of your association with us.
9. It is not obligatory for the Management to absorb you in the service after the completion of your training.
10. This engagement letter is issued on the understanding that all the information given by you in the application is correct, true and complete and up-to-date. Any change in the information furnished in the application by you should be reported in writing to the Human Resource Department within 7 days of occurrence of such change. In case it is found at any time that the information given by you in the application is incorrect, the company will have to terminate your engagement with us at any time without any notice.

For VIP Industries Limited


Sopan Godse
General Manager - HR & IR




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Harjai Computers Pvt. Ltd.

4th Floor, Business Park, Next to Bajaj Bhavan, S. V. Road, Malad (West), Mumbai - 400 064
Phone: (+91-22) 4055 6200 Fax: (+91-22) 2873 7077 E-mail: harjai@harjai.com Website: www.harjai.com



Appointment Letter

HCPL / 0341 / NNM / 06 / 2022

29th June, 2022

To,
Ms. Neha Narayan Mathane,
Plot No 07, Ambad, Murari Nagar,
Nashik, Maharashtra - 422009.

Dear Ms. Neha Narayan Mathane,

Subject: Position of L1 Support Engineer

With reference to your application and subsequent interview you had with us, we have pleasure in offering you the above position in our Company on the following terms and conditions.

1. Remuneration:

Your remuneration will be as per the details given in Annexure-I to this letter.

2. Effective Date of Appointment:

Your appointment shall be effective from the date of your joining the Company, which, however, shall not be later than 05/07/2022. Your appointment shall become effective from the date of your joining at the site of our Client or such location as may be designated by them. Should the Client decide to cancel the assignment / project for what-ever reasons, this letter of appointment shall stand withdrawn with immediate effect without any liability of any sort to the Company / the Client.

3. Period of Probation:

You will be on probation for a period of Fifteen (15) days from the date of your joining. This period of probation will be liable to be extended for a further period of Fifteen days at the sole discretion of the Management. During the said probation period (including the extended period, if any), and thereafter you will serve in the Company in such capacity as the Management may, in their assessment of the nature and load of work, determined from time to time.

During the tenure of the said probation period (including the extended period, if any), the Management shall have the right to terminate your services without giving you any prior notice or assigning any reasons thereof.

4. Place of Work:

a) You will form a part of the Members of Staff of the Company's establishment located in Mumbai (in the State of Maharashtra) and hence your employment with us will be regulated under the appropriate Statutory enactments / rules, framed / laid down by the Government of Maharashtra and as made applicable from time to time to the employees belonging to your category as defined in such statutory rules and regulations.



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Nashik - 422 005

ISO 9001:2015 Certified Company

CIN:U72100MH1996PTC104314

b) You may be posted on need basis or based on work exigencies, to such place or places within India or out of India, as the Management may from time to time decide at their sole discretion for the purpose of carrying out official assignments including rendering services to our clients located all over the country as well as places outside of India.

5. Hours of Work:

You will be employed as the whole-time employee of the Company. Your working hours may be regulated/specified from time to time by the Management. Further your schedule of work may be altered, modified and/or regulated to suit the administrative convenience and the exigencies of work and for which you will not be entitled to any element of additional remuneration or time off.

6. Duties and Obligation

- a) You shall, as an employee of Harjai Computers Pvt. Ltd., conduct yourself with decorum and shall honestly and efficiently discharge all duties and functions pertaining to your employment as also such other duties entrusted by the Management through any duly authorized member of the Management Team.
- b) You shall comply with all lawful orders and directives issued by your designated Supervisors / Manager, consistent with all the rules, regulations and stipulations of the Company for the time being in force and that may be introduced from time to time in future.
- c) You shall devote productively the whole of your time exclusively to carry out the duties and assignments entrusted by the Company and you shall not engage yourself, directly or indirectly, without the prior consent in writing of the Company, in any business or activities which the Company in its sole discretion consider as contrary to or inconsistent with the duties and obligations stated herein and which the Management in their judgement deem prejudicial to the interests of the Company.
- d) You shall not take up, directly or indirectly, any employment or service or assignments on behalf of third parties or on your own behalf. Also you shall not engage privately in any type of activities of commercial nature unless specifically authorized in writing by the Management of the Company to do so.
- e) You shall inform the Company at once of any act of dishonesty and or any action prejudicial to the interest of the Company on the part of any person and which may come to your knowledge.
- f) You should be aware that in the event a project-in-hand extends beyond the initially estimated time-frame, and the Company or their clients require you to remain on that project for an extended period of time to ensure unimpeded progress of that project, you shall remain on such assignment for the extended duration specified by the Company or their clients. In this connection, you should appreciate that the company is required to provide, through their designated employees, uninterrupted and reliable services to their clients. Hence, it would be necessary for you to remain on client assignment / project for a minimum uninterrupted duration of 12 months.
- g) You shall neither assign nor pledge to third parties any financial or other benefits to which you are entitled to under the terms of and conditions laid down in this letter of appointment.



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- h) You shall ensure that the details and particulars of your compensation package are treated and maintained as strictly confidential information of the Company. The Management strictly discourages any discussions (or disclosure of any element) of your compensation package with anyone except your Department Head or HR Manager. Non-compliance of this stipulation will be construed as breach of the terms and conditions governing your employment with us, and for which the Management will be at liberty to take strict disciplinary action against you. You should also be aware that your remuneration package is formulated by taking into account your unique profile and hence the information therein shall not be open for comparison with that of any other employee.
- i) In terms of well established norms of healthy Business Ethics, which hitherto have been strictly adhered to by the Company, you, as a responsible employee, are required to, inter alia, abide by the following stipulations.
- a) You shall not accept or undertake to accept either directly or indirectly without the prior knowledge of the Management, any gifts, commission, or favours of any kind whatsoever related with your work which, in the opinion of the Management, is prejudicial to the interest of the Company or against their avowed business ethics.
 - b) You shall not be a party to any improper payments, gifts, or inducement of any kind to or from any person including Customers, Suppliers, Private and Public Officials.
 - c) You shall not make any promises or offer to make any payments or transfer anything of value to any individual, association, business enterprise, public body, who acting in their official capacity or of their own accord are in a position (or profess to be in a position) to influence, secure or retain any financial or business advantage by improperly performing 'business activities' with a purpose of commercial bribery, kick back or other improper means of obtaining or retaining business interest.
- j) You should be aware that the Management attaches a great deal of importance to sustaining their hitherto established good will in the related business circle and also avoiding any kind of Losses of Company resources. Hence it is essential for every employee of the Company to put in conscious and disciplined efforts to perform / discharge his duties directed towards achieving, inter alia, the said two goals of the Company with due care, acumen and responsibilities so as to avoid any possible cause leading to damage / loss to Company's assets, revenue and good will, since any efforts to establishing, post-event, the reasons for such losses becomes cumbersome, cost intensive and, more often than not, counter productive.

7. Termination

- a) Your employment with us is liable to be terminated when the Project assigned to you by us / our Client has been completed or if the Project has been cancelled by us / our Client without assigning any reasons whatsoever, by giving you the same length of notice period or 15 days' notice period (which-ever is less) as may have been given by the Client to our company.
- b) In the event you wish to resign from the services of the Company, you shall do so by giving 90 days prior notice in writing in that behalf and also after having completed conclusively the projects handled by you, duly supported with Certificate of Completion or relevant NOC (No Objection Certificate), in writing, from the concerned Project-in-Charge.



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In the event of your leaving the employment with the Company without giving the notice as aforesaid, you shall pay to the Company an amount equivalent to three months of your immediate last drawn salary. However the decision to accept such payment in lieu of notice period shall vest solely with the Company.

c) Not with standing what has been stated in sub-clauses 7(a) and 7(b) hereof, the Company may terminate your employment forthwith without giving any notice whatsoever without payment in lieu thereof in case of any act of disobedience, indiscipline, insubordination, incivility, insobriety, dishonesty, irregular attendance, or other serious misconduct or negligence on your part, or any incompetence displayed in the discharge of your duties, or the breach on your part of the terms of your employment, or if you become bankrupt or you are adjudged insolvent or on your compromising with your creditors. In such eventualities, the judgement of the Company as to whether any of the events mentioned therein has occurred shall be final and binding on you and you shall not be entitled to question the same on any ground whatsoever.

d) This offer of appointment is made on the basis of information and other documents / records furnished by you in support of your past services elsewhere. If at any time it is revealed that the employment with us has been obtained by furnishing untrue, misleading, partial information or by with-holding or suppressing material information, the Company will be at liberty to terminate your services at any time without any prior notice.

8: Actions upon Termination of Employment:

a) Upon termination of your employment with the Company for any reasons whatsoever, you shall immediately:

i) Hand over your office charge to such person or persons as may be authorized by the Company on that behalf;

ii) Surrender to the Management or their authorized representative, all official business documents in your possession such as blue prints, reproduction of any data tables, calculation sheets, diaries, notes, pamphlets or books, and correspondence either addressed to you by the company or received by you for and on behalf of the Company, and also all items of use belonging to the Company such as Software, data carriers, and any other documents, records, property and effects of the Company that may be in your possession / custody pertaining to or connected with the business of the Company, or their clients or of any of the Company's subsidiaries, associates or affiliates. Further, if required by the Management to do so, surrender such documents and items at any time even during the tenure of employment with the Company.

b) Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments the amount towards any claims that the Company may have against you either under the terms of your employment or any other supplementary commitment as per this letter of appointment.

(9) Miscellaneous:

a) Your Date of birth as per our record is 13th September, 1999. You will, in normal course, retire from the employment of the company at the end of the month in which you attain 60 years of age.



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Nashik - 422 005

b) The failure of the Company to assert any claim or right, against you, hereunder, on any one or more instances shall not constitute a waiver of such claims or rights with respect to future performance of such obligations and any other obligation under this letter of appointment.

c) The rights and obligations of the Company and your rights and obligations created, in particular with this letter of appointment, is in effect, but not limited to, transfer of intellectual property, proprietary rights, confidentiality, non-competition, non-solicitation and non-interference will sustain indefinitely the termination of this letter of appointment and such rights and obligations shall be binding upon permitted assigns, successors and legal representatives.

Note-Annexure-II embodies the document "Non-disclosure and Proprietary Rights Agreement" which forms an integral part of this letter of appointment.

d) All notices under this letter of appointment / Agreement shall be in writing and be deemed as served to the respective addresses if sent by Registered Post. In the case of the Company the proper address is the Registered office of the Company. And in your case it is your last known address as recorded in our H.R Department Records, In establishing service of such correspondence, it shall be sufficient to show that such Notices were properly addressed and posted.

e) The Company shall have the right to add, to modify, to alter or abrogate from time to time any terms of the employment including remuneration and perquisites; and such changes will be communicated to you by individual letter or by Circular.

f) The Company's entire liability towards you is limited to the salary and reimbursement of expenses, if any, legitimately payable.

g) You shall comply with all State and local laws and rules & regulations pertaining to the performance of this agreement and those governing the employment.

We are forwarding this letter in duplicate, and request you to kindly return to us the duplicate copy duly signed and dated by you in token of your acceptance of the aforesaid terms and condition of employment as soon as possible or at least by close of office hours on or before 24 Hours of joining date failing which this offer will stand withdrawn.

On the day of your joining our organization, please submit originals plus photocopies of all your certificates along with copies of your Pan Card & Aadhar Card. The originals will be returned to you immediately after verification, preferably on the same day. Please also submit two passport size photographs.

In case you require any clarification please contact the undersigned.

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SANKU MAHILA MANDALI
Nashik - 422 005
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Please note that once you acknowledge acceptance of this offer, you are bound by all the above terms and conditions incorporated in this letter of appointment. In the event of your failure thereafter to join the Company and honour the terms and conditions of this letter of appointment, the Company may initiate such action against you as deemed suitable or as advised.

For and on behalf of
Harjai Computers Pvt. Ltd

I accept the afore said terms and will join the duty on _____

Name of
Employee :

Signature

Place :

Date :

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