

बारवी धरणाची उंची वाढविल्यामुळे
विस्थापित झालेल्या प्रकल्पबाधितांना
पाण्याच्या जापराच्या समन्यायी पध्दतीने
आस्थापनेवर नेमणूकीबाबत.

महाराष्ट्र औद्योगिक विकास महामंडळ

(महाराष्ट्र शासन अंगिकृत)

"उद्योग सारथी", महाकाली गुंफा मार्ग, अंधेरी (पूर्व), मुंबई-४०० ०९३.

जा.क्र. मऔविम/साप्रवि/स.से.भ./बा.घ.प्र./ 60974 /२०२०

दिनांक : 15/10/2020

संदर्भ : महाराष्ट्र शासन, नगर विकास विभागाच्या शासन निर्णय क्र. ठामपा २११७/प्र.क्र.६३/नवि-२३, दि. १८/०९/२०१७

आदेश :-

महाराष्ट्र शासन, नगर विकास विभागाच्या शासन निर्णय क्र. ठामपा २११७/प्र.क्र.६३/नवि-२३, दि.१८/०९/२०१७ अन्वये बारवी धरण प्रकल्पप्रस्त म्हणून महाराष्ट्र औद्योगिक विकास महामंडळांमध्ये सरळसेवा भरतीप्रक्रियेअंतर्गत गुणानुक्रमे निवड झालेल्या पात्र उमेदवार " परिविक्षाधीन शिपाई" या पदावर खालील नमूद केलेल्या अटी व शर्तीच्या अधीन राहून नियुक्ती देण्यात येत आहे.

अ.क्र.	उमेदवाराचे नाव	नेमणूकीचे ठिकाण /कार्यालय
	शिपाई, वेतनश्रेणी (एस १ (१५,०००- ४७,६००))	
१	राकेश भगवान टोंबरे	सामान्य प्रशासन विभाग, मऔविम, मुख्यालय, मुंबई.

परिविक्षाधीन (शिपाई) यांना महामंडळाच्या सेवेत नियुक्ती देण्यासंबंधीच्या अटी व शर्ती :

- उक्त उमेदवाराची निवड महाराष्ट्र शासन, नगर विकास विभागाच्या शासन निर्णय क्र. ठामपा २११७/प्र.क्र.६३/नवि-२३, दि.१८/०९/२०१७ रोजीच्या निर्णयान्वये अधिसंख्य पदावर करण्यात येत आहे.
- सदर नेमणूकीनंतर सेवानिवृत्त झाल्यास अथवा कोणत्याही कारणास्तव सेवा देण्यास सक्षम न ठरल्यास (मृत्यु, बडतर्फी, सेवा सोडून जाणे इ.) सदर पद आपोआप व्यपगत होईल.
- सेवेत रुजू होण्याकरीता करावा लागणारा प्रवास व इतर अनुषंगीक खर्च त्यांना अनुज्ञेय नाही. उमेदवार महामंडळाच्या सेवेत रुजू झालेल्या दिनांकापासून त्यांची सेवा ग्राह्य धरण्यात येईल.
- सदर नेमणूक तात्पुरत्या स्वरूपाची असून कोणतीही पूर्वसूचना न देता सेवेतून कमी करण्याचा अधिकार महामंडळास राहिल.
- सेवेत रुजू होण्यापूर्वी त्यांनी शैक्षणिक / व्यावसायिक अर्हता, अनुभव यांची मूळ प्रमाणपत्रे तपासणीस देणे त्यांच्यावर बंधनकारक आहे. तसेच रुजू करतेवेळी शैक्षणिक व इतर अर्हता मूळ प्रमाणपत्रावरून प्रमाणीत करून घेण्याची जबाबदारी संबंधीत कार्यालयीन प्रमुखांची राहिल. हजर होतेवेळी सादर केलेली प्रमाणपत्रे, प्रतिज्ञापन, कागदपत्रे इत्यादी बनावट आढळल्यास किंवा कागदपत्रांमध्ये अनधिकृत फिरवाफिरवी किंवा चुकीची किंवा खोटी कथन केल्यास संबंधीत उमेदवाराची नियुक्ती कोणतीही पूर्वसूचना न देता रद्द करण्यात येईल.
- सेवेत रुजू होणेपूर्वी त्यांनी शासनाच्या राजपत्रित अधिकाऱ्यांकडून चारित्र्याबाबतचे प्रमाणपत्र देणे आवश्यक आहे.
- उमेदवाराने महाराष्ट्र नागरी सेवा नियम २००५ च्या अधिसूचनेनुसार नमुना अ मधील लहान कुटुंबाचे प्रतिज्ञापन सादर करणे आवश्यक आहे. यात काही खोटेपणा आढळल्यास त्यांची नेमणूक तात्काळ रद्द करण्यात येईल.
- उमेदवाराने महाराष्ट्र औद्योगिक विकास महामंडळातील अधिकारी/कर्मचारी (वर्गीकरण, संवाभरती व पदोन्नती) विनियम, २०१२ मधील कलम ७ (ब), (क) व (ड) तरतुदीनुसार त्याला महामंडळाच्या सेवेतून किंवा कोणत्याही स्थानिक प्राधिकरणाच्या सेवेतून किंवा कोणत्याही शासनाच्या सेवेतून काढून टाकण्यात आले नसल्याबाबतचे प्रतिज्ञापन, त्यावर नैतिक अधःपतनाच्या / फौजदारी गुन्हाच्या संबंधात सिध्ददोष उरविण्यात आला नसल्याबाबतचे प्रतिज्ञापन तसेच त्याच्या एकाहून अधिक जिवंत पत्नी नाहीत आणि स्त्री उमेदवाराच्या बाबतीत तिने, ज्याची एक पत्नी जिवंत आहे अशा व्यक्तीशी विवाह केला नाही असे प्रतिज्ञापन उमेदवाराने सादर करणे आवश्यक आहे. यात काही खोटेपणा आढळल्यास त्याची नेमणूक तात्काळ रद्द करण्यात येईल.



- १) उमेदवाराची शारिरीक क्षमता तपासणी (Physical Fitness) संबंधित विभाग / कार्यालय प्रमुख यांनी जिल्हा शल्यचिकित्सक यांचेकडून ६ महिन्यांच्या आत प्राप्त करून घेण्यात यावी.
- १०) त्यांची नेमणूक प्रथम एक वर्षांच्या परिविक्षाधीन कालावधीकरीता असेल. सदरहू परिविक्षाधीन कालावधी कोणतेही स्पष्टीकरण न देता वाढविण्याचा हक्क व्यवस्थापनास आहे. सदरहू परिविक्षाधीन कालावधी समाधानकारकरित्या पूर्ण केल्यानंतर त्यांची नियमित नेमणूक करण्याबाबत विचार केला जाईल.
- ११) परिविक्षाधीन शिपाई या पदावर नियुक्ती देण्यात आलेल्या उमेदवारास त्यांची प्रथम वेतनवाढ त्यांनी परिविक्षाधीन कालावधी समाधानकारकरित्या पूर्ण केल्यानंतर शासनाच्या नियमातील तरतुदीनुसार अनुज्ञेय राहिल. परिविक्षाधीन कालावधीत नियमाप्रमाणे मिळणारा महागाई भत्ता व इतर भत्ते त्यांना देय राहतील.
- १२) उपरोक्त उमेदवारांची नेमणूक ही जी. आर.पी.एस.डी. क्र.१६४०४७, दि.१५/०९/१९६२ अन्वये नमूद केल्यानुसार महामंडळाच्या सेवेशी निष्ठा दर्शविण्याच्या अधीन राहून करण्यात येत आहे.
- १३) त्यांना महामंडळाच्या सेवेत असेपर्यंत कुठल्याही प्रकारच्या पूर्ण वेळ / अर्धवेळ दुसरी नोकरी किंवा धंदा प्रत्यक्ष वा अप्रत्यक्षरित्या करता येणार नाही.
- १४) महामंडळाच्या पूर्व परवानगीशिवाय, त्यांनी महामंडळात नोकरी करित नसलेल्या अथवा त्यांच्या कामाशी संबंधीत नसलेल्या व्यक्तीस महामंडळाच्या कामकाजासंबंधी कुठलीही माहिती कोणत्याही प्रकारे देता येणार नाही.
- १५) महाराष्ट्र औद्योगिक विकास महामंडळाच्या अधिपत्याखालील असणा-या कोणत्याही कार्यालयात बदली होऊ शकेल.
- १६) त्यांच्या सेवेस महामंडळाचा सेवा कायदा लागू राहिल. तसेच ज्या अटी व शर्ती या आदेशात नमूद केलेल्या नाहीत. त्याबाबत महामंडळाच्या कर्मचा-यांस लागू असणा-या व वेळोवेळी सुधारणा करण्यात आलेल्या किंवा नव्याने लागू करण्यात येणा-या सर्व अटी व शर्ती देखील त्यांच्यावर बंधनकारक असतील.
- १७) सदर आदेश दि. १९/१०/२०२० पासून लागू राहतील. तसेच, दि. १८/११/२०२० पुर्वी नेमणूकीच्या कार्यालयात कार्यालयीन दिवशी व वेळेत हजर होणे आवश्यक आहे.

सदर आदेश मा. मुख्य कार्यकारी अधिकारी यांचे मान्यतेने निर्गमित करण्यात येत आहे.



(प्रविण ठाकरे) 15-10-2020

महाव्यवस्थापक (मबवि)
मऔविम, मुंबई-९३

प्रत माहितीस्तव :

१. मा. मुख्य कार्यकारी अधिकारी, मऔविम, मुख्यालय, मुंबई/ जागतिक व्यापार केंद्र कार्यालय, मुंबई यांना सादर.
२. सर्व सह मुख्य कार्यकारी अधिकारी, मऔविम, मुख्यालय, मुंबई यांना सादर.
३. सर्व विभाग प्रमुख / कार्यालयीन प्रमुख / सर्व प्रादेशिक अधिकारी, मऔविम यांना अप्रोषित.

प्रत माहितीस्तव व उचित कार्यवाहीकरीता

४. सह मुख्य लेखा अधिकारी, मऔविम, मुंबई
५. प्रशासकीय अधिकारी, सामान्य प्रशासन विभाग, मऔविम, मुख्यालय, मुंबई
६. उपजिल्हाधिकारी, जिल्हाधिकारी कार्यालय, ठाणे
७. श्री. राकेश भगवान टोंबरे, मु. मोहघर, ता. मुरबाड, जि. ठाणे.
८. सुरक्षित नस्ती, आदेश नस्ती.



स्थापना १९५८



The Thane District Central Co-op. Bank Ltd., Thane.
दि ठाणे जिल्हा मध्यवर्ती सहकारी बँक लिमिटेड, ठाणे.

संस्थापित दिनांक फा, ठाणे. (वे. सं. १२९).
Reg.No.24917 Date 14th March, 1958
E-mail : admindept@thanedistrictbank.com

११२५३३ ३०१८, ३०३३ ३०३५

वर्षे - ६५ वे

Ow No./Admin Deptt./65/

65 - - 8744

DR. 23/11/2022

To,
Mr. Pratik Pandharinath Mhatre
Padlegaon, Mhatre Wadi, Kalyan Shil Road,
Padle Near Hotel Kokan Ratna,
Dist. Thane, Pin-421204.

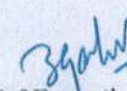
Ref : Appointment in the Services of the Bank as Jr. Banking Assistant.

Dear Sir / Madam,

With reference to your application, Online Exam and interview conducted by the bank you are appointed as **Jr. Banking Assistant** in the service of the Bank, vide Reso. No. 19 of the Board of Directors Meeting held on 14/11/2022, with following terms and conditions:

Terms & conditions:-

1. You have to resume the duties of the bank within 15 days from the date of receipt of this appointment letter. If you are failure to resume your duties within 15 days from the date of receipt of this appointment letter, your appointment order in the services of the Bank will be automatically cancelled.
2. You may note that your appointment is on probationary basis for the period of twelve months and the probation period is liable to extend further in case of your work, performance and general conduct is not found to be satisfactory. Your services are liable to be terminated during the probation period without assigning any reason or without giving any notice.
3. You have to report to the **Sanpada** Branch before office hours (i.e.10.00 am.) along with all your Original Documents i.e. Education, Birth Date, Caste, etc. with two copies of Identity Card size photographs. You have to provide Medical fitness Certificate from competent Medical Officer within 15 days of joining.
4. Jr. Banking Assistant on probation in the services of the Bank on consolidated salary of Rs.15000/- P.M.
5. You have to provide Police Verification Certificate from the Police Station nearest to your residence, regarding Character; within 30 days of the joining.
6. You have to deposit Cash Security amount (Rs.7500/-) as per the rules of the Bank within 15 days of the joining.
7. If your mark sheet and/or certificate found to be false/ bogus, serious action will be taken.
8. You will not be liable to enjoy other facilities of employee in the probation period. You can enjoy only one day of leave for each month in the probation period.
9. You have to sign the duplicate copy of this letter as a token of acceptance of the terms and conditions as stated herein above.


Chief Executive Officer

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ZENTECH INNOVATIONS PRIVATE LIMITED

Building No. 2-91/12/4/NR, Plot No 4,

Beside:Capital IQ, Whitefield, Kothaguda, Kondapur

Hyderabad-500 084. Telangana, INDIA.

PHONE: (+91) 040 4025 1557

07. March. 2022

HR/0307/2022

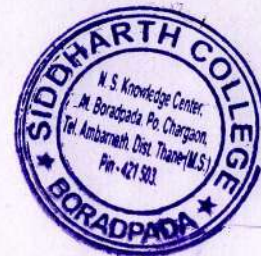
Shivkanya kamble

At vangni (W) Karangaon
shivprangan society.
Thane pin code 421530.

Dear Shivkanya kamble,

This has reference to suitable placement in our Organization followed by subsequent interactions; we are pleased to appoint you as **Data processing Executives at Mumbai** with effect from 07. March. 2022 on the following terms & conditions.

1. You will initially be posted at Hyderabad. However, the Company reserves the right to transfer/ depute your services to any of the Company's/ group company's establishment/ works location in India or outside as & when required or any of the Company's parent/ holding Organisations, subsidiaries, etc., within India or abroad. In your current assignment, you will be reporting to Production Manager.
2. Your compensation package will be as per the Annexure A, enclosed herewith. Amounts mentioned in the Annexure are subject to statutory deductions.
3. You will be on probation for a period of 6 months from the date of joining. Your services will be confirmed after reviewing your performance during probation. Unless and until given in writing, your services shall deem to be in Probation.
4. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred/ deputed/promoted in future. You shall comply with all reasonable orders of your superiors and attend to your duties punctually at such place/places, as may be required at the relevant time. Please note that you should be entrusted with the handling of cash / securities, any shortfall will be recoverable from you personally. This does not preclude the company from recovering the same from any dues to you, or from taking legal action. You shall use your best endeavors to promote the interests of the Company and your conduct at other times shall be such as not to damage the interests of the Company. You shall not engage yourself directly or indirectly in any trade, business, vocation or occupation or in advisory capacity.
5. You shall automatically retire from the services of the Company on attaining the age of 60 years. The date of retirement will be reckoned based on the DOB as given in your bio-data which will not be changed, under



5. You shall automatically retire from the services of the Company on attaining the age of 60 years. The date of retirement will be reckoned based on the DOB as given in your bio-data which will not be changed, under any circumstances. Extension of services upon completion of retirement age shall be the sole discretion of the Management.
6. During Probation, if your performance is found to be not up to the expectations of your higher-ups, then Management is having every right to terminate your services without any notice. Upon confirmation, separation shall be by giving one months notice by either side in writing or one month's basic salary in lieu of notice, as the case may be. Please note that acceptance of notice pay for relieving from the services of the Company is purely at the discretion of the Management.
7. Your employment will be governed by the Act, Regulations, code of business Principle, Guidelines & orders of the Company as may be in force from time to time.
8. You shall not enter into any commitments or dealings on behalf of Company, on which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous written sanction of the Company or those in authority over you.
9. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Company's processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Company or its associates or clients and which are in the nature of trade secret or secret in other respects the disclosure of which will cause harm to the company, its associates or clients. Breach of this condition on your part shall render your service liable for immediate termination and you shall be liable for any other/ additional legal action as the company may deem fit.
10. Your appointment (vide this letter) and your continuation on the Company's rolls are in good faith and shall be based on the data, information or any other understanding provided by you during the course of your selection process, including the verbal information provided by you during the interviews / personal discussions. Any data that is not in consonance with the information provided by you shall result in immediate termination of your employment with the company and you shall indemnify the Company in full, for any losses suffered by the Company. Company reserves the right to make suitable formal and informal checks with your educational institutions, former employees and any other third parties, as the Company may deem appropriate.
11. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.
12. You shall undertake not to join any of our competitors in the same field either on full time employment or on consultancy / retainer or start a business in the same field for a period of at least 2 years from the date of leaving the leaving our employment.



13. At the time of our separation from the Company's employment in any manner whatsoever (including retirement), you shall comply with all procedures and requirements connected with the separation including the formalities concerning handing over of all papers, documents, floppies, CDs and any other valuables, property and assets, etc. which belong to the Company. Final settlement of your dues and issuance of a certificate of employment shall be completed by the Company after you have completed all the separation requirements in full. You will also inform us about separation with proper notice at least 45 days in advance from the date of separation.

14. You will faithfully observe and be governed by the company's rules and regulations on matters such as working hours, festivals/ public holidays, weekly offs and any other facilities/ amenities, mode of recording your attendance, safety and security requirements, personal identification, etc. and cooperate with due regard to the highest professional standards / ethics, in all your activities. You may be required to work on staggered timings/ shifts, the timings for which may be altered from time to time. The company may re-fix / modify your designation, grade and distribution of your remuneration into different components as per designation/ grade/ compensation structures implemented by the Company from time to time at their sole discretion. Please note that if you absent yourself from the services of the Company without prior written permission or overstay sanctioned leave for **8 consecutive days**, it will be deemed that you have abandoned service voluntarily and your services shall be terminated without giving due notice and you shall lose lien on appointment.

15. The agreement can be terminated by the company, without any notice or payment of any kind in lieu of notice, in the following cases: i. Any incorrect information furnished by you or on suppression of any material information. ii. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the company's rules.

iii. Unauthorised absence from work continuously for five days without prior approval, or failure to resume your duties on expiry of the approved leave duly authorised by the Company.

16. Any dispute arising between yourself & the Company, concerning with or relating to or arising out of construction of the terms & conditions of this letter of this letter including incidental or connected terms / actions policies guidelines etc., will have to be adjudicated by the competent courts in Hyderabad Courts only.

You are requested to send us a copy that is signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to you having a long and rewarding career with us.

Yours faithfully,

Head -Human Resources



I accept the above terms

Employee Signature

07. March. 2022

To
Dear Shivkanya kamble,

ANNEXURE -A

Particulars	Cost To Company	Per Month
	138000	11500
Basic	82800	6900
Dearness Allowance	34500	2875
HRA	20700	1725
Spl Allowances		
Gross Salary	138000	11500
PF ER	9936	828
ESI EMPLR CONT	1032	86
Sub Total		
Cost to Company	148968	12414

Sincerely



Authorized Signatory

ACCEPTANCE

(Employee Signature)




MOTILAL OSWAL

Code No. **2549**
Design **VENDOR**




h

Name **SHIVKANYA KAMB**
Company: **MOHFL-SCANN**
DOB: **06/12/1997**
BG: **A+**
Valid up to: **27⁰⁴/₂₃ To 16⁰⁹/₂₃**
Sig of issuing Authority: *h*
Office Seal:

Kserve BPO Private Limited
Office No. B-2, B-Wing, 7th Floor, Ashar IT Park,
Wagle Estate, 1GZ, Thane (W) 400 604
Tel: +91 22 39624545



Name : **ARVIND YADAV**
Emp. ID : **7902**
Blood Group : **A+**

C. Rao
Authorised Signatory



Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

2 / 9



PRIVATE AND CONFIDENTIAL

Reference No. - 1384215141

Applicant ID - 5042884

24-Mar-2022

ANRUDDHA KODE

Dear ANRUDDHA,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in Branch Banking Dept at MUMBAI - WORLI NYLOC HOUSE.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 06-Apr-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, 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 Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. ~~reside the name any act in breach of this term shall result in initiation of appropriate action as deemed fit by the Bank.~~
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instances of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
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Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



: 2 :

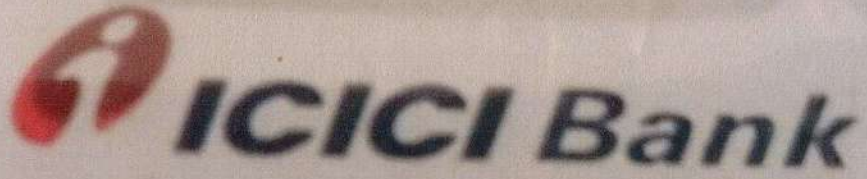
Reference No. - 1384215141
ANRUDDHA KODE

- Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- Joining Competitor:** In the event of termination of your services by the Bank or your





Aniruddha Kode

Employee No. : 868108

A handwritten signature in black ink, appearing to read 'H S I', written over a horizontal line.

Issuing Authority



Date: 18-Oct-2022

OFFER LETTER**Rupesh Salunkhe**

Dear Rupesh Salunkhe,

This is with reference to your application and subsequent interview with us, We, HDFC ERGO General Insurance Company Limited, are pleased to make an offer of employment to you subject to following terms and conditions.

1. This offer letter is to be considered only an offer for appointment with the Company and this does not give you the employee status of our Company unless we receive your express consent and you completing the joining formalities with us.
2. Your date of joining would be within 3 months from date of issuance of this offer letter, failing which this offer shall automatically stand withdrawn and cancelled, until otherwise the same is mutually agreed and revised accordingly.
3. Your Cost to the Company (CTC) structure shall be as per the details outlined in Annexure-I to this offer letter. Any and all information related to Your Compensation structure, Benefits & Grade are Confidential in nature accordingly and therefore, you are advised to keep this information absolutely confidential.
4. Your initial place of posting will be at **Mumbai - Bhandup**. However, your services are transferable from one department to another and/or from one place to another anywhere in India or outside India which shall be at the discretion or requirement of the Company without any prior notice, depending upon the business exigency.
5. During the first **6 months** of your services, you will be on probation which may be extended by the Company. The Company will review your performance at the end of the probationary period, and your services with the Company would be confirmed depending on your performance, however until issued a confirmation letter you shall continue to be on probation.
6. During the period of your probation or extended probation, the Company would be entitled to terminate your services, without assigning any reason, by giving you one month notice in writing, or payment of one month's base salary in lieu of such notice. However in case of unsatisfactory performance or conduct detrimental to the Company, your services can be terminated without notice or notice pay. In the event of your desiring to leave the services of the Company at any time during the period of your probation or extended probation, you shall give the Company one month notice in writing, provided that the Company may, at its sole discretion, waive such notice. The Company can recover one month salary in lieu of notice.
7. After confirmation, the Company would be entitled to terminate the services, without assigning any reason, by giving **90 Days** notice in writing, or payment of **90 Days** base salary in lieu of such notice. However no notice or pay in lieu of notice shall be payable in case the services are terminated due to non performance or misconduct or any act detrimental to the Company, including any act in the field in public area even not connected with the Company's affairs. In the event of your desiring to leave the services of the Company at any time after confirmation, you shall give the Company **90 Days** notice in writing, provided that the Company may, at its sole discretion, waive such notice. Should you fail to work through the entire notice period the Company shall be at liberty, in addition to any other action that it may take to recover from your salary for the un-served notice period calculated on a pro rata basis of your base salary, it could adjust the same from your dues.

You shall at all times during the employment adhere to the Code of Conduct and other policies of the Company. The Company reserves its right to take appropriate action, in the event of any breach or violation of the Code of Conduct or other Policies.



Annexure – A

Name:	Rupesh Salunkhe		
Designation:	Senior Executive - Rural and Agri Business		
Location:	Mumbai - Bhandup	Band:	JM1-A
Department:	Rural And Agri Business Group	Function:	Rural And Agri Business Group

configures in INR per annum

Pay Components (A)	Amount	Mode of Payment	Remars
Base Salary	1,05,000	Monthly through Payroll	Fully Taxable
House Rent Allowance	52,500	Monthly through Payroll	Taxability as per applicable IT provisions on HRA
Special Allowance	1,65,852	Monthly through Payroll	Fully Taxable
Total Of A	3,23,352		
Retirals (B)			
Provident Fund	21,600	Company Contribution	As per the applicable law
Gratuity	5,048	Gratuity as per the Act	As per the applicable law
Total Of B	26,648		
Total Fixed (C) = A+B	3,50,000	Three Lakh Fifty Thousand Only	
Employee Benefits (D)			
GTL Insurance	2,540	Payable by Company	Sum Assured of Rs.20 Lakhs for Self
GPA Insurance	945	Payable by Company	Sum Assured of Rs.35 Lakhs for Self
GMC Insurance	14,483	Payable by Company	Sum Assured of Rs.4 Lakhs for Self, Spouse and twodependent children
Total Of D	17,968		
Total (E) = C+D	3,67,968	Three Lakh Sixty Seven Thousand Nine Hundred Sixty Eight Only	
Performance Bonus (F)	73,500	Variable is payable once a year, maximum up to 21% of fixed CTC based upon the individual performance & Company performance subject to an employee remains on payroll with the Company and not serving notice period at the time of disbursement.	
Total Cost to Company (G) G= E+ F	4,41,468	Four Lakh Forty One Thousand Four Hundred Sixty Eight Only	

Note:

- a) You may avail the retirement benefits under the scheme of NPS as per the policy.
b) Total Cost to Company (CTC) is a total of Pay Components, Retirals, employee benefits and Performance Bonus.
c) As a part of employee benefits, insurance premium is paid by the Company to the concerned Insurer



Sumit Mukherjee
Vice President - Human Resources



8. Your services are liable to be terminated without any notice or salary in lieu thereof if:

- The Company is informed of any previous conviction by a court of law involving moral turpitude and / or if the Company comes to know of any criminal complaint or first information report having being lodged against You which has not been informed to the Company by You before accepting this Offer Letter.
- If any particulars given by you in your application form or any documents submitted by you, including but not limited to education qualification, previous work experience, last drawn salary, PAN, residential address proof, relieving letter, resignation acceptance letter, or any other documents submitted in support of your credentials, at the time of your appointment are found to be false, incorrect, fabricated or fudged.
- If you are found guilty of dual employment.
- If you violate any of the conditions of service as stipulated in the terms and conditions of Appointment Letter, rules and regulations of the Company, policy and processes of the Company.

Further, you will also be liable to make good the losses, damages that the company may suffer due to any omission or commission on your part.

9. You shall perform your duties with due diligence & Care. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures. Any act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the Company in terms of relevant Policy of Company which may include without limitation, termination from the services of the Company without any notice or salary in lieu thereof.

While in the employment of the Company, you will refrain from:

- Taking up any employment in any other Company (on a permanent, temporary or part-time basis) or offering your services with or without pay to any third party.
- Forming, creating, raising, being part of or joining (part time or full time) any union or other similar organization against the Company or otherwise.
- Undertaking any external activities without prior consent of the Company.

You will not have any business interests in the Company- whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any of your immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.

10. During the course of your employment, you may learn or acquire information, which may be confidential or proprietary to the Company or its affiliates/clients etc. As a condition of your employment, you will not either during your employment or thereafter, divulge any such information to any third person, Company or any other organization and shall always be governed by the Company policy with regards to confidential and proprietary information.
11. Your appointment shall, at all times, be subject to the Policies, rules & regulations of the Company (which may be amended and/or altered from time to time) during the course of your employment with the Company.



A. To expedite the joining formalities and process, we request you to **email** the relieving letter from your current employer **OR** an email resignation acceptance copy at least **10 days prior to your date of joining**.

Email resignation acceptance should clearly state your resignation has been accepted by your superior / HR clearly stating the date of your relieving from the current employment.

B. **Please be informed you are required to report to the office before 09.30 AM on the joining date along with the following documents :**

1. Educational Mark sheets & certificates - 10th, 12th, Graduation, Post Graduation & any other qualification.
2. Date of Birth proof - School Leaving certificate / Birth Certificate / Passport / PAN Card / Driving License.
3. Identity Proof - Driving License / Passport / Ration Card / Election Card.
4. Photocopy of PAN Card.
5. Resignation letter/email printout, as the case may be, with the LWD mentioned on the same and duly accepted / stamped by the authorized person / Relieving letter from the Company.
6. Copy of the Appointment letter duly signed on each page
7. Four passport size photographs in red background only. (3cm x 4cm)
8. Details of HDFC Bank account number if you hold one and wish to continue with the same account OR a New HDFC Bank account will be opened at the time of joining.
9. Income Tax Investment Proof submission form (For employees who join in the month of January - March).
10. Provident Fund Account details (In case PF account needs to be transferred).
11. Tax Computation Sheet.
12. Marriage Certificate / Proof of marriage (Mandatory)

Photocopies of all the documents necessarily need to be self attested. Kindly carry the original documents while submitting the documents for verification by the concerned person of the Company.

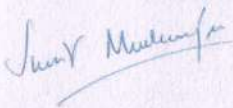
Please ensure to submit all documents at the time of joining to avoid deferment of your joining the Company.

Kindly note that your employment with the Company is subject to your Reference and Credentials check to our satisfaction. In event of any discrepancy found during the Reference and Credentials check, your appointment will be terminated forthwith without any notice being required to be given to you by us in this behalf.

You are requested to accept this offer and confirm the same via return email to the Company.

Thanking You,

For HDFC ERGO General Insurance Company Limited



Sumit Mukherjee
Vice President - Human Resources



**HDFC
ERGO**



Rupesh Ramchandra Salunkhe

Employee ID : 22994

Blood Group : B-ve





archana daund
<archanadaund211283@gmail.com>

***Confidential - Offer Proposal for the position of Senior Manager (Operations Executive- RO) with HDFC Bank - Archana Darekar**

Priti Wagh <priti.wagh@hdfcbank.com> Mon, Nov 7, 2022 at 2:36 PM
To: archana daund <archanadaund211283@gmail.com>
Cc: Shanta Majumdar <shanta.majumdar@hdfcbank.com>, Anuja Tribhuwan1 <anuja.tribhuwan1@hdfcbank.com>

Classification - Confidential

Classification - Confidential

Dear Archana,

Congratulations & thank you for your offer acceptance. We will now take your candidature forward for the rest of the HR formalities & we will seek your support with providing the required set of documents at the earliest.

Please do not resign in your current organization at this juncture, till the final appointment letter gets issued to you. This may take another 10-15 working days & we request your kind patience & understanding on the same. Please get in touch with us should it not reach you in the given time frame. We will be happy to assist.

Note: Over the next few days, until you receive your Appointment letter, you will receive multiple system generated mail triggers as we process your offer documentation through our internal portals, which you can ignore. We shall proactively let you know in case any mail / link needs your attention / action.

Dear Anuja,

Please take it forward with Archana Darekar for the required documentation process & help with quick closures.

Thanks & Regards,

Priti Wagh
Manager - Talent Acquisition Partner - Human Resources
Mob: 9653209630 Email: Priti.wagh@hdfcbank.com
HDFC Bank Limited, 9th Floor, Building - Alpha, Lodha - I Think Techno Campus,
Kanjurmarg (East), Mumbai - 400042
Supervisor: Shanta Majumdar, Regional Head -TA (Support & Operations-Mumbai) Email: shanta.majumdar@hdfcbank.com

From: archana daund <archanadaund211283@gmail.com>
Sent: Monday, November 7, 2022 2:32 PM
To: Priti Wagh <priti.wagh@hdfcbank.com>
Cc: Shanta Majumdar <shanta.majumdar@hdfcbank.com>; Anuja Tribhuwan1 <anuja.tribhuwan1@hdfcbank.com>
Subject: Re: *Confidential Offer Proposal for the position of Senior Manager (Operations Executive-RO) with HDFC Bank - Archana Darekar

You don't often get email from archanadaund211283@gmail.com. Learn why this is important

Dear Priti,

I accept your offer. Kindly do the needful at your end.

Thanks & Regards
Archana Darekar
7738369087



archana daund
<archanadaund211283@gmail.com>***Confidential - Offer Proposal for the
position of Senior Manager (Operations
Executive- RO) with HDFC Bank - Archana
Darekar**Priti Wagh <priti.wagh@hdfcbank.com> Mon, Nov 7, 2022 at 2:36 PM
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Cc: Shanta Majumdar <shanta.majumdar@hdfcbank.com>, Anuja Tribhuwan1 <anuja.tribhuwan1@hdfcbank.com>

Classification - Confidential

Classification - Confidential

Dear Archana,

Congratulations & thank you for your offer acceptance. We will now take your candidature forward for the rest of the HR formalities & we will seek your support with providing the required set of documents at the earliest.

Please do not resign in your current organization at this juncture, till the final appointment letter gets issued to you. This may take another 10-15 working days & we request your kind patience & understanding on the same. Please get in touch with us should it not reach you in the given time frame. We will be happy to assist.

Note: Over the next few days, until you receive your Appointment letter, you will receive multiple system generated mail triggers as we process your offer documentation through our internal portals, which you can ignore. We shall proactively let you know in case any mail / link needs your attention / action.

Dear Anuja,

Please take it forward with Archana Darekar for the required documentation process & help with quick closures.

Thanks & Regards,

Priti Wagh
Manager - Talent Acquisition Partner - Human Resources
Mob: 9653209630 Email: Priti.wagh@hdfcbank.com
HDFC Bank Limited, 9th Floor, Building - Alpha, Lodha - I Think Techno Campus,
Kanjurmarg (East), Mumbai - 400042
Supervisor: Shanta Majumdar, Regional Head -TA (Support & Operations-Mumbai). Email: shanta.majumdar@hdfcbank.com

From: archana daund <archanadaund211283@gmail.com>
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Cc: Shanta Majumdar <shanta.majumdar@hdfcbank.com>; Anuja Tribhuwan1 <anuja.tribhuwan1@hdfcbank.com>
Subject: Re: *Confidential Offer Proposal for the position of Senior Manager (Operations Executive- RO) with HDFC Bank - Archana Darekar

You don't often get email from archanadaund211283@gmail.com. Learn why this is important

Dear Priti,

I accept your offer. Kindly do the needful at your end.

Thanks & Regards
Archana Darekar
7738369087





HDFC BANK



**ARCHANA YOGESH
DAREKAR**

A46858

OPERATIONS

O+

Authorised Signatory





Appointment Letter

Name of the employee: Arvind Rajbahadur Yadav

Employee Address: ROOM NO. 121 SAI CHAWL, NEAR SAI MANDIR, WAGHOBA NAGAR KALWA EAST, THANE 400605

Dear Arvind

We welcome you to **KServe BPO Private Limited** and are pleased to confirm your appointment for the position, **Senior Team Leader-Operations** the terms of employment have been attached with reference to your joining date **December 08,2022**

On the following terms and conditions:

- **Salary**
The details for your Cost to Company would be as per the salary annexure attached with this letter.
- **Job Posting**
While your initial posting will be at **Thane**, you are liable to be transferred to any of the company's offices in India or to any other department in the organization. From time to time due to operational requirements, it may be necessary to ask you to undertake duties that may not be part of your normal job.
Your position would mean responsibilities and as such you may require spending extra time on work however this does not entail payment of extra time or overtime.
- **Probation**
Your appointment will be on probation for a period of six months from the date of your joining the company, which may be extended in case it is found necessary. Please note that you will continue to be on probation unless you are specially advised about your confirmation in writing.
- **Leaves**
On confirmation as a permanent employee you shall be entitled to earned leaves as per the company policies. These leaves may be accumulated in accordance with the rules of the company. Sanction of the earned leave will be subject to the exigencies of the company's business and shall be at the sole discretion of the management.
- **Termination**
After the period of probation or on confirmation of your services thereof, your appointment shall continue unless or until terminated on the expiry of not less than **60 days'** notice in writing given by either party or **60 days'** salary in case the above mentioned notice period is not fulfilled. The option of payment in lieu of notice shall be only at the sole discretion of the company. During the period of probation or before confirmation of your services thereof, your appointment shall continue unless or until terminated on the expiry of not less than **30 days'** notice in writing given by either party or **30 days'** salary in case the above mentioned notice period is not fulfilled. In case you decide to leave the services, the company may at its sole discretion relieve you of your duties anytime during the notice period and in that event you will be paid salary up to the last working day only. No leaves can be availed during the notice period. However should your termination be due to an unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by court of law, the company will terminate this agreement and not pay any notice pay. If at any stage during your probation period your performance and /or attendance are found to be unsatisfactory, your services could be terminated without notice and without assigning any reasons.

Note: For **Customer Response Executive** and **Senior Customer Response Executive** notice period duration is **7 Day's** before confirmation, After confirmation it will be for **30 Day's**.

KServe BPO Private Limited, B-2, B-Wing, 7th floor, Ashar IT Park, Wagle Estate, 16Z Thane (W) - 400604

Tel.: +91 22 62524545 Website: www.kserve.co.in

CIN No. U72300MH2008PTC183008



- **Guidelines Principles/ Policies and Procedures**

- a) Working Hours: The standard work week would be 6 days as per the operational requirements. However the exact work timings will be based on and may vary as per business needs and would require you to work in shifts.
- b) You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- c) You are required to strictly adhere to the policies of the company governing the use of the computing and telecommunication facilities.
- d) You will be responsible for the safe keeping and return in good condition/order of company property which is/will be in your custody or charge for the business purpose of the company, whenever demanded by the company.
- e) You will observe general decorum and discipline and will be governed by policies and procedures and its guidelines as in force from time to time.
- f) Employee is only eligible for **FNF, Privilege Leaves, Gratuity as per gratuity rule & Encashment** after last working day. Employee will not be eligible for any kind of remuneration i.e. Client incentive, Performance incentive, etc.

- **Professional Ethics and Confidentiality.**

As a full time employee of the company, you will devote your work time solely to the company's activities. You will not take on any employment or work of any nature without the written consent of the competent authority appointed by the company's Board of Directors.

You will always maintain utmost confidentiality with regard to records, documents and any other information relating to the business of the company which may be known, provided or confided to you and you shall use the same only in a responsible manner & in the best interest of the company. Upon ceasing to be in the services of the company for any reason you shall immediately return any records, documents and other information of the company which are in your possession and shall not retain any copies (electronic or otherwise) of the same.

- **Deductions**

The company shall withhold an appropriate amount as tax from the amount paid to you towards tax deduction at source (TDS) as well as professional tax. You shall be responsible for filing your personal income tax returns under the Income Tax Act Laws.

- **Travel**

During your employment the company at its discretion may assign you to travel within India and may depute you abroad to attend the business meetings/ training. In such case the company would inform you of the travel and you are required to undertake the travel failing to which the company can take necessary action.

- **Property Information and Innovation rights.**

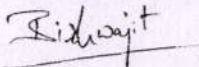
All programs, systems, designs, manuals, literature etc. developed by you in the company services will at all times be deemed to be sole property of the company.

If the above terms and conditions are acceptable to you please sign and return the duplicate copy of this letter as a token of your acceptance of this letter of employment

Welcome to KSERVE BPO PVT. LTD.

Yours faithfully,

For KSERVE BPO PVT LTD.



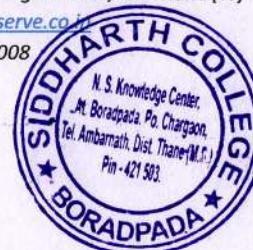
Bishwajit Manna
Manager – Human Resources



ANNEXURE-I: SALARY STRUCTURE

PARTICULARS	Monthly	Annual
Basic	12600	151200
HRA	6930	83160
CCA	11214	134568
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
Gross Salary	33594	403128
Company's contribution to PF	1800	21600
Company's contribution to ESIC	0	0
Gratuity	606	7272
Total CTC	36000	432000
Employee's contribution to PF	1800	21600
Employee's contribution to ESIC	0	0
Profession Tax	200	2400
Net Salary	31594	379128

*Gratuity shall be payable as per "The Payment of Gratuity Act, 1972"



ASSOCIATE TRAINEE - OFFER LETTER

Medipalli Vidhyarani
Mumbai, Maharashtra

30thDecember 2022

Dear Vidhyarani,

Sub: Appointment as Associate Trainee - SAP ABAP at InnoVal Digital Solutions Pvt Ltd

Congratulations! We would like to inform you that you have been selected for the role of **Associate Trainee – SAP ABAP** position in our company with the SAP Product & Service department and your joining date will be on **2nd January 2023**. During the training period, you will be required to undertake all the duties and responsibilities assigned to you by your supervisor.

Your starting salary as an Associate Trainee will be **Rs.15,000/-** per month and shall be subject to review upon completing the training period. You shall not be eligible for any other monetary benefits during this period.

Training:

1. Your training will be through online & offline mode as per the availability of Trainers. Your primary location will be **Mumbai**.
2. The training will be for a period of **06 months** from the date of your joining. On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
3. You are in agreement to serve the organization as per the terms and conditions mentioned on the **service agreement**. In the event of a breach, you are liable for a consideration as per the terms and conditions mentioned on Service Agreement.

BYOD:

As per the **BYOD** (Bring Your Own Device) policy of the company, you need to have your personal laptop (with legal windows and antivirus software), internet connectivity and mobile phone.

Kindly sign and send us a copy of this offer letter to show your acceptance as Associate Trainee.

Congratulation on your appointment, and welcome onboard.



Roshan V Thomas
Head - HR





MEDIPALLI VIDHYARANI
10509

