

**Shri Shivaji Science College, Amravati
Placement Committee**

Selection Supporting Documents of Placed Students in Year 2020-2021

Ms Pradnya Rajendra Mehare

Dear Pradnya,

Congratulations on your offer from MDN Properties Pvt Ltd! We are delighted to offer you the position of **Relationship Manager - Sales** with an anticipated start date of **26th May 2021**.

As discussed during your interview, etc we are offering your **2,64,000/- PA** Salary Package .

In the meantime, please don't hesitate to reach out to me, either through email or by calling me directly at [**9172758405**] if you should have any questions or concerns.

We are looking forward to hearing from you and hope you'll join our team!

Report office sharp at 9.30 am !

@3rd Floor, office no -301 golden Empire Building, opp Syngenta , near D'Mart Baner Pune, Maharashtra 411045
Regards ,

Suarshri Kulthe
HR Manager -MDN PROPERTIES PVT LTD
8999136357

"Great things in business are never done by one person. They're done by a team of people."

Shivani D Mondhe

DocuSign Envelope ID: EC312585-472C-411A-9198-15615BC861FC

SPRINGER NATURE

Springer Nature Technology and Publishing Solutions

Tower 8 & 9, Magarpatta City SEZ
Hadapsar, Pune - 411013
Maharashtra, India

T +91 20 7100 7000

F +91 20 7100 7100

www.springernature.com

May 19, 2021

Shivani Dinesh Monde

Near Hanuman Mandir Frejarpura,
Amravati,
Maharashtra - 444606

Dear Shivani,

We are pleased to offer you employment with "**Springer Nature Technology and Publishing Solutions Private Limited**" upon the terms and conditions set forth in this Contract of Employment ("Agreement") as "**Junior Editorial Advisor**" in the **Publishing Solutions**. As mutually discussed, we confirm your joining on or before '**May 20, 2021**'. The details of your employment are mentioned in this Agreement.

1. Salary

- 1.1. Remuneration: You shall receive an annual compensation package, details of which are provided in Annexure A of this Agreement, which shall be subject to such deductions for tax at source, as applicable.
- 1.2. The Company shall be entitled, at any time during your employment, or in any event of termination, howsoever arising, to deduct from your remuneration any monies due from you to the Company, including but not limited to salary, loans or advances and any excess holiday pay.
- 1.3. Please note that the details of the compensation payable to you are strictly confidential between you and the Company and you shall not divulge these particulars to any other person.

2. Probation

- 2.1. You shall initially be on probation for a period of 90 days from the actual date of joining the Company. The probation can be extended further as per the probation confirmation process of the Company.

3. Place of Work

- 3.1. Initially you will be based out of our office at Tower 8 & 9, Magarpatta City SEZ, Hadapsar, Pune 411 013, Maharashtra, India. However, you may at any time be transferred to any another department, unit or location of the Company in India or any branch/subsidiary overseas as may be considered necessary by the Company.
- 3.2. The Company may also depute you to any work or assign your services to any affiliates, associate company, branch, office, joint venture, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement. You may also be required on a temporary basis to work at any office based in India or overseas.

Annexure A**SALARY BREAK UP**

Name Shivani Dinesh Monde
Job Title Junior Editorial Advisor
Vertical Publishing Solutions

Sr. No.	Particulars	Annual	Monthly	Remarks
1	Basic Salary	182,400	15,200	
2	House Rent Allowance	72,960	6,080	
3	Leave Travel Allowance	-	-	
4	Food Coupons	-	-	
5	Personal Allowance	17,002	1,417	
A	Base Pay/ Gross	272,362	22,697	
	Others			
B	Statutory Bonus	27,000		- This is an indicative amount. - The actual payout will be as per the provisions of the Payment of Bonus Act, 1965 as may be revised from time to time by government authorities.
	ESIC Employer's Contribution	-	-	
	Total of B	27,000	-	
	Total (A+B)	299,362	22,697	
	Retirals			
C	Gratuity	8,750	729	
	Employer's Contribution to PF	21,888	1,824	
	Total of C	30,638	2,553	
	A+B+C	330,000	25,250	

Note:

1. All amounts in Indian Rupees

DocuSigned by:

 007881938EF6441...

19 May 2021

Hiral Dholakia
 Associate Director - Human Resources
 Springer Nature Technology and Publishing Solutions Private Limited

Place: Pune, Maharashtra.

Acceptance I, Shivani Dinesh Monde, have read and understood the above Compensation package related to my services and employment with Springer Nature Technology and Publishing Solutions Private Limited and the same is acceptable to me.

Place: Amravati

Signature: 
 Date: 13062F436C0741E...
 19 May 2021

Anniruddha Hande



Unilink Marketing LLP

UML/HO/HR/002

NOV 25th 2020

Mr. Aniruddha Hande.

Subject: OFFER CUM APPOINTMENT LETTER.

Dear Aniruddha,

This is with the reference to your application and subsequent interview you had with us we are pleased to offer you the post of Executive Legal Advisor R&D Sales West Zone in Unilink Marketing LLP,Pune.

Your date of joining will be on **25-Nov-20** on the terms and conditions mutually agreed & your monthly CTC salary will be Rs.49,792/-.

You are advised to bring/send following documents at the time of joining:

1. Two passport size photographs.
2. Photocopies of Educational qualifications.
3. Photocopy of PAN card.
4. Date of Birth age proof.
5. Relieving and experience certificate from previous employer.
6. Last two months' salary slip.

Please sign the hard copy of this offer letter and send the scan copy to us.

Unilink Marketing LLP

ANJUMAN SHAIKH
HR Manager

+91 8007879123

info@unilinkbiz.com

www.unilinkbiz.com

4, Tilak Apartment, 2nd Floor, 305/377, Gurunanak Nagar, Bhawani Peth, Pune - 411042



TCS Recruitment -... 8:04 PM



to me ▾

Dear **Rasika Patil**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link:
<https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.

Rishabh Gawai

TCS Offer Letter Inbox



TCS Recruitment - E... 6 days ago

to me ▾



Dear **Rishabh Gawai**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link:
<https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.

Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) /
ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

Wipro Enrollment Letter Inbox



campus offerletters May 22

to me ▾



May 22, 2021

Dear **Rishabh Gawai**,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the link below to review and accept your enrollment letter at the earliest.

[Click to Complete](#)

Your Login Information:

Login Name: rishabhgawai123@gmail.com

(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com or call on toll free no:- 18001034678 | 8.30 am to 6.00 pm Mon-Fri|

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

This message was sent to rishabhgawai123@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=D12020837525&contactId=6707894>

Ku. Bhumika Gawande

TCS Offer Letter

Inbox



TCS Recruitment - Entr... 5:35 pm

to me ▾



Dear **Bhumika Gawande**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Abhishekh Jayhari Gawali

7/8/2021

Gmail - Fwd: Confirmation Email



Dr Ujwala Junghare <usjunghare@gmail.com>

Fwd: Confirmation Email

1 message

B. Mukul <mukul15@gmail.com>
To: Dr Ujwala Junghare <usjunghare@gmail.com>

8 July 2021 at 12:02

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

From: **Robin Patel** <robin.patel@acuteinformatics.in>
Date: Wed, Jul 7, 2021 at 6:52 PM
Subject: Confirmation Email
To: <gawaliab7@gmail.com>
Cc: B. Mukul <mukul15@gmail.com>, Ankita Patel <ankita.patel@acuteinformatics.in>

Letter of Intent:-

Date: - 07/07/2021
Name: - Abhishekh Gawali

Letter of Intent

Dear Abhishekh,

With reference to your application given to us and the subsequent interview you had with us, we are pleased to appoint you in our organization as a Trainee for our Acute Informatics Pvt. Ltd office in Pune. You will be offered 8,647/-Fixed CTC Stipend for two month after that based on your performance salary will be appraised between 11000 to 15000 Take Home per month.

You shall join the services of the Company on 12th July 2021. We shall appreciate your confirmation of acceptance of the above offer.

Initially, You will have to report at Ahmedabad for one month training period and Accommodation will be provided by the Company.

You will deploy at the Pune office once the training period is over.

You would be on probation of Three months which may be extended further depending upon your performance. The Management has the full right to terminate your service without any notice during the probation period. The business hours begin from 10:00 AM onward; depending on the requirement of business it can be changed.

You are requested to submit the following documents for the BGV Process.

- 1) Updated resume
- 2) Photocopy of Pan Card
- 3) Photocopy of Aadhar Card
- 4) Passport size Photograph
- 5) Certificate & All Mark sheets of 10th, 12th and Graduation / degree / diploma / Postgraduate

Once again we would like to thank you for your interest in seeking a career with our Organization.

And hope you will have a faithful and successful career with us.

Best Regards,
Robin Patel
HR and Admin - Executive

7/8/2021

Gmail - Fwd: Confirmation Email

Handheld: +91- 9723461548

Acute Informatics Pvt. Ltd.
(www.acuteinformatics.in)



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Tejas Sunil Sahare

7/8/2021

Gmail - Fwd: Confirmation Email



Dr Ujwala Junghare <usjunghare@gmail.com>

Fwd: Confirmation Email

1 message

B. Mukul <mukul15@gmail.com>
To: Dr Ujwala Junghare <usjunghare@gmail.com>

8 July 2021 at 12:02

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

From: **Robin Patel** <robin.patel@acuteinformatics.in>
Date: Wed, Jul 7, 2021 at 6:53 PM
Subject: Confirmation Email
To: <tejassaharestudio@gmail.com>
Cc: B. Mukul <mukul15@gmail.com>, Ankita Patel <ankita.patel@acuteinformatics.in>

Letter of Intent:-

Date: - 07/07/2021
Name: - Tejas Sahare

Letter of Intent

Dear Tejas Sahare,

With reference to your application given to us and the subsequent interview you had with us, we are pleased to appoint you in our organization as a Trainee for our Acute Informatics Pvt. Ltd office in Pune. You will be offered 8,647/-Fixed CTC Stipend for two month after that based on your performance salary will be appraised between 11000 to 15000 Take Home per month.

You shall join the services of the Company on 12th July 2021. We shall appreciate your confirmation of acceptance of the above offer.

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You are requested to submit the following documents for the BGV Process.

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Once again we would like to thank you for your interest in seeking a career with our Organization.

And hope you will have a faithful and successful career with us.

Best Regards,
Robin Patel
HR and Admin - Executive

Handheld: +91- 9723461548

7/8/2021

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Mr. Prajwal S. Kandalkar

7/8/2021

Gmail - Fwd: Confirmation Email



Dr Ujwala Junghare <usjunghare@gmail.com>

Fwd: Confirmation Email

1 message

B. Mukul <mukul15@gmail.com>
To: Dr Ujwala Junghare <usjunghare@gmail.com>

8 July 2021 at 12:02

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

From: **Prajwal Kandalkar** <pkandalkar043@gmail.com>
Date: Thu, Jul 8, 2021 at 10:20 AM
Subject: Re: Confirmation Email
To: Robin Patel <robin.patel@acuteinformatics.in>
Cc: B. Mukul <mukul15@gmail.com>, Ankita Patel <ankita.patel@acuteinformatics.in>

I accept the offer.

On Wed, 7 Jul 2021 7:00 pm Robin Patel, <robin.patel@acuteinformatics.in> wrote:

Letter of Intent:-

Date: - 07/07/2021
Name: - Prajwal Kandalkar

Letter of Intent

Dear Prajwal,

With reference to your application given to us and the subsequent interview you had with us, we are pleased to appoint you in our organization as a Trainee for our Acute Informatics Pvt. Ltd office in Pune. You will be offered 8,647/-Fixed CTC Stipend for two month after that based on your performance salary will be appraised between 11000 to 15000 Take Home per month.

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Once again we would like to thank you for your interest in seeking a career with our Organization.

And hope you will have a faithful and successful career with us.

Best Regards,
Robin Patel
HR and Admin - Executive

7/8/2021

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Ms. Achal R. Kashyap

7/8/2021

Gmail - Fwd: Confirmation Email



Dr Ujwala Junghare <usjunghare@gmail.com>

Fwd: Confirmation Email

1 message

B. Mukul <mukul15@gmail.com>
To: Dr Ujwala Junghare <usjunghare@gmail.com>

8 July 2021 at 12:02

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

From: **Robin Patel** <robin.patel@acuteinformatics.in>
Date: Wed, Jul 7, 2021 at 6:54 PM
Subject: Confirmation Email
To: <kashyapaachal99@gmail.com>
Cc: B. Mukul <mukul15@gmail.com>, Ankita Patel <ankita.patel@acuteinformatics.in>

Letter of Intent:-

Date: - 07/07/2021
Name: - Achal Kashyap

Letter of Intent

Dear Achal,

With reference to your application given to us and the subsequent interview you had with us, we are pleased to appoint you in our organization as a Trainee for our Acute Informatics Pvt. Ltd office in Pune. You will be offered 8,647/-Fixed CTC Stipend for two month after that based on your performance salary will be appraised between 11000 to 15000 Take Home per month.

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Best Regards,
Robin Patel
HR and Admin - Executive

7/8/2021

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Ms. Pratiksha A. Gulhane

7/8/2021

Gmail - Fwd: Confirmation Email



Dr Ujwala Junghare <usjunghare@gmail.com>

Fwd: Confirmation Email

1 message

B. Mukul <mukul15@gmail.com>
To: Dr Ujwala Junghare <usjunghare@gmail.com>

8 July 2021 at 12:03

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

From: **pratiksha Gulhane** <pgulhane909@gmail.com>
Date: Thu, Jul 8, 2021 at 11:19 AM
Subject: Re: Confirmation Email
To: Robin Patel <robin.patel@acuteinformatics.in>
Cc: B. Mukul <mukul15@gmail.com>, Ankita Patel <ankita.patel@acuteinformatics.in>

I accept the offer.

On Wed, 7 Jul 2021 6:58 pm Robin Patel, <robin.patel@acuteinformatics.in> wrote:

Letter of Intent:-

Date: - 07/07/2021
Name: - Pratiksha Gulhane

Letter of Intent

Dear Pratiksha,

With reference to your application given to us and the subsequent interview you had with us, we are pleased to appoint you in our organization as a Trainee for our Acute Informatics Pvt. Ltd office in Pune. You will be offered 8,647/-Fixed CTC Stipend for two month after that based on your performance salary will be appraised between 11000 to 15000 Take Home per month.

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Robin Patel
HR and Admin - Executive

7/8/2021

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Mr. Abhishek P. Sudke

7/8/2021

Gmail - Fwd: Confirmation Email



Dr Ujwala Junghare <usjunghare@gmail.com>

Fwd: Confirmation Email

1 message

B. Mukul <mukul15@gmail.com>

8 July 2021 at 12:02

To: Dr Ujwala Junghare <usjunghare@gmail.com>

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

From: **Robin Patel** <robin.patel@acuteinformatics.in>

Date: Wed, Jul 7, 2021 at 6:55 PM

Subject: Confirmation Email

To: <apsudke25@gmail.com>

Cc: B. Mukul <mukul15@gmail.com>, Ankita Patel <ankita.patel@acuteinformatics.in>

Letter of Intent:-

Date: - 07/07/2021

Name: - Abhishek Sudke

Letter of Intent

Dear Abhishek,

With reference to your application given to us and the subsequent interview you had with us, we are pleased to appoint you in our organization as a Trainee for our Acute Informatics Pvt. Ltd office in Pune. You will be offered 8,647/-Fixed CTC Stipend for two month after that based on your performance salary will be appraised between 11000 to 15000 Take Home per month.

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Robin Patel

HR and Admin - Executive

Handheld: +91- 9723461548

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(www.acuteinformatics.in)

7/8/2021

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Rutuja Gajanan Gophane



June 30, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

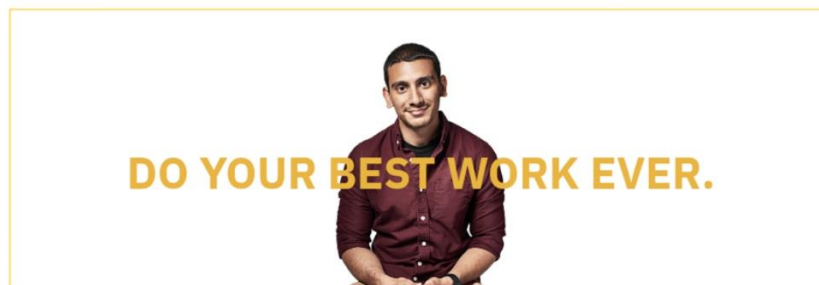
Dear Rutuja Gajanan Gophane

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate – Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





June 30, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Rutuja Gajanan Gophane

We are pleased to offer you the position of Associate – Technical Engineer, in band 04G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

As announced in October 2020, IBM intends that its managed infrastructure services business of the GTS organization will become an independent company named Kyndryl by the end of 2021, creating two distinct and powerful market-leading companies. Together, we will advance the vital systems that power the digital economy. Serving over 4,600 technology-intensive, highly regulated customers, including over 75% of the Fortune 100, our people will design, run, and manage the most modern and reliable technology infrastructure that the world depends on today.

IBM currently plans that within the third quarter of 2021, Kyndryl will commence operations within IBM in most countries. Kyndryl will then spin off from IBM as a separate publicly traded company on a date to be announced, subject to the satisfaction of regulatory requirements. As you are aware, your role is to perform or support the Infrastructure Services. Thus, your role may be transferred to the relevant Kyndryl entity in your country as part of the spin off. Until IBM's Infrastructure Services teams are transferred to the Local Kyndryl entity, and you have been notified of the transfer, you will work in support of the Infrastructure Services team(s) at IBM.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 7, 2021 . Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.



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ANNEXURE A

DATE	June 30, 2021		
NAME	Rutuja Gajanan Gophane	BAND	04G
DESIGNATION	Associate – Technical Engineer	LOCATION	Hyderabad
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

Chetan S. Satpute



RALLIS INDIA LIMITED

Ref. No.: RIL/HR/AKOLA/2020

Date: - 25/08/2020

Full Name : Mr. Chetan Sharad Satpute
Correspondence Address : At. Post. Small I U D P katol Nagpur road katol,
Tq.katol, Dist.nagpur-441302
Maharashtra
Contact Number : 8806747051
e-mail ID : chetansatpute938@gmail.com

Subject: Appointment as "Fixed Term Trainee"

Dear Chetan,

This has reference to the interview you had with us. We have pleasure in appointing you as **Fixed Term Trainee (FTT-G)** at our Akola Plant, for a period of two years, effective from **1st September, 2020** on the following terms and conditions:

1. Your training will be for a period of Two years from the date of commencement.
2. You will continue this Training subject to your passing of **B.Sc in Environmental Science in Production Department**. You will submit the final semester mark-sheet and the degree completion certificate within one month from declaration of results.
3. During the training period, you will be paid a consolidated amount of **Rs.8,800/-** (Rupees Eight Thousand Eight Hundred only) per month for full working days attendance, as Stipend during the First Year and **Rs. 9,900/-** (Rupees Nine Thousand Nine Hundred only) per month for full working days attendance during the Second Year.
4. You will be covered under the Employees Provident Fund (PF) and your contribution @ 12% will be deducted from your earned stipend. The equal contribution of the employer, along-with your contribution, will be deposited in the Trust / respective authority on a monthly basis.
5. You will be covered under the Employees State Insurance Act, under which contribution on your part will be deducted from your monthly stipend as per the provisions made under the Act if applicable.
6. On the basis of your Bio-data and the supporting you have submitted, your date of birth is **08/04/1997**, which shall be treated as conclusive.
7. During your training period, you will be permitted to avail 10 days Leave for a full calendar year at the proportionate basis and Paid Holidays as applicable to the location at which you are placed.
8. (a) You shall at all times during your period of training, work faithfully and diligently as a Trainee and perform all allotted tasks efficiently and shall at all times exert yourself to the best of your skill, ability and knowledge.
(b) You will readily and cheerfully obey, observe and execute orders, instructions and directions oral or written, general or special given to you from time to time by your superiors.
(c) You will not absent yourself from the establishment without permission except in the event of sickness certified by a duly qualified medical practitioner and will at all times conduct yourself in an orderly and proper manner and keep sober and behave well and abide by such of the Company's rules and regulations as may for the time being be in force.
(d) You will promote the interest of the Company to the best of your ability.
(e) You will endeavor to keep yourself informed and be in touch with current trade, scientific and technical data and recent developments in theory and practice relating to the work, office or functions to be performed by you. ..2/-

Corporate Office: 2nd Floor Sharda Terraces, Plot No. 65, Sector 11, CBD Belapur, Navi Mumbai – 400 614.
Tel: 91 22 6776 1700, Fax: 91 22 6776 1634

Registered Office: 23rd Floor, Lodha Excelus at New Cuffe Parade, Off Eastern Freeway, Wadala, Mumbai 400037.
Tel: 91 22 6665 2700 website: www.rallis.co.in

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9. You will devote your whole time to your training and will not engage or be concerned directly or indirectly in any service, business, occupation or training on your own account or for any other employer.
During the Training period you may be transferred to any plant, location or office of the Company, as per the need of the organization. The management's decision in the matter will be final.
10. You will not do or permit or suffer to be done any damage or injury to the property of the Company.
11. In the event of your being found unsuitable or unsatisfactory during your training or in the event of your committing any breach of the terms herein mentioned or committing gross misconduct as per the applicable rules of the Company, the Company shall be free to terminate your training without notice or compensation.
12. If you are disabled on account of sickness or any other reason from attending the training for a continuous period of more than 10 days at any time, your training shall forthwith become liable to be terminated and any further continuance of training shall be at the sole discretion of the Company.
13. Along-with on job training, you will undergo a class room training too, to give you overall information & knowledge about Company product, production process, raw and finish material, Quality Systems, TBEM, TCOC, Safety and other procedures and practices, etc. A periodic assessment about your acquiring the above will be conducted on periodical basis.
14. The Company may extend the period of your training on account of failure to maintain the required progress and in which case all the terms thereof shall continue to apply. The maximum period of such extension shall be determined by the Company.
15. The Company may recover from you a sum of money to cover loss occasioned by any damage to machinery, tools, plant etc. due to any willful or negligent act on your part.
16. Subject to satisfactory progress and periodical / final assessment made of your aptitude and performance towards the end of your training and also subject to there being vacancy at the relevant time; you may be absorbed in the regular service of the Company. However, this will be at the sole discretion of the Company.
17. So long as you are in the training or employment of the Company you will at all times observe secrecy and confidentiality in respect of Company data and will not divulge, disclose or make known to any unauthorized person any information / knowledge / data which may come to your knowledge, to anyone within or outside the Company. Nor will you unauthorisedly use any knowledge or information in respect of manufacturing technical trade or data (including design, drawing, sketches, manufacturing process, technical know-how, customer information, business plans, methodologies, systems, procedure and like matters, etc.) which are necessarily confidential and have come to your knowledge and possession during your training with the Company. You will also not remove any such information in any form whatsoever from the Company premises nor copy or transmit the same unauthorisedly. Nor will you grant permission to assist, permit entry to or in any manner, co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing such information / data. Even after the cessation of your contract with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession during

..3/-

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your training or whilst in service. You will also observe all the confidentially measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality of documents, computer floppies, CDs, pen drives, or any other electronic or physical data whatsoever.

18. You will assign to the Company your entire right, title and interest in and to any and all invention and improvements which (either solely or jointly with anyone else in the Company) you may make or acquire during your training or employment with the Company.
19. You will also perform such acts and execute such documents (without expense to you), which in the judgment of the Company or its attorneys may be necessary or desirable to secure to the Company the best patent protection and any and all rights related to such inventions and improvement.
20. During the period of training, you will not be entitled to any benefits such as gratuity, superannuation, leave encashment etc. as admissible to the regular employees of the Company. It is specified for the purpose of clarity that you will only be entitled to the stipend and benefits specifically mentioned in this letter.
21. It is also hereby clarified that you will be required to make your own arrangement for accommodation at the location at which you are posted and the Company will not be obligated to provide you with accommodation.
22. Nothing herein contained shall be construed as a contract for service or employment so as to constitute you as an employee in the Company's Undertaking or Establishment to which you may be attached for the time being or giving you a claim for seniority in any employment offered and accepted. The period of training, if you are subsequently absorbed in the Company's service, will not be reckoned for any purpose of continuity of service, seniority or any other benefits whatsoever.
23. You will be allowed to join your training, provided you are declared medically fit by the Company's Medical Officer.
24. This offer of Training will be valid for a period of 10 days from the date of this letter.
25. During the period of your training period or extension thereof, your appointment can be terminated by either party by giving one months notice.

Please sign the duplicate of this letter in token of your acceptance of the above terms and conditions.

Yours faithfully,
For **Rallis India Limited**

Alok Chandra
Vice President
HR & Corporate Sustainability

Accepted : YES/NO
Signature : _____
Full name & local address : _____
Contact Number : _____, e-mail ID: _____

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Tel: 91 22 6665 2700 website: www.rallis.co.in

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August 25, 2020

Name: Mr. Chetan Sharad Satpute
Location: Akola

Dear Chetan,

Subject: Retention Benefit

This has reference to your appointment as Fixed Term Trainee for a period of two years with us.

To provide additional incentive for your learning during the training period and completion of training, it has been decided to pay "Retention Benefit" to you subject to following terms and conditions:

- The 'Retention Benefit' is a payment that is entirely at the discretion of the company and the trainee fulfilling some eligibility conditions.
- The 'Retention Benefit' shall be paid to you only at the end of your successful completion of your training period of two years and your behavior and conduct being satisfactory.
- This 'Retention Benefit' shall depend on the rating obtained by you in your assessments in the both years as per the following table.

Qualification	1st Year rating			2nd Year rating			Total 'Retention Benefit'		
	B+' rating	'A' rating	'A+' rating	B+' rating	'A' rating	'A+' rating	B+' rating	'A' rating	'A+' rating
B.Sc	11000	11800	12600	13500	14400	15400	24500	26200	28000

- In case you leave the services of the company before completion of two years training period, you shall not be eligible to or paid any 'Retention Benefit'.
- Payment of 'Retention Benefit' will not make you eligible for automatic absorption in to the services of the company.

Your compensation details are your personal information and should be treated as **strictly private and confidential**.

With Best Wishes to you and your family.

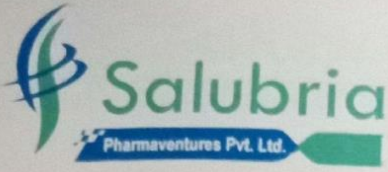
Alok Chandra
Vice President
HR & Corporate Sustainability

Corporate Office: 2nd Floor Sharda Terraces, Plot No. 65, Sector 11, CBD Belapur, Navi Mumbai – 400 614.
Tel: 91 22 6776 1700, Fax: 91 22 6776 1634

Registered Office: 23rd Floor, Lodha Excelus at New Cuffe Parade, Off Eastern Freeway, Wadala, Mumbai 400037.
Tel: 91 22 6665 2700 website: www.rallis.co.in

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Anup A. Taiwade



Branch Office :
Salubria Pharmaventures Pvt. Ltd
Plot No. 31-A, Ramkrishna Nagar,
Khamla Road, Nagpur - 440 015.
E-mail : salubriapharma@gmail.com
Tel. : +91 9763721378

Tuesday 11th AUGUST 2021

ANUP ASHOKRAO TAIWADE

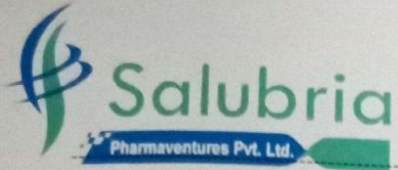
002,Amber Heights, Priya Town,
Ship Shegaon, Rahatgaon
Amravati-444602
Stat - Maharashtra

Dear,

Mr. ANUP ASHOKRAO TAIWADE

Subsequent to the interview you had with us ,we are pleased to make you an appointment as **B.D.E. (BUSINESS DEVELOPMENT EXECUTIVE)**.

- 1) Your HQ will be **Amravati**
- 2) You will pay the **salary Rs 2.40 lac per annum(Rs Two Lac Forty Thousand per annum)**
- 3) You are required to submit the following at the time of joining.
 - a) 2 copies of your recent passport size photograph
 - b) Copies of your certificate and previous employer
 - c) Your age proof
 - d) You address proof
- 4) Your appointment is based on the information you have furnished in your application and the information you have provided .if the same is found to be incorrect ,misleading your service are liable to be terminated immediately without any further reference the cause and notice
- 5) You will abide by all the company rules and service conditions as may be in force from time to time.
- 6) You will be accountable for all company property.
- 7) You will be solely responsible for achieving the sales target for the territory assigned to you
- 8) You shall inform the company of any change in your address /telephone number from time to time
- 9) Your leave entitlement for a full calendar year is as follow Causal leave -12days, Sick leave -12, and Earn leave -12 .leave can be availed as per the leave rules of the company.
- 10) Thanking You and Best Wishes
- 11) Very truly yours



Branch Office :
Salubria Pharmaventures Pvt. Ltd
Plot No. 31-A, Ramkrishna Nagar,
Khamla Road, Nagpur - 440 015.
E-mail : salubriapharma@gmail.com
Tel. : +91 9763721378

DAILY ALLOWANCES	PER DAY (RS)
DAILY HQ ALLOWANCES	210
EX. STATION ALLOWANCES	275
OUTSTATION ALLOWANCES	450
T.A.	2/KM
TELEPHONE ALLOWANCES	250/MONTH

You are eligible for the incentive as per company policy

For SALUBRIA PHARMAVENTURES PVT.LTD.

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

AUTHORISED SIGNATURE