

64

2019-20

TVBA 2019-20

रोल नं. Roll No. 00160027078183

प्रमाण-पत्र सं. Certificate No. 1727235699



भारत सरकार
GOVERNMENT OF INDIA
कौशल विकास एवं उद्यमिता मंत्रालय
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
राष्ट्रीय व्यावसायिक प्रशिक्षण परिषद्
NATIONAL COUNCIL FOR VOCATIONAL TRAINING
राष्ट्रीय व्यवसाय प्रमाण-पत्र NATIONAL TRADE CERTIFICATE

श्री/श्रीमती/कुमारी Shri/Smt./Kumari **BHARATI ANIL GHAYWAT**
 पुत्र/पत्नी/पुत्री श्री Son/Wife/Daughter of Shri **ANIL GHAYWAT**
 माता का नाम श्रीमती Mother's name Smt. **LAXMI ANIL GHAYWAT**
 जन्म तिथि Date of Birth **05-Dec-1997**
 प्रशिक्षण का नाम Name of the Institute **GU27000240-Government Industrial Training Institute (Woman), Ratnagiri, Dist: Ratnagiri, Waghare Road, Ratnagiri, Maharashtra-415639**
 व्यवसाय का नाम Name of the Trade **Basic Cosmetology**
 प्रशिक्षण अवधि Training Duration **2 semester** प्रवेश सत्र Admission Session **Aug 2016**
 को सर्वत्र भारतीय व्यवसाय परीक्षा having passed All India Trade Test, माह Month **Jan** वर्ष Year **2018**
 को ज्ञाते होने पर यह व्यवसाय प्रमाण-पत्र प्रदान किया जाता है। is hereby awarded this Trade Certificate.

[Signature]

उदस्य सचिव Member Secretary

दिनांक Date **10-Jul-2018**

राष्ट्रीय व्यावसायिक प्रशिक्षण परिषद् National Council For Vocational Training

This is a computer generated certificate and it does not require any physical signature or stamp. All copies of this certificate can be verified for authenticity by the process of online verification through visiting the URL web address. The certificate can also be done by visiting NCVT Web page: <http://www.ncvt.org.in> and entering the a Certificate number.

FRONT

Cut from this line and use as pocket NYC

BACK

भारत सरकार GOVT. OF INDIA
कौशल विकास एवं उद्यमिता मंत्रालय
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
राष्ट्रीय व्यावसायिक प्रशिक्षण परिषद्
NATIONAL COUNCIL FOR VOCATIONAL TRAINING
राष्ट्रीय व्यवसाय प्रमाण-पत्र - NC NATIONAL TRADE CERTIFICATE

श्री/श्रीमती/कुमारी Shri/Smt./Kumari **BHARATI ANIL GHAYWAT**
 पुत्र/पत्नी/पुत्री श्री Son/Wife/Daughter of Shri **ANIL GHAYWAT**
 व्यवसाय Trade **Basic Cosmetology**
 रोल नं. Roll No. **00160027078183**

जन्म का तिथि Adult card no. **8,80796-011**
 जन्म तिथि Date of Birth **05-Dec-1997**
 प्रशिक्षण का नाम Institute **GU27000240-Government Industrial Training Institute (Woman), Ratnagiri, Dist: Ratnagiri, Waghare Road, Ratnagiri, Maharashtra-415639**
 प्रशिक्षण की अवधि Training Duration **2 semester**
 प्रवेश सत्र Admission Session **Aug 2016**
 को सर्वत्र भारतीय व्यवसाय परीक्षा All India Trade Test passed in **01st** Month
 वर्ष Year **2018**

उदस्य सचिव Member Secretary
राष्ट्रीय व्यावसायिक प्रशिक्षण परिषद् National Council For Vocational Training

[Signature]

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



(65) 2019-20

77MS,
2019-20



TO WHOM IT MAY CONCERN

This is to certify that Mr. UTKARSHA HORAMBE was appointed in O'NEST OCEANOPEARL GANESHGULE as **HEAD CHEF** on DEC 2020 and that he has working here up .

According to our knowledge Mr. Utkarsha Horambe has an good track record and his work has been found satisfactory because of his sincerity, dedication and hard work, We have no problem with him joining any other company.

We wish him every success in his future.

For O'NEST OCEANOPEARL BEACH HOMESTAY

Mr. Nitin Vibhute
(Admin & HR)




I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

66 2019-20.



Mumbai-Goa Highway, Tal. Chiplun, Dist. Ratnagiri. Phone : (02355) 255579, 324574.

Ref. :

Date :

HOTEL ABHIRUCHI
Mumbai Goa Highway 66
Kaviltali
Tal. Chiplun, Dist. Ratnagiri
Pin 415605.
Cont. 9373 41 8040.

Date: 10/07/2019.

To,
Miss. Aishwarya Shankar Sawardekar
Kalbaste, Chiplun.

Miss Aishwarya,

The Hotel Abhiruchi is happy to extend to you the job as Assistant Cashier Manager. We cannot wait to see your skills put to work for our Hotel.

By accepting this job offer you are eligible to receive the following beginning on your first day of work:

- Position : Front Office Executive
- Salary : 9000 (PM)
- Accommodation : Shared Room Accommodation
- Transportation: Transport will be bearded by you.
- Meal : date of joining meal facility provided by you as per hotel norms
- Probation period : 08 Months

By accepting this job offer you are eligible to receive the following beginning 1 year after your first day of work:

- Benefits: Vacation Pay, Sick Pay, and Paid Time Off.

Please send in an acceptance or rejection letter no later than 5 days after the date printed at the top.



I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



Mumbai-Goa Highway, Tal. Chiplun, Dist. Ratnagiri. Phone : (02355) 255579, 324574.

Ref. : AB 21-22/09

Date : 30/03/2022

To Whom So Ever It May Concern

This is to certify that **Miss. Aishwarya Shankar Sawardekar** is working with us as a Front office Executive. from since last Three Years.

She is honest, Intelligent and efficient. His character and conduct are satisfactory.

During the period of she is assignment, we found him sincere, hardworking and a keen Learner.

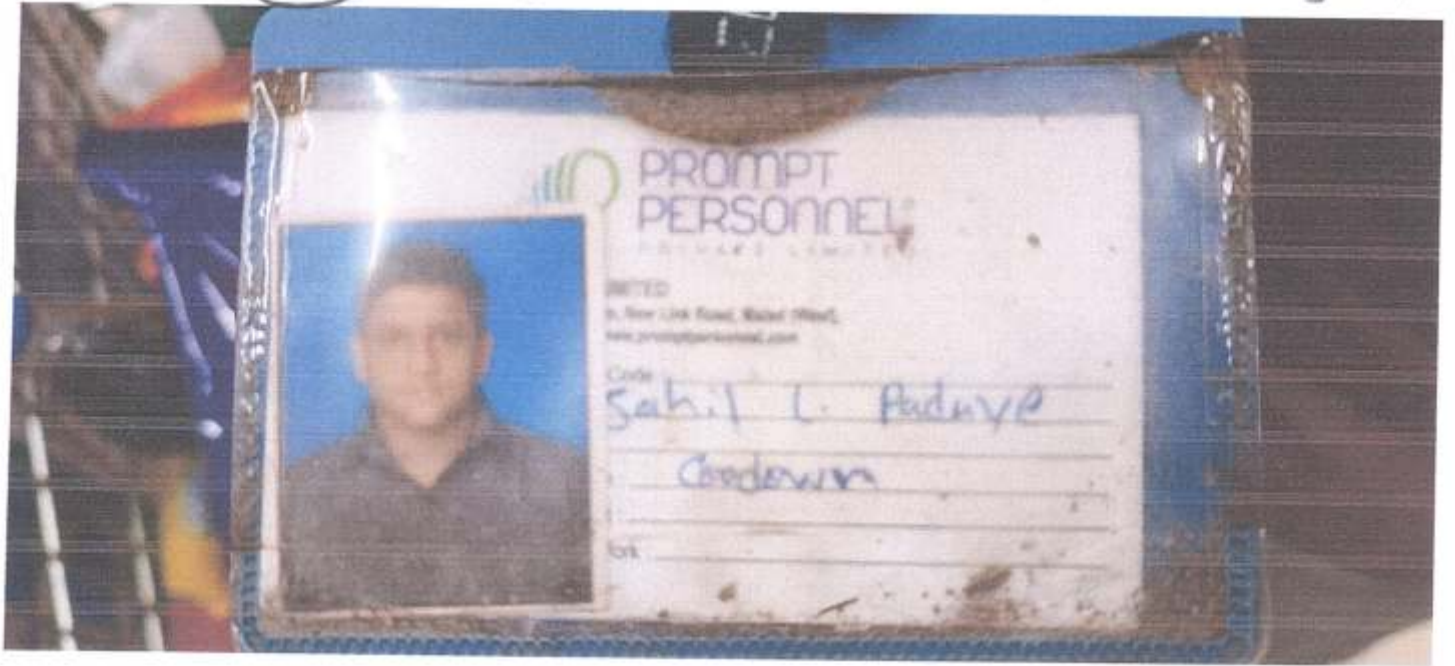
This certificate will be issued on his personal requisition.

We wish him all the best in his future endeavors.

With Warm Regards,



I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



S. Padnyar



I/c Principal
 S. P. Hegshetye College of
 Arts, Commerce & Science,
 Ratnagiri - 415 639

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Reliance SMSL Limited

Ref : SMSL/62369403/13640731/091120/2134

Date : 9 Nov 2020

Shubham Mohite

1673, Pimpalpan nivas, mathura park, khedshi, Ratnagiri,
Khedshi , Ratnagiri,
Ratnagiri, Maharashtra - 415639

Offer cum Appointment Letter for Fixed Term Employment

Dear **Shubham Mohite**,

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in the **Executive Family** as **Executive** in the Job Role **Home Sales Officer**. Your base location would be **Ratnagiri**.

You will join us on or before **23 Nov 2020**.

Your appointment is for a fixed period and shall stand concluded at the close of the working hours on **22 Nov 2021**.

It is clarified that this appointment is purely temporary in nature, the company reserves its right to review your tenure and as such the employment may be terminated/concluded at an earlier date than one specified above with payment of a notice pay.

You will receive an Annual Gross Compensation (including Basic and allowances) of **INR 1,59,000 /- per annum (INR ONE LAKH FIFTY NINE THOUSAND only)** as mentioned in **Annexure - I**. This will be disbursed as per the prevailing rules and guidelines.

You will also be entitled to Provident Fund and E.S.I.C. benefits as per applicable rules. Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.

Sincerely yours,

Reliance SMSL Limited



Authorized Signatory

Signature of the Employee:



I/c Principal
S. P. Hegshetya College of
Arts, Commerce & Science,
Ratnagiri - 415 639

Date: 9 Nov 2020

Page 1 of 7

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Laxmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67873800



Reliance SMSL Limited

Annexure - I

Name : Shubham Mohite	
Grade : K3	
Designation : Executive	
Monthly Payments	Amount in INR
Basic	7,950
House Rent Allowance	5,300
Conveyance Allowance	0
Gross Per Month (A)	13,250
Provident Fund (Employer Contribution - As per Act)	954
Bonus (As per Act)	663
ESIC (Employer Contribution - As per Act)**	431

Note :

**All the above emoluments should be reduced to the extent of absence without leave or leave without pay.*

** It is further clarified that HRA and Conveyance shall not be reckoned for the purpose of contribution to the Provident Fund.*

Signature :



Date: 9 Nov 2020

Page 2 of 7

Reliance SMSL Limited

Annexure – II

TERMS & CONDITIONS OF EMPLOYMENT

1. The word 'establishment / office' used in offer-cum-appointment letter and / or any other communications from the Company should be construed to encompass workplace while working from home / office / facility / field, unless context means or specifies otherwise.
2. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer
3. You are assigned to work and perform duties that are assigned to you by our Company / client from time to time.
4. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.
5. The address and email ID as indicated in your application for appointment shall deem to be correct for sending any future communication to you. Every communication addressed to you at the given address / email ID shall be deemed to have been served upon you. You will immediately notify change of address / email ID, if any.
6. In case you have provided your personal email ID in your communication details, the Company may send you any communication on the said email ID and the same will be considered as sufficient and legal communication. You have agreed to keep the same email ID active during the tenure of your employment.
7. You are required to submit the following documents, if the same have not been submitted earlier a) Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof; b) copies of your passport photographs with blue background; and c) Copy of Aadhar Card / Passport / Voter ID/ License or any other document as proof of your residence and photo identity.
8. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.
9. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.
10. In case you are covered by any performance incentive programme, the Company reserves right to set off such payment under the said programme against the statutory bonus.

Date: 9 Nov 2020



Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Page 3 of 7

TICS
2019-20



Contractor : GAJANAN SERVICES

Work Site : M/s. Mahindra & Mahindra Ltd.

Auto Division - Kandivalli (E)

NAME : PRATHAMESH GOTHA

ESIC : 3518154790

PF : NA

EMERGENCY NO :02228467373




9745010502



[Signature]

I/c Principal
Hegshetye College of
Commerce & Science,
Katnagiri - 415 639

Search Ph / Id / Name 



Nandini Suresh Dhanawade

Role : **PRODUCT CONSULTANT**

Company : **Hindustan Field Services Pvt Ltd**

Onboarding Id : **IKYAFeb2021_006879**

Reference No. : **QS2122937**

Status : **Documentation Done. QC Checked**

 **9067041275**

 **Thane**

 **Contact Customer Care**

View COL >

View DOL >




I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

(7) 2019-20

TYBA 2019-20

मी सुयोग मिमदाल जाधव शैक्षणिक
वर्ष 2019-2020 या वर्षात. एस पी हेगशेट्ये
महाविद्यालयातून कला कशाखेमध्ये नव्वीय
वर्ष कला बी.ए. झालो आहे
सह्या मी ड्राममन कंपनी. एस, आय
डी. सी. रत्नागिरी मध्ये सेक्युरिटी म्हणून
काम करत असून माझे वार्षिक
उत्पन्न एक लाख इतके आहे



[Handwritten signature]

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

आपला विश्वास
[Handwritten signature]
सुयोग मिमदाल जाधव

मी प्रश्नमेष वसंत कांबके . एच. पी. हेगशेटये
महाविद्यालय रत्नागिरी महान 2020 मध्ये कला शाखेतून
बी. ए - ची परीक्षा उत्तीर्ण झाले.

सध्या मी खेडशी नाका , रत्नागिरी येथे योगेश
पालेकर यांच्या मंडप व्यवसायामध्ये काम करत असून
माझे वार्षिक उत्पन्न एक लाख रुपये इतकी आहे.



Prinshete
आपला विश्वासू
प्रश्नमेष वसंत कांबके

S. P. Hegshetye

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

प्रति,

मा. प्राचार्य

एस. पी. हेगशेट्ये कॉलेज, रत्नागिरी

दिनांक - 07 जून, 2020.

विषय - कॉलेज प्लेसमेंटबाबत ...

महोदय,

मी प्रविण रमेश मांगले आपल्या महाविद्यालयामध्ये
हॉस्पिटॅलिटी विभागामध्ये 2019-20 या शैक्षणिक वर्षात
अंतिम परिक्षा दिलेली आहे. तसेच मला माझ्या विभागा
तर्फे नोकरीसाठी विचारण्यात आले होते परंतु मला
चहाचे दुकान सुरु करायचे आहे. त्यातून मला दर मह
रु. ३६०००/- मिळत आहे.

आपला भाजार्थी,

(प्रविण रमेश मांगले)

HEAD
Department of Hospitality Studies
S. P. Hegshetye College of Arts,
Commerce & Science,
P 63, MIDC, Miraj, Ratnagiri-415 639



Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

(74) 2019-20 .

1718A 2019-20

मी धनंजय नथुराम पाहे. एस पी हेगशेट्ये
महाविद्यालय रत्नागिरी मध्यम 2020 मध्ये कला शाखेतून
बी. ए ची परीक्षा उत्तीर्ण झाले.

सध्या मी जयठाडमध्ये पानशाॅप सुरू केले आहे.
माझे वार्षिक उत्पन्न एक लाख रुपये इतकी आहे.



D. P. Hegshetye

आपला विश्वास
धनंजय नथुराम पाहे

D. P. Hegshetye

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

75
2019-20

T.M.B.1
2019-20



PARKAR Hospital



Shital S. Topare

Nursing Assistant

ID No : 15148

Bld Gr. : O+VE



[Signature]
Dr. Alimiya D. Parkar
Managing Director

828, Shivaji Nagar, Ratnagiri - 415639.
☎ +91 9225818181, 02352 - 222942, 220089

[Signature]

Wc P...
Her... College of
Arts, Co... Science,
Ratnagiri - 415639

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2019-20

GADRÉ

TYBA
2019-20

GADRE MARINE EXPORT PVT. LTD



TRAINEE

700935

Name : SAYALI NILESH TARAVE

Date of Joining : 01-12-2021

Date of Birth : 07-10-1999

Blood Group :

TRAINING AUTHORITY

GADRE MARINE EXPORT PVT. LTD.

Plot No. FP-1, Mirjole Block, M.L.D.C., Ratnagiri-415639

Phone : +91-2352-231600 / 230867, Fax : +91-2352-231642

Ratnagiri-415639



Handwritten signature

CN122022270

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : Gadre Marine Export Pvt Ltd (E11192700087)
with Telephone no. & E-mail address : Plot No. FP-1, Mirjole, block, MIDC, Ratnagiri, RatnagiriRatnagiri, Maharashtra
: 02352-231600
: rajendra.pawar@gadremarine.com
2. (a) Name of Apprentice (Block Letters) : NIKET MANOHAR PADAVE (A122055992)
(b) Father's/Mother's /Spouse's Name : Manohar Bhikaji Padave
3. Address of apprentice : 65, PADAVE WADI, MIRJOLE, TAL-DIST- RATNAGIRI, RATNAGIRI, Ratnagiri, Maharashtra
4. Gender : Male
5. Date of Birth : 08-09-1997
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : 12th - Commerce
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Packing Machine Worker - Food Processing
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : Yes
(b) If Basic Training is exempt - reason for exemption
(i) Name of the Course : N/A
(ii) Duration of Training/Course : N/A
(iii) Name of the Institute : N/A
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2076 Hours
(a) Duration of Basic Training : 60 Hours
Period of Basic Training : From 06-12-2020 to 20-12-2020
(b) Duration of On-the-Job Training : 2016 Hours
Period of On-the-Job Training : From 21-12-2020 to 05-12-2021
11. Apprenticeship Training Location : Mirjole MIDC Ratnagiri
(a) Name and address of facility where Basic Training is to be provided : Gadre Marine Export Pvt Ltd
: GADRE MARINE EXPORT PVT. LTD.
:
(b) Name and address of the facility where On-the-Job Training is to be provided : Gadre Marine Export Pvt Ltd
: Mirjole MIDC Ratnagiri
: Ratnagiri
: Maharashtra
12. (a) Date of execution of contract : 19-12-2020
(b) Age of Apprentice on the date of execution of contract : 23 years, 3 months and 11 days
13. Is the establishment opting for benefits under NAPS? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount:



- (a) During 1st year of training : 7000
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

15. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A
(b) Relationship with the Apprentice : N/A
16. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes
(b) Name of TPA (if applicable) : Yuvashakti Foundation

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian



H/c Principal
S. F. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

FOR OFFICE USE ONLY

Contract Registration No. : CN122022270
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)



A handwritten signature in blue ink, appearing to be 'S. P. Hegshetye'.

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.



Annexure -2 | Covenants and conditions specific to NAPS scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://apprenticeshipindia.org>) and maybe updated from time to time.



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2019-20



T.Y.C.S
2019-20



Krutika Keer

Academic Counselor

+91-8010319983

krutika@mechatronrobotics.com

House No:799/3, Kadsiddheshwar Colony, Mazgaon Road, Maruti Mandir, Ratnagiri 415612

www.mechatronRobotics.com

The Principal
S. P. Hegde College of
Arts, Commerce & Science,
Ratnagiri - 415 639



मी शिवराज जनदिन गोवले 2020 मध्ये
बी. ए. ची परिक्षा पास झाली. मी एस. पी. हेगडेच्या
कॉलेज मधून बी. ए. पर्यंतच शिक्षण पूर्ण केले.
सध्या मी दापोली येथील मरुड बीच वरील माझ्या
भावाच्या हॉटेल व्यवसायामध्ये मदत करतो. माझे मासिक
उत्पन्न 12,000 रुपये आहे.



S. J. Govale
आपला विश्वासू
(शिवराज जनदिन गोवले)

S. J. Govale

I/c Principal
S. P. Hegshete College of
Arts, Commerce & Science,
Ratnagiri - 415 639

दि० - ११/०८/२०

प्रति,

मा० प्राचार्या
एल. पी. हेगशेट्ये कला, वाणिज्य व विज्ञान
महाविद्यालय, रत्नागिरी

विषय - बोजगारा बाबत माहिती
दणे बाबत...

महादया,

मी सरीता शोनालाम नेवरेकर आपला कला
वाणिज्य विभाग महाविद्यालय (एल. पी. हेगशेट्ये) येथे कला
तृतीय वर्ष कला या शाखेत शैक्षणिक वर्ष २०१९-२०
मध्ये शिकून घेतो.

मी सुरज मेडिकल रत्नागिरी येथे डाय ऑपरेटर
चा पदावर काम करित आहे. त्यामुळे मला दरमहा १० हजार
रुपये उत्पन्न मिळत आहे.

डॉ० विश्वाक

S. P. Hegshetye

(सरीता शोनालाम नेवरेकर)



[Handwritten signature]

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

81 2019-20



This card an access card to enter Reliance Betoils Premises
The card should always be displayed by the holder.
In case of loss of card or any emergency Please call :-022-29776776/77
If found please return to :
Central ID card Cell . A Block,
RTEC . Reliance Corporate park
Ghane Belapur Road, Navi Mumbai - 400701.
359438
Signature of Issuing Authority

TYBCOM
A.Y. 2019-20



[Signature]
I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

मी कुमानसिंग सायसिंग वसावे 2020
साता मस. पी. इगशेटय कॉलेज रातनागिरी
मध्यत बी. ए. ची परीक्षा पास झालो.

सध्या मी गावाला शेती व्यवसाय करतो.
माझे वार्षिक उत्पन्न 2 लाख रुपये आहे



कळोवे

Krasave

कुमानसिंग सायसिंग वसावे.

[Signature]

I/c Principal
S. P. Hoashetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

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TYBA 2019-20

APPOINTMENT LETTER

To,
MR. Vighnesh Sadanand Kamble

[DATE :- 01-08-2022]

Subject: Appointment letter for the post of Store Manager at LINENKING STORE (RATNAGIRI)

Dear Mr. Vighnesh Kamble.

We are pleased inform you that you have been appointed for the position of

Store manager at LINENKING store comes under FASHIONKING BRANDS PVT. LTD.

You are requested to report at our office on 03-08-2022 for the approval of your appointment. As per our company policy, you will be in a probation period of 1 YEAR , and then based on your performance and review you will be taken for the next level of employment in our organization.

The Net salary (In hand) offered to you is **Rs. 15000/- only and 2 % incentive on total monthly sale.**

I hope you agree all the terms and conditions and hope to see you on the date of joining.

Approved by,

**MR. Sameer Joshi (Company Auditor and Sales Manager)
And Nishikant Kadam (Store Owner)**

Company Name :- LINENKING (FASHIONKING PVT. LTD.)

[Handwritten Signature]

Uc Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



STORES

Select Store

Ratnagiri (Sai Collection)

[Download Store Audit Form](#)

Store Audit Details

Audit id	Store Name	Manager Name	Manager Mobile Number	Auditor Name	Audit Date	Submitted Date	Score	Remarks	Action
8	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2023-12-28 00:00:00	2023-12-31 17:40:08	49/49	Show Remark	View
7	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2023-11-05 00:00:00	2023-11-05 12:20:45	49/49	Show Remark	View
6	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2023-06-21 00:00:00	2023-06-21 17:27:34	49/49	Show Remark	View
5	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2023-05-17 00:00:00	2023-05-19 14:25:00	49/49	Show Remark	View
4	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2023-03-12 00:00:00	2023-03-12 13:11:54	49/49	Show Remark	View
3	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2023-01-18 00:00:00	2023-01-18 19:13:10	49/49	Show Remark	View
2	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2022-12-18 00:00:00	2022-12-19 17:47:48	49/49	Show Remark	View
1	Ratnagiri (Sai Collection)	Vighnesh Kamble	9067183617	Sameer Joshi	2022-10-07 00:00:00	2022-10-07 12:44:53	47/49	Show Remark	View



EFL/HR/M 2/2021

Date:31-Jan-2022

Mr. Ajay Patel

Dear Ajay Patel,

Further to your interviews with our panel, we are pleased to inform that you have been selected and offered for the following position:

Internal Designation & Band: **Management Trainee, M 2**

Department: **IT & Systems**

External Designation: **Management Trainee**

Date of Appointment: **22-Feb-2022**

Location of Job: **Pune | HO**

You shall be entitled to the compensation as mentioned under **Annexure-I**, attached herewith. Your appointment will be subject to Positive feedback on Reference check & Medical report.

Please sign and return the duplicate of this letter as a token of acceptance of the offer, on the terms and conditions mentioned above as well as in Annexure I, to the HR department as soon as possible.

We welcome you to our organization and look forward to a long, happy and mutually beneficial association with you in Electronica Finance Ltd.

Yours Sincerely,
Ashwini Shivram
Head - Human Resource



[Handwritten Signature]

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

Electronica Finance Limited

Registered Address: Audumber,101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017

Annexure I

Component	Yearly value	Monthly value
Basic	148632	12386
House Rent Allowance	59453	4954
Statutory Bonus	14220	1185
New Educational Allowance	2400	200
Special Allowance	94395	7866
Gross Salary	319100	26592
Employer PF	21600	1800
Statutory Bonus Interim	9300	775
Fixed CTC	350000	29167
Variable Performance Pay	35000	2916
Total CTC	385000	32083

*Income tax is applicable on Total Net Salary

*Mobile /Conveyance Expenses will be as per Company Policy

*Mediclaim of worth Rs. 2,00,000/- for (You, your spouse, two children & parents)

(60% Mediclaim premium will be borne by the company & 40% by the Employees/annum)

*Group term life insurance sum assured for Rs. 10,00,000/-

* Accidental Insurance sum assured for Rs. 10,00,000/-.

** Variable pay will be paid as per the company's policy.

*Employees will be eligible for appraisal who have joined before 30-Sep of respective financial year subject to confirmation & performance.

*Your appointment will be subject to positive feedback on reference check and medical report.

Electronica Finance Limited

Registered Address: Audumbar,101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017



Checklist of documents/information to be furnished on the date of joining

1. Self-Attested photocopies of all degrees/certificates in support of the educational /professional qualifications declared by you starting from Xth (SSC).
2. Birth date Proof – Self Attested photocopy of Birth Certificate or Pan Card or Driving License or Passport or Voter I. Card or School Leaving Certificate.
3. Identity Proof – Self attested photocopy of Driving license or Passport Copy.
4. Photocopy of PAN card.
5. Relieving letter of previous employers.
6. Last Pay slips (If not submitted before).
7. 3 Passport size Photographs in Navy blue background.
8. Medical Fitness Certificate

You are requested to carry the originals of the documents for verification at the time of joining.

**Yours Sincerely,
Ashwini Shivram
Head - Human Resource**

Electronica Finance Limited

Registered Address: Audumbar, 101/1, Eranwane, Dr Ketkar Road, Pune 411004 Maharashtra Pune:-411038, Maharashtra (India)

Telephone No:- +91 2067290700 Toll Free No:- 1800 233 9718 Web: www.efl.co.in

Corporate Identification Number of Efl: U65910PN1990PLC057017



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2019-20



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Date: 27/05/2022

Ref: STAQWISE/HR/2205

To,

Mr. Aniket Sunil Dhulap

S/O: Sunil Dhulap

Address: Sr. No.1618, shivanjall House,

Mahadev Colony, Pimpri Chinchwad,

Pune - 411033

E-mail ID: aniketdhulap@gmail.com

Contact No.: 9518361079

Subject : Offer letter for the post of "Jr. Software Developer"

Dear Mr. Aniket,

With reference to your application & subsequent discussions you had with us, we are pleased to offer you the position of "Jr. Software Developer" in our organization. We hope that our association will be an Important & mutually beneficial for both you & the organization.

Your employment will be governed by the terms & conditions as detailed in Annexure – A & C and for important & mandatory documents required from your side at the time of joining in Annexure – B.

We value this letter as a symbol of a new relationship and are more than aware that every relationship is enveloped in hope. For both of us, this step is towards realizing our hope, growth and prosperity for which you will have a vital role as an aspirant. If enclosed (Annexure A, B & C) terms & conditions are acceptable to you, then as agreed you should return the duly signed offer letter as acceptance within 24 hours from the receipt of this offer letter along with self-attested copy of credentials through mail (scan copy) at info@staqwise.com and also via courier/registered post/By hand at the below mentioned address.

Staqwise Solutions Private Limited

B-300, Lohia Jain Square, 3rd Floor, Vaidehi Enclave, Bavdhan, Pune, Maharashtra, India -411021

We congratulate you on your association with us and wish you a long and successful career with us.

This offer letter is highly confidential which should not be shown to anyone else.

Yours truly,

For Staqwise Solutions Private Limited



Authorized Signatory



[Signature]
I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

Declaration of Candidate as Acceptance:

I Aniket Sunil Dhulap, have carefully read & hereby accept this offer on 27/05 /2022

As expected under favorable condition/situation, I would like to confirm my joining on 01/06/ 2022

Signature of Employee.....*[Signature]*.....

CIN : U72900PN2019PTC186722



B - 300, Lohia Jain Square,
Bavdhan, Pune - 411 021



Info@staqwise.com



+91 9595222739



www.staqwise.com

Annexure (A)

Welcome to STAQWISE SOLUTIONS PRIVATE LIMITED

Presented here are the details that refer to our offer of employment to you as

This is to be read in conjunction with our offer of employment dated 27/05/2022

1. Period of contract:

The Company hereby employs the Soham Sanjay Godbole as its Jr. Software Developer and the Employee hereby agrees to serve in such capacity, for the period beginning 01st June 2022 and ending on the date on which the Employee's employment is terminated in accordance with clause 23 in this agreement.

1.1 Probation Period During Contract:

You shall undergo through Probation Period for the first three months from the date of your joining during your contractual period. During the Probation, your overall performance shall be reviewed which if not been found up to satisfaction level, then the company reserves the right to terminate your services immediately at any time without giving you any prior notice thereof and without any compensation payable.

If the Probation is over and you don't receive any written information or communication till the end date of Probation, then automatically/by default your Probation shall be considered on its successful completion and all terms & conditions shall be applicable as per norms of Contractual Employment.

2. Training Period:

The training program would consist of On-the-Job training as per requirement. The duration of the training is expected to last for a Period of one month, but may be shortened or extended based on the Company's requirements. Your continued employment with the Company is subject to your match during and at the end of the training.

3. Address for Communication:

All communication from your date of joining will be sent to your Permanent/Correspondence Address, E-Mail ID and/or Contact Number mentioned by you in your CV/Employment Application/Joining Form. You are requested to update your records with the HR of any change in any of above-mentioned mode of communication or employee status on priority basis because failing which any communication sent on your last recorded address shall be deemed to have been served by you.

4. Information regarding use of Employee Signature in Official Documents:

Employees shall use their signature in written official communication officially to any official member or department, which has been provided at the time of joining in their joining formalities. If any of their document(s) used by them officially having signature that mismatches with the signature present in their joining formalities, then that document shall not be entertained and no consideration will be given on information carried in that particular document. Use of Electronic or Digital Signatures in furtherance of electronic communications shall be deemed to be valid signatures in pursuance of this Agreement.

CIN : U72900PN2019PTC186722

 B - 300, Lohia Jain Square,
Bavdhan, Pune - 411 021

 info@staqwise.com

 +91 9595222739

 www.staqwise.com

5. Regular Updating of Status change in Employees Personal Information

If any change occurs to your below mentioned personal information status after your joining/employment in STAQWISE SOLUTIONS PRIVATE LIMITED, then kindly inform the HR Dept. and get your information updated immediately to the available records with the management provided by you at the time of joining to avoid any inconvenience that may occur during your service period in respect to your employment benefits:

- 5.1 Marital Status - Any change in your marital status after joining.
- 5.2 Family Dependents - On Birth or Death of any family member
- 5.3 Qualification - If any other degree/diploma/certificate is added into your educational portfolio i.e., been under consideration of the company.
- 5.4 Address - Any change in correspondence or permanent address.
- 5.5 Contact No. - If any change in your Mobile No. or Landline No.
- 5.6 Email ID - If any change in e-mail id.
- 5.7 Signature joining. - When employee uses any other signature officially that is not used during joining.

6. Attendance:

Attendance & Punctuality are important factor to your success within the company because by working as a team it is very important for each member to be at right place on right time without fail or delay.

Note: All employees should use their Employee Bio-metric ID Cards to punch their attendance on daily without fail. Attendance will be maintained on the basis of data recorded by Bio-metric Machine installed at office of company.

7. Dress Code:

Dress code is followed as per norms of the company & as stipulated in the recent version of the 'Company Handbook'.

8. Working Hours:

- 8.1 Your working hours may vary according to the operational requirements.
- 8.2 The Company reserves the right to amend hours of work as and when necessary to meet the requirements of the business and you hereby agree to the same. Due to exigencies of work, you may be required to work beyond normal hours for which wages you shall be paid according to the discretion of the Company. The Overtime hours may not exceed 50 hours in a consecutive three months' period.
- 8.3 An employee should have an approval of concerned authority to stay in office premises after his/her working hours, otherwise it may be considered for disciplinary action.

9. Leave: The rules for leaves shall be followed as per norms of the company. Please refer Leave Policy of company for more information


10. Maternity Benefit- (Act-1961): Applicable as per Government Norms.


11. Bonus-(Act-1965): Applicable as per Government Norms.


12. Increments and Promotions:

Your future increments or promotion shall be strictly based on merit & performance, considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right. Salary increments are a matter of sole discretion of the Management.

CIN : U72900PN2019PTC186722

 B - 300, Lohia Jain Square,
Bavdhan, Pune - 411 021

 info@staqwise.com

 +91 9595222739

 www.staqwise.com

13. Taxation;

You shall be responsible for providing Income Tax declaration at the time of joining and has to submit it again with all supporting to the HR Department by 31st January of every year else the company shall deduct an appropriate amount as Income tax from the amount paid to you annually towards Tax Deduction at Source (TDS).

You shall also be responsible for filing of your Personal Income Tax returns under the Income Tax Laws.

14. IT Policy.

The Organization's electronic information resources should be used primarily for official purposes with responsibility of using it in ethical and lawful manner. Electronic information resources includes Stagwise Network, Computers, Laptops, Workstations, hardware, software, Intranet/Internet, E-mail, Phones/Mobiles etc.

Avoid creating or making unofficial Gmail ID, WhatsApp Group or any other Social Networking Site & if required for Official working then it will be created from Head Office.

The Organization reserves the right to monitor all usage of its systems to ensure proper working order, appropriate use, the security of the organization's data and to retrieve the contents of any communication in the system. In case of any breach of privacy or leakage of sensitive personal data belonging to the Company, the Employee shall be held liable in accordance with law. The liability under this Clause includes any liability under the Information Technology Act, 2008.

15. Intellectual Property Rights of the Company

Intellectual Property Rights shall mean and include all rights existing from time to time under patent law, copyright law, trade secret law, trademark law, unfair competition law and all other proprietary rights, and all applications, renewals, extensions and restorations thereof, now or hereafter in force and effect worldwide.

The Employee agrees and acknowledges that all rights, title and interest in all the copyrights, trade mark, design or any other proprietary or intellectual rights on Company's documentations, brands, logos etc. or any improvements shall vest exclusively vest with the Company and the employee shall waive any right or title in these in favour of the Company. However, any material, invention, documentation etc. prepared and developed by the employee shall remain exclusive property of the employee and all the intellectual property rights shall be of employee only.

Any new ideas created by the employee with or without assistance of the Company shall be assigned as the property of the Company and all the intellectual property rights in such idea shall vest with the Company only.

16. Confidential Information

16.1 The employee acknowledges that, in any position the employee may hold, in and as a result of the employee's employment by the Company, the employee will or may, be making use of, acquiring or adding to information which is confidential to the employer is confidential information and the confidential information is the exclusive property of the Company. The confidential information will include all data and information relating to the business and management of the employer, including but not limited to, proprietary and trade secret technology and accounting records to which access is obtained by the employee, including work product, computer software, other proprietary data, business

operations, marketing and development operations and customer information.

- 16.2 The confidential information will also include any information that has been disclosed by a third party to the employer and is governed by a non-disclosure agreement entered into between that third party and employer.
- 16.3 The confidential information also includes anything developed or produced during the employee's term of employment with the employer, including but not limited to, any intellectual property, process, design, development, creation, research, invention, know-how, trade name, trade mark or copyright.
- 16.4 The employee acknowledges and agrees that he/she will not disclose any part of such information to any third party without the express consent from the Company and that any disclosure of the confidential information to a third party in breach of this agreement cannot be reasonably or adequately compensated for in money damages, would cause irreparable injury to the employer, would gravely affect the effective and successful conduct of the employers business and goodwill, and would be material breach of these Terms of employment which may lead to immediate termination of the employment.
- 16.5 The obligations to ensure and protect the confidentiality of the confidential information imposed on the employee in this Agreement and any obligations to provide notice under this agreement will survive the expiration or termination, as the case may be, of this Agreement and will continue in perpetuity from the date of expiration or termination.

17. Return of Confidential Information

The employee agrees that, upon request of the employer or upon termination or expiration, as the case may be, of this employment, the employee will turn over to the employer all confidential information belonging to the employer, including but not limited to, all documents, or other computer media, as well as any duplicates or backups made of that confidential information in whatever form or media, in the possession or control of the employee that:

- 17.1 May contain or be derived from ideas, concepts, creations or trade secrets and other proprietary and confidential information as defined in this Agreement; or is connected with or derived from the employee's employment with the employer.

18. Reimbursement:

- 18.1 Reimbursement of TA/DA at the time of joining & first reporting shall not be paid.
- 18.2 During your official posting/tenure if you incur any official expenses then you will be required to claim within 30 days along with proper supporting for it, else it will be deemed to be unauthorized.

19. Indemnification

- 19.1 The Employee agrees to indemnify and hold the Company, its employees, agents and representatives harmless from and against any and all costs, losses or expenses, including reasonable attorneys' fees, that the Company may incur by reason of any third-party claim or suit arising out of or in connection with any negligence, gross negligence, intentional misconduct of the employee or failure to perform pursuant to this Agreement.
- 19.2 Employer shall not be held liable for any fraudulent or criminal activities performed by Employee, its agents and representatives.
- 19.3 This section shall survive the termination or expiration of this Agreement.

20. Contract binding authority

Notwithstanding any other term or condition expressed or implied in this Agreement to the contrary, the employee shall not have the authority to enter into any contracts or commitments for or on the behalf of the employer without obtaining the express written consent of the employer.

21. Non-Solicitation

The Employee understands and agrees that any attempt on the part of Employee to induce or attempt to induce or solicit or attempt to solicit other employees, contractors or clients of the Company to join any other or competing employment or otherwise disrupt the Company's business operations or reputation and goodwill would be damaging for the Company. The Employee agrees that during the active employment with the Company and for period of one year after the termination or expiration of the Employment, the Employee will not in any way directly or indirectly:

- 21.1 Induce or attempt to induce any employee of the employer to quit employment or retainer with the employer;
- 21.2 Otherwise interfere with or disrupt the employer's relationship with its employees;
- 21.3 Discuss employment opportunities or provide information about competitive employment to any of the employer's employees or retainer.
- 21.4 Solicit, entice or hire away any employee or retainer of the employer for the purpose of the employment opportunity that is in competition with the employer.
- 21.5 During the term of the employees' active employment with the employer, and for one year thereafter, the Employee shall not directly or indirectly solicit, or attempt to sell or provide the same services as are provided to any Client or customer of the Employer.

Absenteeism:

Absenteeism will not be reviewed & regularized unless employee presents himself/herself to his/her superiors within 3 days of the expiry of the sanctioned leave and give explanation to the satisfaction of the authority granting leave in writing for his inability to resume duties on the due date. Unauthorized absence or absence without permission or information of / to HR from duty for a continuous period of 3 days will make an employee to be consider as Absconding and leading to continuous 10 days would make an Employee lose his/her lien on Employment. In such case his/her Employment shall automatically come to an end without any notice of termination or notice pay.

22. Separation from the Company:

- 22.1 This appointment is subject to Notice Period depending upon his/her Grade at the time of separation; in writing by either party subject to the following additional obligations where separation from employment takes place in the following circumstances: -

Resignation by Employee

Resignation is willful initiative taken by himself/herself with own self-consent to get separated from the employer/organization/company due to any of his/her personal reasons.

23.1.1 During Probation Period:

If any employee resigns during probation period i.e., within first three of months of joining date then he/she is supposed to serve the applicable notice period else deductions shall be applicable from their full & final settlement as per norms & employment policy of the company.



23.1.2 During Contract Period:

If any employee resigns during contractual period, then he/she is supposed to serve the applicable notice period else deductions shall be applicable from their full & final settlement as per company norms & employment policy.

23.1.3 During Permanent Employment Period as Confirmed Employee:

If any employee resigns being permanent/confirmed employee, then he/she is supposed to serve the applicable notice period else deductions shall be applicable from their full & final settlement as per company norms & employment policy.

Termination/Discontinuation of Employment Services by the Employer

Termination, if willful initiative is taken by the employer to separate the employee from his/her employment services due to any of official reasons like accomplishment/dismissal/non-availability of any existing project work/task or misconduct from the employee's side that can't be forgiven or any irreparable loss is incurred by the company due to the direct or indirect actions of the employee, the company shall be at the liberty to terminate your employment without any notice or compensation if any during the period of employment if you are found guilty of any of the following acts:

- 23.1.4 Act of willful disobedience, indiscipline, insubordination, incivility, insobriety, unauthorized absence, dishonesty, and fraud or any other serious misconduct or neglect or incompetence in the discharge of your duties or breach of any stipulation in this appointment letter or as set out in the policies and procedures of the Employer.
- 23.1.5 Striking work singly or with other employees or incitement thereof without giving due notice prescribed under laws;
- 23.1.6 Engaging in theft or dishonesty of any kind in relation to any Property belonging to the Employer;
- 23.1.7 Habitual Absence without leave; or
- 23.1.8 Carrying out any other illegal/criminal activity within the premises of the Employer.
- 23.1.9 He/she brings the name or reputation of the Employer into serious disrepute or prejudice the interests of the business of the Employer.
- 23.1.10 In violation of Clause 20 and 25 of these Terms and Conditions.

The Company may in any circumstances in which it reasonably believes that you are guilty of misconduct or breach of your employment terms, involves that the circumstances giving rise to the belief may be investigated, suspended from the performance, duties or exclude you from any premises of the Company. Remuneration will cease to be payable for such suspension or exclusion. Whenever any employee is under trail of legal action being consider as crime suspect then in that case the employee will be terminated on immediate basis under suspecting any doubt till the verdict is declared.

23.1.11 During Probation Period:

Company at its sole discretion, reserves the right to terminate/discontinue the employment services of any employee during the probation period without giving any notice, even without any payment in lieu of the notice period applicable.

23.1.12 During Contract Period:

Company at its sole discretion, reserves the right to terminate/discontinue the employment services of any employee during the contractual period of employment with applicable genuine reason after serving due notice or along with the payment in lieu of applicable notice period.

23.1.13 During Permanent Employment Period as Confirmed Employee:

Company at its sole discretion, reserves the right to terminate/discontinue the employment



services of any employee even during the permanent/confirmed employment period with applicable genuine reason after serving due notice or along with the payment in lieu of the notice period applicable.

23.2 Self-Expiry of Employment Services.

23.2.1 Retirement

You shall automatically retire from your services on the last working day of the month in which you attain the age of 60 years; considering the Date of Birth as final provided by you at the time of employment with company, or earlier if you are physically or mentally incapacitated.

23. Restriction during Restraint Period & after Termination of Services:

Your covenant with STAQWISE SOLUTIONS PRIVATE LIMITED, you will not at any time in any capacity in any Restraint Area during Restraint Period:

23.1 Induce or attempt to induce any of our employees to terminate their agreements or contracts with STAQWISE SOLUTIONS PRIVATE LIMITED

23.2 You are expected not to enter or pass through any of the restricted area of any official premises of STAQWISE SOLUTIONS PRIVATE LIMITED.

24. Full & Final Settlement:

24.1 You will be required to give 60 days' notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the 60 days' notice period. Similarly, the Company can terminate your services by giving 60 days' notice or basic salary thereof.

24.2 The acceptance of the resignation shall be subject to completion of all exit formalities by the employees which shall also include unconditional surrendering of all the company's assets/accessories in possession of the employee.

24.3 If any of the above-mentioned formalities are found incomplete from your side, then you will be sole responsible for losing the entitlement of your final settlement at the time of separation from your services towards the company.

24.4 If you receive the relieving/ experience certificate from any other source, other than the HR Dept. and use it officially outside the company then you shall be sole responsible for any repercussion that you may face if it is considered found fraudulent.

24.5 At the time of relieving, you are expected to handover all your responsibilities to the immediate senior authority (preferably)/ immediate junior. If you are serving notice period, you are not entitled to avail any leave during the notice period.

24.6 The document expects you to complete the tenure of employment up to 30th June 2022 (minimum) i.e. (service period), & you are encouraged to complete the same. However, in case of any early resignation i.e. before 30th June 2022, all expenses incurred by the company on your behalf & during the training period will be recovered from your final settlement amount.

24.7 Once the resignation is accepted, all pending dues shall be cleared as part of Full & Final Settlements which will take place within 45 days once you have completed all your exit formalities.

25. Others/General Rules & Regulations:

25.1 You will be governed by various service conditions, rules, regulations, policies of the Company that may be framed or amended by the company from time to time as applicable to your nature of employment.

CIN : U72900PN2019PTC186722



B - 300, Lohia Jain Square,
Bavdhan, Pune - 411 021



Info@staqwise.com



+91 9595222739



www.staqwise.com

- 25.2 All the benefits are as per the Company's policies, which are subject to change from time to time.
- 25.3 During your employment with STAQWISE SOLUTIONS PRIVATE LIMITED you shall not work directly / indirectly, part time, honorary or in any capacity anywhere else without written approval of Board Members and you shall not disclose any confidential information available to you in the course of employment with other company.
- 25.4 In future any amendments/new append to any of term & conditions towards your employment/rank/ designation shall also be applicable on you.
- 25.5 The Company reserves the right to seek references from your current/previous employer (s), at any stage, subsequent to your acceptance of this offer letter.
- 25.6 The decision of the Arbitrator shall be final and binding upon the Parties. The venue of arbitration proceedings shall be Pune, Maharashtra. The language of the arbitration and the award shall be English.

26. Governing laws & Jurisdiction:

This Agreement shall be construed in accordance with the Law of India. In relation to any legal action or proceedings arising out of or in connection with this Agreement, both the parties irrevocably submit to the exclusive jurisdiction of the courts in Pune, Maharashtra.

Welcome to the STAQWISE SOLUTIONS PRIVATE LIMITED family.
Yours sincerely,

Authorized Signatory



I have read, understood & accept the above-mentioned terms & conditions and confirm to follow the same.

Date: 14/06/2022

Signature: 

CIN : U72900PN2019PTC186722



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Bavdhan, Pune - 411 021



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+91 9595222739



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Annexure (B)

Important Documents Mandatory to be provided at the time of joining for HR Official Records:

This is to inform you that below mentioned documents are very important and mandatorily required at the time of joining. So, you are requested to bring the self-attested two photocopies of all following documents with their respective original credentials which are mandatory to be submitted at the time of joining because your appointment is subject to satisfactory verification of your background and original credentials. The original credentials will be returned back to you same day after verification.

Note: If you are unable to provide any of your below mentioned credentials at the time to be presented as request by you in your declaration then your employment procedure for the selected profile shall be cancelled immediately and the job Offer along with terms & conditions mentioned in this letter will become as null & void with this letter.

Self-attested true photocopies of the below mentioned documents should be brought at the time of joining for HR Records:

- 1.1 Two recent passport sized colour photograph.
- 1.2 PAN Card is Mandatory in any case.
- 1.3 Age Proof:
 - 1.3.1 High School Mark sheet/Pass Certificate
 - 1.3.2 Birth Certificate from Municipal Corporation/other Authority (if High School Mark sheet/Certificate not applicable)
- 1.4 Educational Credentials:
 - 1.4.1 High School/Equivalent Mark sheet & Pass Certificate
 - 1.4.2 Intermediate/Equivalent Mark sheet & Pass Certificate
 - 1.4.3 Graduation Mark sheet & Degree - If Applicable
 - 1.4.4 Post-Graduation Mark sheet & Degree (of Post Graduate) - If Applicable
 - 1.4.5 Other Diploma/Certificate (if any) - If Applicable
- 1.5 ID Proof (PAN Card is Mandatory and either of the others except PAN Card)
 - 1.5.1 Passport, Adhaar UID Card,
 - 1.5.2 Driving license, Voter ID Card
- 1.6 Address Proof (for Correspondence & Permanent both) - (Either of the following)
 - 1.6.1 Passport / Driving license
 - 1.6.2 Voter ID/ Aadhaar Card
 - 1.6.3 Any document or communication issued by an authority of Central Government, State Government or local bodies showing residential address or any other documentary evidence in support of his address given in the declaration
- 1.7 Personal Bank Account Proof (Two Self Attested Photocopy of any one of the following is required with Bank A/C Holder Name, Bank Name & Address, A/C No. & IFSC Code):
 - 1.7.1 Bank Passbook Photocopy
 - 1.7.2 Cancelled Cheque

Important Documents Mandatory to be provided at the time of joining for Bank Account Opening Process:

Self-attested true photocopies of the below mentioned docs should be brought at the time of joining for Salary Account in Bank:

- 1.8 Two recent passport sized colour photograph.
- 1.9 ID Proof (PAN Card is Mandatory and either of the others except PAN Card)
 - 1.9.1 Passport, Adhaar UID Card, Driving license and Voter ID Card

1.9.2 Any document or communication issued by an authority of Central Govt, State Govt or Local bodies showing residential address or any other documentary evidence in support of his address given in the declaration.

1.10 Address Proof (for Correspondence & Permanent both) - (Either of the following)

2.3.1 Passport / Driving License

2.3.2 Any document or communication issued by an authority of Central Government, State Government or local bodies showing residential address or any other documentary evidence in support of his address given in the declaration.


***Note:**


1. Credentials used for ID and Address Proof should not be identical, they should be used different for each use.
2. Voter ID shall not be considered as Address Proof for Bank Opening Form.

CIN : U72900PN2019PTC186722

 B - 300, Lohia Jain Square,
Bavdhan, Pune - 411 021

 info@staqwise.com

 +91 9595222739

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Annexure (C)

SALARY SHEET WILL BE EFFECTIVE FROM 01/09/2022*


EARNINGS	AMOUNT	DEDUCTIONS	AMOUNT
Basic Pay	9,400.00	Profession Tax	200.00
Dearness Allowance	4,550.00		
House Rent Allowance	1,515.00		
Conveyance Allowance	1,200.00		
Telephone Allowance	600.00		
Medical Reimbursement Allowance	1,235.00		
Gross Total	18,200.00	Total Deductions	200.00

*Based on performance

Note1 - All Components in INR

Note2 - From 01/09/2022 to 31/08/2022 salary will be 12,000/-per month is applicable.

Additional Benefit - GMC (Medical Insurance) of Rs. 2,00,000/- for an Individual.



CIN - U72900PN2019PTC186722

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Ravdhan, Pune - 411 021

 info@staqwise.com

 +91 9595222739

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2019-20

TYBA 2019-20



Seal over the photograph

Padave

Signature of Home Guard

Signature of Issuing Officer

Date :

06/08/2021

वि. २ वर
राजवाडी, रातनागिरी

Particulars of Home Guard

Serial No. 1955

Name (In Block Letters):

TEJAS LAXMAN
PADAVE

Taluka

or : RATNAGIRI

Zone

Date of Birth : 19-08-1998

Height : 5 Ft. 7 Ins.

Colour of hair : BLACK

Colour of eyes : BLACK

3

Padave

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



(87) - 2019-20

TYHS:

2019-20

Date : 03rd August 2021
Name & Address: Dipesh Gurav
At Post – Tivare, Ghera Prachitgad
Tal- Sangmeshwar, Dist.- Ratnagiri.
Email – dipeshgurav369@gmail.com
Mobile - 9545128534

WE
HOTELS

LETTER OF INTENT

Dear Dipesh,

We are pleased to appoint you at WE Hotels, Chinchwad, with effect from 03rd August 2021 on the following terms & conditions:

DESIGNATION:

Your designation will be "GSA – F&B Service Department"

REMUNERATION:

Your total compensation will be Rs.11000 per month.

ROLES & RESPONSIBILITIES:

As a F&B SERVICE GSA, you will report to F&B MANAGER and any other person as they see fit during the course of your tenure.

Your primary appointment will be at **We Hotels, Chinchwad.**

Your primary job responsibilities will be as enumerated below. However, this is in no way all-encompassing and your direct managers may ask you to undertake other tasks as they see fit.

JOB SUMMARY

To handle the operations of F&B Service department, to make sure all day-to-day operations of the hotel and control on cost.

D. D. D. D.



I/c Principal
S. P. Hegshetya College of
Arts, Commerce & Science,
Ratnagiri - 415 639

DUTIES AND RESPONSIBILITIES

To maintain Hotel Standards.

RULES OF EMPLOYMENT:

In matters not conveyed herein you would be governed by service rules/ practices that are common to all employees of the company and as specifically enumerated in the company policies. During your employment with this organization, you will not undertake any other assignment, either part time or full time, without the written permission of the company. You will devote your time and talents to the business of the company at all times during your employment with us. You will maintain strict confidentiality of all information concerning the company that may come to your knowledge as a result of your employment with us and confirmation of service.

TRANSFER:

Your services may be utilized in or you may be transferred to any other location or office/ site office of the group & its associated companies.

SEPARATION FROM SERVICE:

Upon confirmation, either of us may seek and obtain your separation from service by giving 2 months' notice to the other or the equivalent of 2 month's salary in lieu thereof. The company reserves the right to terminate your employment at any time without notice or compensation should there be evidence of you having furnished false information / declaration or any other misconduct on your part.

We believe your contributions, expertise and work ethics will influence working in the organization positively and we appreciate and look forward to a mutually satisfying association.

Welcome on board!

Please acknowledge a copy of this communication as a token of a for mentioned terms & conditions.

Yours Sincerely,

For The **WE HOTELS**

Authorized Signatory.



(88) 2019-20.

T-BMS-2019-20

नाव : आकाश प्रकाश सावंत

पत्ता : म.पो कोळीसरे
ता. जि. रत्नागिरी

मो.नं. :- 8805913372

तारीख :- 8/05/2023

प्रति. प्राचार्य
एस पी हेगाशेटे

जवाहरिणी कॉलेज रत्नागिरी

मी आकाश प्रकाश सावंत आपल्या विद्यालयात
बिळत होतो. तरी मी 2020 मध्ये माझे कॉलेज
साठी कोले. त्या नंतर मी कुवई येथे कुवई महा
विद्यालया मध्ये ticket selling officer या पदाकरी
काम करत आहे. माझे वार्षिक उत्पन्न 1,44,000 आहे.

Name - Akash Prakash Sawant

Faculty - BMS

Year - 2020

आपला विद्यार्थी

Sawant

(आकाश प्र. सावंत)



Uc Principal
S. P. Hegshete College of
Arts, Commerce & Science,
Ratnagiri - 415 639

89 - 2019-20

THS 2019-20



Date: 03/01/22

Name: Ms. SHIVANI PATOLE

SUBJECT: LETTER OF APPOINTMENT AS SR. GUEST SERVICE ASSOCIATE AT Grade 9A.

With reference to your application and our subsequent discussion, we are pleased to appoint you as **SR. GUEST SERVICE ASSOCIATE** at **Grade 9A** for the **SAYAJI HOTELS LTD., KOLHAPUR** on the following terms and conditions: as stipulated hereinafter. We hope that your association with us will be mutually beneficial, pleasant and fulfilling and as a part of human resources, you shall be one of our most valuable assets and shall have an important role in the success of our company.

The terms and conditions of appointment are recorded below for your consideration and acceptance.

COMMENCEMENT DATE

This appointment will commence on, **03/01/22**

COMPENSATION

You will receive a total CTC of **Rs. 212220 per year**. Your band/level details of the salary break up attached in **Annexure**. Your salary will be reviewed based on your performance as per the policy of the company.

In addition to the annual compensation that may be due to you, you will also be entitled to other benefits and entitlements introduced by the company for its employees from time to time. It is however clarified that such benefits and entitlement are provided on a voluntary basis and such entitlements shall be liable to change at the sole discretion of the management from time to time.

You hereby agree that all amounts payable by the company under this Letter of Appointment will be gross of all taxes and will be subject to such withholding taxes or taxes deducted at source, as may be required under applicable law(s) at relevant point of time. The company assumes no responsibility for your personal tax affairs and your tax liability in respect of your compensation (including the responsibility of filing your income-tax returns) will be entirely your responsibility and will be deducted at source based on the declaration made at the beginning of the year/at the time of joining.

The management reserves the right to distribute your consolidated salary in to Basic + Allowance at a Subsequent date as may be deemed necessary in accordance with company's Policies.



[Handwritten Signature]

Ms. Principal
S. P. Hoshang College of
Arts, Commerce & Science,

address : DYP Hospitality Pvt. Ltd. 2104/15, E Ward, Old P.B. Road, Kawala Naka, Kolhapur 416005, Maharashtra

Tel : 0231-2555999 | email : reservations@sayajikolhapur.com | website : www.sayajihotels.com

CIN - U55101PN1993PTC073824



Hotel

Sea Fans

Unit Of "Maitree Group Of Business"

Hotel Sea Fans

📍 Mandvi Beach, Near Gateway of Ratnagiri,
Satlanandwadi, Ratnagiri-415612

☎ 02352 - 233555 | 233666 | 7066752566

📧 booking@hotelseafans.com | hotelseafans@gmail.com

Date: 29-01-2022

TO WHOMSOEVER IT MAY CONCERN

Ms. Shivani Patole was working with us as a Commis III in Kitchen (Food Court) Department from 04th September, 2021 to 31st December, 2021. During her tenure of work we found her to be hard working towards her job.

She has left the organization on her own accord. We wish her all the best in her future endeavor.

Yours faithfully,


For Hotel Sea Fans



ह्य्री
The Hotel Group
0211948088

मराठा
The Hotel Group
0227485533

अंबर
The Hotel Group
0222794616

सुरुची
The Hotel Group
0755130080

harsha
The Hotel Group
0219246619

Harsha
The Hotel Group
0219246619

संभारणी
The Hotel Group
0609937880

Sea Fans



Date : 01.11.2018

TRAINING CERTIFICATE

This is to certify that Ms. Shivani Shivaji Patole student of S.P. Hegshetye College of Hotel Management & Hospitality Studies has undergone Industrial Exposure Training From 01/05/18 to 31/10/2018
With us in:

1. Food & Beverage Service
2. Food Production
3. Front Office
4. House Keeping

During her training with us, we found her to be diligent and hard working.

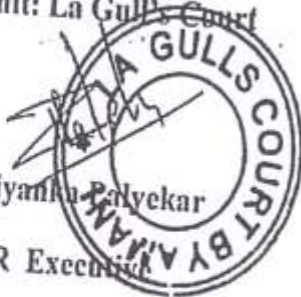
We wish her all the best in her future endeavors.

For: AMANI HOSPITALITY PRIVATE LIMITED

Unit: La Gulls Court

Priyanka Patil

HR Executive



HEAD OFFICE
D-22 Defence Colony
New Delhi - 110024

Tel: + 91 11 40678674
+ 91 11 40678675

GOA OFFICE
18/1 Nagoa, Arpora,
Bardez-403516, Goa

info@groupamani.com
www.groupamani.com

मी निकिता दिपक कांबळे एस. पी. हेगशेत्ये कॉलेजमधून
2020 मध्ये टी. वाय. बीम ची परीक्षा उत्तीर्ण झाले.
मी ऑगस्ट 2022 पासून चिंतामणी सॅण्डल कंपनीमध्ये
सुपरवायझर म्हणून काम करत आहे. माझे सरासरी
वार्षिक उत्पन्न 250,000 आहे.

आपली विश्वासू

Nkombe

(निकिता दिपक कांबळे)



[Handwritten signature]

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

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2019-20

TTC 2019-20



ADROIT Global Personnel Services Pvt. Ltd

Registered Address: No. B-56B Lower Ground Floor Kalkaji New Delhi-110019
Landline: +11 4705 9268 E-mail id: info@adroitservices.net.in
website: www.adroitservices.net.in CIN: U74140DL2014PTC270555

Adroit/2023/5739

May 9, 2023

Shadab Ashraf Satwilkar

588 Ratnagiri Sakharpa muslim mohallah Sakharpa
Maharashtra Sakharpa 415801
Mob:- +91 7378603408

Dear **Shadab Ashraf Satwilkar**,

With reference to our discussion, we are pleased to offer you the position of "Associate", at Adroit Global Personnel Services Private Limited.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be Rs. **281400/-** per annum and future increase will be performance based.

The above offer is subject to verification of your certificates and testimonials (i.e certificates in proof of educational qualification, proof of past employment, reference checks, address, date of birth and any other checks as deemed fit by the organization). As mutually agreed you would be based at **Thane Hiranandani** and join duties on or before **May 22, 2023**.

The tenure of this employment is for the period of 1 year ending on **May 21, 2024**.

You are hereby informed that your notice period will be Thirty day days. Please acknowledge the duplicate copy of this offer letter as a token of acceptance of our offer.

Thanking You,

Your Faithfully,

For Adroit Global Personnel Services Pvt. Ltd,

Prachi Chaudhary
(Authorized Signatory)

Accepted & Agreed



Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



ADROIT Global Personnel Services Pvt. Ltd

Registered Address: No. B-56B Lower Ground Floor Kalkaji New Delhi-110019
Landline: +11 4705 9268 E-mail id: info@adroit-services.net.in
website: www.adroit-services.net.in CIN: U74140DL2014PTC270555

Annexure

Pay Heads	Rs. Monthly Salary	Rs. Annual Salary
Basic	14405	172860
House Rent Allowance	720	8640
Advance_MSB	1250	15000
Special Allowance	5125	61500
Gross Salary	21500	258000
Employer Contribution		
Employer PF	1950	23400
Total Contribution	1950	23400
Cost To Company	23450	281400
Deduction		
Employee PF	1800	21600
Professional taxes	200	2400
Total Deduction	2000	24000
Net Take Home	19500.00	234000.00

Prachi Chaudhary
(Authorized Signatory)



Accepted & Agreed

New Form No 11 - Declaration Form

(To be retained by the employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANISATION

Employees' Provident Fund Scheme, 1952 (Paragraph 34 & 57) &

Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and EPS, 1995 is applicable)

1.	Name of the Member	Shadab Ashraf Satwilkar
2.	Fathers' Name	Ashraf Mohammed satwilkar
3.	Date of Birth (DD/MM/YYYY)	08/01/1999
4.	Gender (Male/Female/Transgender)	Male
5.	Marital Status (Married/Unmarried/Widow/Widower/Divorcee)	Single
6.	(a) Email ID (b) Mobile No	shadabsatwilkar4@gmail.com 7378603408
7.	Whether earlier a member of EPF Scheme, 1952	Yes /No
8.	Whether earlier a member of EPS Scheme, 1995	Yes /No
9.	Previous employment details: [If Yes to 7 and/or 8 above] a) Universal Account Number: b) Previous PF Account Number: c) Date of exit previous employment: (DD/MM/YYYY) d) Scheme Certificate No (if issued) e) Pension Payment Order (PPO) No (if issued)	_____ _____ _____
10.	a) International Worker: b) If yes, state country of region (India/Name of country) c) Passport No: d) Validity of Passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	Yes / No. _____ _____
11.	KYC Details: a) Bank Account Number & IFSC Code b) AADHAR Number c) Permanent Account Number (PAN)	10102345323 & IDFB0040106 843452556575 MEGPS71288

UNDERTAKING

- 1) Certified that the particulars are true to the best of my knowledge.
- 2) I authorize EPFO to use my Aadhar for verification/authentication/KYC purpose for service delivery.
- 3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account. (The transfer would be possible only if the identified KYC detail approved by previous employer has been verified by present employer using his Digital Signature Certificate)
- 4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date:

Place:

Signature of Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr. /Ms. /Mrs. **Shadab Ashraf Satwilkar** has joined on **22/05/2023** and has been allotted PF Number _____.

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- (Post allotment of UAN) The UAN allotted for the member is:
- Please Tick the Appropriate Option:

The KYC details of the above member in the UAN database

- Have not been uploaded
 Have been uploaded but not approved
 Have been uploaded and approved with DSC

C. In case the person was earlier a member of EPF Scheme, 1952 and ESP Scheme, 1995:

- The above PF Account number/UAN of the member as mentioned in (A) above has been tagged with his/her UAN/Previous Member ID as declared by member.
- Please Tick the Appropriate Option:

The KYC details of the above member in the UAN database have been approved with Digital Signature Certificate and transfer request has been generated on portal.
 As the DSC of establishment are not registered with EPFO, the member has been informed to file physical claim (Form-13) for transfer of funds from his previous establishment.

Date:

Place:



Signature of Employer with Seal



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2019-20

TY IT 2019-20

Progressive
Experience Outcomes

Cloud | Digital | Operations

Associate Code : 011046
MUMBAI

www.progressive.in

Mr Rohit Tukaram Taral

429, Mahamad Wadi
Satavali

Date: 28 Feb 23

Ratnagiri - 416701

Dear Mr Rohit Tukaram Taral,

With reference to your application and subsequent interview you had with us, we are pleased to offer you a position in our Company as **TECHNICAL ANALYST - EUC - CLIENT EXPERIENCE**

as per the terms and conditions given in the Annexure enclosed hereto. For the purpose of policy and other related classification you will be placed in Grade E1

If the terms and conditions as given in the enclosed Annexure are acceptable to you kindly return a copy of the same duly signed by you on each page as token of your acceptance.

We welcome you to the Progressive family and look forward to your successful career with us.

With best wishes,

For Progressive Infotech Pvt. Ltd.


Venu Garg
Director

(Received and Accepted)



I/c Principal
S. P. Hegshetya College of
Arts, Commerce & Science,
Ratnagiri - 415 639

Compensation Annexure



Associate Code 011046
 Associate Name Rohit Tukaram Taral

Grade E1
 Designation TECHNICAL ANALYST - EUC

-Dear Rohit Tukaram Taral

Please find below your monthly/annual salary breakup. The breakup would be effective from 27,February,2023

Fixed Salary	Monthly Figure (in Rs.)	Annual Figure (in Rs.)
Basic	13,142.00	157,704
HRA	6,571.00	78,852
Special Allowance	1,313.00	15,756
GROSS SALARY(A)	21,026.00	252,312
ADDITIONAL BENEFIT		
Employers' Contribution to PF	1,735.00	20,820
Group Medical Insurance Premium	300.00	3,600
TOTAL BENEFITS(B)	2,035.00	24,420
TOTAL FIXED SALARY(A+B)	23,061.00	276,732
Gratuity(C)-Payable as per Gratuity Act	632.00	7,584
TOTAL CTC	23,693.00	284,316

Note :

- Changes in PF/ESIC by respective departments will be applicable, If any
- The payout for Variable compensation shall be decided based on the KRA's. A separate letter has been attached for your variable KRA's. The management has the right to modify the framework as well as the parameters of evaluation from time to time, depending on changing business environment and needs.
- Your Compensation details are Personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager & HR.

Prepared by _____

For Progressive Infotech Pvt. Ltd.

Venu Garg (Director)

Authorised Signatory: _____

(Received & Accepted)



Progressive Infotech Pvt. Ltd.

Registered Office Address : Flat No. 6317, Sector-C, Pocket 6 & 7, Vasant Kunj, New Delhi - 110070.

CIN No. : U51909DL1998PTC091465

To,
Progressive Infotech Pvt. Ltd,
6317, Sector - C, Pocket 6 & 7,
Vasant Kunj, New Delhi - 110070

Re: Payment of Rs. 34,592 in compliance with the terms & conditions of my Appointment effective 27-Feb-2023 .

Dear Sir,

Please find enclosed herewith a cheque no. 000001 drawn on HDFC BANK for a sum of Rs. 34,592 (Rupees Thirty Four Thousand Five Hundred Ninety Two only) towards full and final settlement of my liability in compliance with the terms and conditions of my Appointment effective 27-Feb-2023 .

I confirm that the above cheque has been issued by me as a reimbursement, in lieu of notice period as per clause of Termination of my Appointment Letter and compensation towards the estimated damage/loss suffered by the Company due to breach of employment terms and conditions by me.

Thanking You,

Yours faithfully

(Rohit Tukaram Taral)



Progressive Infotech Pvt. Ltd.

Registered Office Address : Flat No. 6317, Sector-C, Pocket 6 & 7, Vasant Kunj, New Delhi - 110070.

CIN No. : U51909DL1998PTC091465

TYHS 2019-20



04/07/2022

Ms. RAKSHANDA PATHROD

DYP Hospitality Pvt. Ltd.

Dear Ms. RAKSHANDA PATHROD,

This is reference to your appointment letter. With regards to that we are pleased to inform you that you have successfully completed your probation period and your services are confirmed in the organization with effect from 04/07/2022. Your designation would be "SR. GUEST SERVICE ASSOCIATE" at Grade 9A.

All the other terms and conditions of your appointment remain unchanged.

We are expecting the same performance and zeal towards the duty for the betterment of yourself as well as the organization.

Henceforth, your services shall be liable for termination by either party by giving to the other party not less than 1 (One) month notice in writing or 1 (One) month salary in lieu of notice.

Thanking you,

With Warm regards,



[Handwritten signature]

For, DYP Hospitality Pvt. Ltd.

[Handwritten signature]

Authorized Signatory

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639





SHL/DYP/ Kolhapur Unit /2021

Date: 15.12.21

Name: Ms. Rakshanda Pathrod

Address: Bhagavati Bandar, Khanna Company, Ratnagiri - 415612

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment as Sr. Guest Service Associate – Front Service, Grado 9A with Sayaji Hotels Limited, Kolhapur.

For the above mentioned position you will be entitled for monthly gross of Rs. 14500/- You are required to report on duty on or before 18th Dec, 2021 at DYP Hospitality Pvt. Ltd. - Kolhapur. Failing which this offer will stand automatically cancelled.

Statutory deductions are as applicable. Food deduction will be applicable on availing cafeteria facility.

Please bring the original & photocopies of the following documents.

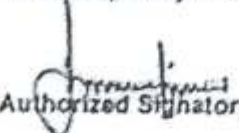
1. All educational certificates,
2. Ten no 's of passport size latest color photograph.
3. Copy of PAN, Driving License, Voter ID (as applicable) for proof of address and proof of photo identity.
4. Proof of Date of Birth
5. Experience letter & copy of pay slip for proof of income.

Further, this offer is valid subject to satisfactory reference checks. This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been pending, then your employment is liable to be terminated without notice. The detailed letter of appointment will be issued to you upon your joining.

Please acknowledge & return the duplicate copy of this letter as a token of acceptance at earliest.

Thanking you,

FOR
DYP Hospitality Pvt. Ltd.


Authorized Signatory

I hereby accept the above terms and conditions.

Signature:

Date





GROUP

Date : 01.11.2018

TRAINING CERTIFICATE

This is to certify that Ms. Rakshanda Chandrashekhar Pathrod student of S.P. Hegshetye College of Hotel Management & Hospitality Studies has undergone Industrial Exposure Training with us in: From 01/05/18 to 31/10/2018

1. Food & Beverage Service
2. Food Production
3. Front Office
4. House Keeping

During her training with us, we found her to be diligent and hard working.

We wish her all the best in her future endeavors.

For: AMANI HOSPITALITY PRIVATE LIMITED

Unit: La Court


Priyanka Palyekar
HR Executive



HEAD OFFICE
D-22 Defence Colony
New Delhi - 110024

Tel: + 91 11 40678674
+ 91 11 40678675

GOA OFFICE
18/1 Nagoa, Arpora,
Bardez-403516, Goa

Info@groupamani.com
www.groupamani.com

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TYCS
2019-20



MAERSK

CONTRACT OF EMPLOYMENT

Contract Id: 61825

Bharati Pashuram Bandiwadar



(APM ID: 3081480)

I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639



Contract issued on: 23/Nov/2023

Contract of Employment – Ratings

1. <i>Name of Employee (referred to as Seafarer or Rating):</i>	Bharati Pashuram Bandiwadar						
2. <i>Rank:</i>	Ordinary Seaman						
3. <i>Date of Birth:</i>	08/Apr/1999						
4. <i>Place / Country of Birth:</i>	Ratnagiri Maharashtra / India						
5. <i>Nationality:</i>	Indian						
6. <i>APM-ID:</i>	3081480						
7. <i>Employment Effective Date:</i>	29/Nov/2023						
8. <i>Flag of the vessel:</i>	Denmark						
9. <i>Agreed Repatriation Destination:</i>	MUMBAI (IND)						
10. <i>Name and address of Ship Owner* (Company):</i> Maersk A/S Esplanaden 50, DK-1263 Copenhagen K, Denmark	11. <i>Signature and Details (Employee)</i> <div style="text-align: center;"> <p>DocuSigned by:</p>  <p>65A230C21E244DF...</p> </div> <p>I declare:</p> <p>(a) that the Shipowner's representative has provided a sufficient opportunity for me to review and take advice on the terms and conditions of this agreement;</p> <p>(b) that the Shipowner's representative has explained my rights and responsibilities under this agreement; and</p> <p>(c) that I enter into the agreement freely</p> <p>(d) that no fees or other charges for providing employment are borne directly or indirectly, in whole or in part, by me, other than the cost of obtaining a national statutory medical certificate, seafarer's book and a passport or other similar personal travel documents, not including, however, the cost of visas, which shall be borne by the Shipowner.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;"><i>Name:</i></td> <td>Bharati Pashuram Bandiwadar</td> </tr> <tr> <td><i>Date:</i></td> <td>23-Nov-2023</td> </tr> <tr> <td><i>Address:</i></td> <td>4113/4,,Bhagwati Bandar,Khanna Compony,Killa,Ratnagiri,Maharashtra,, 415612 Ratnagiri, Maharashtra, India</td> </tr> </table>	<i>Name:</i>	Bharati Pashuram Bandiwadar	<i>Date:</i>	23-Nov-2023	<i>Address:</i>	4113/4,,Bhagwati Bandar,Khanna Compony,Killa,Ratnagiri,Maharashtra,, 415612 Ratnagiri, Maharashtra, India
<i>Name:</i>	Bharati Pashuram Bandiwadar						
<i>Date:</i>	23-Nov-2023						
<i>Address:</i>	4113/4,,Bhagwati Bandar,Khanna Compony,Killa,Ratnagiri,Maharashtra,, 415612 Ratnagiri, Maharashtra, India						
*Shipowner means the owner of the ship or another organization or person, such as the ship manager, who has assumed the responsibility for the operation of the ship from the owner and who, on assuming such responsibility, has agreed to take over the duties and responsibilities imposed on shipowners in accordance with Maritime Labour Convention. (See Article II(1)(j) of the Maritime Labour Convention)							
12. <i>Signature and Date (Shipowner's representative**) (place where this agreement is entered into; also referred to as place of engagement):</i>	<div style="text-align: center;"> <p>DocuSigned by:</p>  <p>58C541A3E4DA4C5...</p> </div> <p>Authorised by Shipowner (As defined under box 10 to issue Contract of Employment).</p> <p>**Entitles defined as Branch offices under vessel's DOC or Recruitment and Placement Services under vessel's DMLC Part II.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;"><i>Name:</i></td> <td>Maersk Fleet Management and Technology India Private Limited</td> </tr> <tr> <td><i>Date:</i></td> <td>23-Nov-2023</td> </tr> <tr> <td><i>Address:</i></td> <td>Maersk Fleet Management and Technology India Private Limited (License: RPSL-MUM-490) 5th floor, 502 and 503, Godrej Two, Pirojshah Nagar, Eastern Express Highway, Vikhroli East, Mumbai Suburban, Mumbai 400079, Maharashtra, India</td> </tr> </table>	<i>Name:</i>	Maersk Fleet Management and Technology India Private Limited	<i>Date:</i>	23-Nov-2023	<i>Address:</i>	Maersk Fleet Management and Technology India Private Limited (License: RPSL-MUM-490) 5th floor, 502 and 503, Godrej Two, Pirojshah Nagar, Eastern Express Highway, Vikhroli East, Mumbai Suburban, Mumbai 400079, Maharashtra, India
<i>Name:</i>	Maersk Fleet Management and Technology India Private Limited						
<i>Date:</i>	23-Nov-2023						
<i>Address:</i>	Maersk Fleet Management and Technology India Private Limited (License: RPSL-MUM-490) 5th floor, 502 and 503, Godrej Two, Pirojshah Nagar, Eastern Express Highway, Vikhroli East, Mumbai Suburban, Mumbai 400079, Maharashtra, India						



STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

(Ref. MLC 2006 Standard A 2.1 the seafarer must bring along this employment contract and present it to the Captain on board. The Captain may keep the contract in file and return it when the seafarer signs off)

1.0 General information

- 1.01. DATE OF EMPLOYMENT: This Contract of employment commences from the date indicated in box 7 on page 2 of this contract. Any computation of wages or any other payment in accordance with this contract will only start with effect from the date of first departure. The date of first departure will be defined as the date of first departure after signing this contract from Seafarer's country of residence to join one of the company's vessels. However, if the date of first departure is prior to the date indicated in box 7, the official date of employment will be the same date as the date of first departure.
- 1.02. POSITION: You are employed by the ship owner of the vessel you are being assigned to. You agree to serve on any vessel owned or operated by the Company for which you are experienced and qualified and you agree to transfer between vessels as may be required by the Company.
- 1.03. MEDIA: You are not to give any information to press, radio or television without consent, in writing, from the Company.
- 1.04. CONFIDENTIALITY: The Seafarer shall not, whether during the currency of this agreement or after its termination for whatever reason, use, disclose or distribute to any person or entity, otherwise than as necessary for the proper performance of their duties and responsibilities under this agreement, or as required by law, any confidential information, messages, data or trade secrets acquired by the Seafarer in the course of performing her or his duties under this agreement. This includes, but is not limited to, information about the Company's business.
- 1.05. USE OF INTERNET AND E-MAIL: The Seafarer shall ensure that at all times her or his use of the email and Internet facilities at work meets the ethical and social standards of the workplace. Whilst a reasonable level of personal use is acceptable to the Seafarer, this must not interfere with the Seafarer's employment duties or obligations, and must not be illegal or contrary to the interests of the Company. The Seafarer shall also comply with all email and Internet policies issued by the Company from time to time.
- 1.06. All our terms and conditions including Medical, social security, insurance, repatriation etc. are as per the 'NUSI DSA CBA for Indian Ratings' (hereinafter known as CBA)

2.0 Disciplinary Procedures

- 2.01. Following an act of misconduct, the procedure outlined in *Appendix 1 - Disciplinary Procedures* will be applied.

3.0 Grievance and Complaint Procedure

- 3.01. According to MLC 2006 Regulation 5.1.5 each vessel must have on-board procedures for the fair, effective and expeditious handling of seafarer complaints alleging breaches of the requirements of the MLC Convention. The procedure outlined in *Appendix 2 - Complaints* will apply for settlement of any grievance or complaint the Seafarer may have or wish to make. Upon embarkation, the Seafarer will be further informed how the procedure and practices have been implemented on board.

4.0 Drugs and Alcohol Policy

- 4.01. You agree to familiarize yourself with and comply with the Company's Drug and Alcohol Policy outlined in *Appendix 3 - Drug and Alcohol Procedure*. Breach of this policy will be a disciplinary matter and may lead to termination of employment.
- 4.02. Random, unannounced testing will be carried out anywhere and at any time. Positive findings may result in immediate termination of employment.

5.0 Employee Privacy Notification

- 5.01. As part of this agreement, Company and its representatives will collect and process personal data about you as described in 'Seafarer Privacy Notification' currently included in the document named 'Prerequisites governing daily services'. By signing this agreement, you confirm that you have been provided with the Seafarer Privacy Notification and that you have read and understood the information given herein. Please note that this does not constitute a consent for Company's processing of your personal data. If Company requires your consent for processing of certain categories of personal data, we will request your consent in a separate consent declaration.



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- 5.02. You are required to either keep your personal data up to date by updating the HR systems via your access or notify the Company or its representatives of any changes to your personal data to ensure that the data that Company is processing is correct.

6.0 Wages

- 6.01. The wages of each Seafarer shall be calculated in accordance with this Agreement as per the wage scale table and the only deductions from such wages shall be deductions as recorded in this Agreement and/or other deductions as authorized by the Seafarer. Furthermore, there may be made deductions as per any proper flag state statutory legislation and/or any applicable CBA deduction related to the seafarer's share of any applicable welfare, social and pension contributions.
- 6.02. The Seafarer shall be supplied with a pay slip of their net wages, after deductions, in a currency agreed with the Seafarer, at the end of each calendar month.
- 6.03. Any wages not drawn by the Seafarer shall accumulate for their account.
- 6.04. You will be responsible for your own personal tax as required in your country of residence or any other country.
- 6.05. You will be responsible for your pension contribution and social security contribution as required in your country of residence or any other country, unless such a contribution is covered under the applicable CBA.

7.0 Shore Leave

- 7.01. No shore leave shall be granted and no seafarer is allowed to leave the ship without the consent of the master or his deputy and the local authorities, but such leave may be permitted where possible and should be co-ordinated with your colleagues and superiors in order to ensure that the vessels' operational schedule and safety aren't compromised.

8.0 Agreed Repatriation Destination

- 8.0.1. It is mutually agreed that you will be repatriated till the destination airport as per box 9 on page 2.
- 8.0.2. This clause will supersede the repatriation destination as stipulated in your CBA (if any).

Monthly Wages

(All figures in USD)

Period of Service On-board	150 +/- 30 days	Basic Wages (173) Hours	462.00
Prepaid Overtime Payment (103) Hours	344.00	Hourly Overtime rate	3.34
Leave Days per month	9	Leave Wages per month	139.00
Experience Allowance (if more than 60 months experience)	0.00	Other Allowance	0.00
		Conditional Onboard Allowance	0.00
Danish Additional Pension	50.00	Total monthly wages excluding the variable Overtime	995.00

APPENDICES

Appendix 1 – Disciplinary Procedures

- The Company has a written warning and disciplinary procedure available under the Company's safety management system. This procedure should be referred for most updated copy of this procedure. In case of any discrepancy between the procedure and this agreement the updated procedure shall take precedence.
- The following acts of misconduct, if proved to the reasonable satisfaction of the Master to have been committed, are those for which

notice of resignation or dismissal will, according to the circumstances of the case, be considered appropriate, apart from any legal action which may be called for:

- Assault;
- Wilful damage to ship or any property on-board;
- Theft or possession of stolen property;
- Possession of offensive weapons;
- Persistent or wilful failure to perform duty;
- Unlawful possession or distribution of drugs or alcohol;



- g) Conduct endangering the ship or persons or cargo on board, or the marine environment;
 - h) Combination with others at sea to impede the progress of the voyage or navigation of the ship;
 - i) Disobedience of orders relating to safety of the ship or any person on board;
 - j) Fraud and forgery;
 - k) To be asleep on duty or fail to remain on duty if such conduct would prejudice the safety of the ship or any person on board;
 - l) To be under the influence of alcohol or illegal drugs while signed on the vessel;
 - m) Intimidation, coercion and interference with the work of other employees;
 - n) Behaviour which seriously detracts from the safe and efficient working of the ship;
 - o) Conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men which is unwanted, unreasonable or offensive to the recipient;
 - p) Behaviour which seriously detracts from the social well-being of any other person on-board including discrimination, harassment and bullying;
 - q) Causing or permitting unauthorised cargo, possessions or persons to be on board the ship while it is at sea;
 - r) The solicitation or acceptance of any gratuities or favours, whether in cash or kind, in the course of or related to service with the owners;
 - s) Smuggling of any nature or breach of customs' regulations, including but not limited to contraband, stowaways or refugees;
 - t) Repeated acts of misconduct of a lesser degree listed in (2) after any warning have been given in accordance with the procedures.
3. Lesser acts of misconduct may be dealt with by:
- a) Informal warning administered at an appropriate level lower than that of the Master;
 - b) Formal warning by the Master, recorded in the ship's official logbook.
 - c) When a formal warning is given, the seafarer should be advised of the likely consequence of further acts of misconduct.
4. Acts of misconduct, if proved to the reasonable satisfaction of the Master, Officer or Petty Officer to have been committed, for which the procedure in paragraph 3 is considered appropriate, are:
- a) Offences of the kind described in paragraph 2 which are not considered to justify dismissal in the particular circumstances of the case;
 - b) Minor acts of negligence, neglect of duty, disobedience and assault;
 - c) Unsatisfactory work performance;
 - d) Poor time keeping;
 - e) Stopping work before the authorized time;
 - f) Failure to report to work without satisfactory reason;
 - g) Absence from place of duty or from the ship without leave;
 - h) Offensive or disorderly behaviour.
5. In the event of dismissal, the Seafarer may contact the Company's designated Manager; or

the Seafarer may contact an Official of the Union, who may take up the matter with the Company's designated Manager. In such cases the representatives shall meet at a mutually agreed location.

Appendix 2 – Complaints

The Company has a Complaint procedure available under the Company's safety management system. This procedure should be referred for most updated copy of this procedure. In case of any discrepancy between the procedure and this agreement the updated procedure shall take precedence.

2.1 Complaint Procedure

- a) Each seafarer has a right to raise a complaint concerning breaches of the requirements of MLC (including their rights). Some of the items could include the following:
 - i. Conditions of employment
 - ii. Accommodation, recreational facilities, food and catering
 - iii. Health protection, medical care, welfare and social security protection
 - iv. In addition, the seafarer may also use this procedure to complain against items not covered under MLC.
- b) All senior officers on board are responsible for on a confidential basis, providing seafarers with impartial advice on their complaint and otherwise assist them in following the complaint procedures available to them on board the ship.
- c) Such complaints should as far as practicable possible be resolved at the lowest level possible in line of immediate superiors. However, all seafarers shall have a right to complain directly to one of the senior officers or the master.
- d) Seafarers are safeguarded against the possibility of victimization for filing complaints. The term "victimization" covers any adverse action taken by any person with respect to the Seafarer for lodging a complaint which is not manifestly maliciously made. Lodging a complaint is without prejudice to the Seafarer's right to seek redress through legal means the Seafarer considers appropriate and legal.
- e) Seafarers have the right to be accompanied and to be represented by another Seafarer of their choice on board the ship – to attend any meetings into the subject matter of the complaint.
- f) If the complaint cannot be resolved, the decision of the master shall govern at sea and in ports. The Master shall as soon as possible refer such dispute to the to the relevant Marine HR Department and afford such facilities necessary to enable the Seafarer to transmit his appeal to the Company
- g) Seafarers shall commemorate and respect - that complaints may be unjustified – such as but not limited to complaints made with ulterior motive of:
 - i. personal revenge
 - ii. discrediting others
 - iii. highlighting own excellent entirety at the expense of others



- iv. complaints made in order to have greater personal rights than others and greater personal rights than can be justified
- v. preparing a counteract for any later expected personal prosecution or reprimand for own negligence or breach of obligations
- vi. exclusively made for the purpose of demonstrating personal power, self-assertion, self-satisfaction and self-importance

Appendix 3 – Drug and Alcohol Procedure

The Company has a Drug and Alcohol policy available under the Company's safety management system. This procedure should be referred for most updated copy of this procedure. In case of any discrepancy between the procedure and this agreement the updated procedure shall take precedence.

3.1 Policy Deployment - Principles

The Health and Safety Policy Statement says that, "It is our policy to conduct our activities in a manner that protects the health and safety of our employees, and that our vessel operations and employees do not harm the health and safety of others". The Drug and Alcohol Policy Statement says that, "It is our policy that no employee, contractor or visitor shall be under influence of any alcohol or drugs while on-board our vessels".

These Policy Statements have been adopted to ensure the health and safety of persons on board the vessel and to ensure safe interactions with other persons and units and the protection of the environment and of assets.

The consequence of the Policy Statements is that no drugs or alcohol of any kind are allowed on board, except for those required for the ship's medical supplies and first aid kits and except for prescribed medicines which have been declared and permitted on board.

Testing to confirm the absence of influence from drugs and alcohol is to be carried out in support of the Policies and Procedure, for example, on a pre-employment basis, on an annual basis, randomly, for just cause, and post-incident.

It is the intention that this Procedure is implemented and administered with due respect for the individual.

3.2 Testing

All positions on board the Company vessels are safety-sensitive positions. It is a violation of this Procedure to refuse to take a drug or alcohol test as required.

a) Pre-employment:

Prior to employment, all personnel shall undergo a Medical Certificate for Seafarers with a satisfactory result. Examination for alcohol dependency is part of the medical examination.

b) Random tests

Unannounced drug and alcohol tests or searches may be initiated by the Company and / or the Master to monitor compliance with the prohibition against possession or use of drugs or alcohol on board by an Approved Test Provider.

c) Post incident testing

Where there has been a serious marine incident, where it is necessary to eliminate the use of drugs or alcohol as a possibility, or where testing is considered necessary, testing is performed as determined by the Company and / or the Master.

3.3 The use of prescribed medication

A person on prescribed medication must provide the following information to the Master, when boarding: name and type of medication, trade name and generic name, active ingredient, dosage to be taken, experienced or IF KNOWN potential side effects.

3.4 Consequences

In the event that a person is found to be in possession of drugs or alcohol while boarding or on board or to be under the influence of drugs or alcohol, as defined above, actions as deemed necessary by the Master and / or the Shore-Based Personnel Department will be decided, including removal from the vessel and termination.

When considering disciplinary action against an employee, the Company and the Master will take all of the circumstances into account, including disability, and will be guided by just cause principles applicable within the flag jurisdiction.

In case of reasonable suspicion that a person on board is in possession of or under the influence of drugs or alcohol or is misusing prescribed medicine, the Master, in consultation with the Company, may initiate a search.





Navnirman High

English Medium School

(CBSE Affiliation No. :- 1130433

School Code :- 30378)

S.M. Joshi Vidyaniketan, P -63 M. I. D. C., Mirjole, Tal & Dist. Ratnagiri. 415 639

Phone No. (02352) 228441.

E mail- navnirmanhigh@gmail.com

No. - NSS/Estab/ 17 / 2023-24

Date 1st June 2023

APPOINTMENT LETTER

To,
Ms Tasbiha Niyaj Vasta

I have pleasure to inform that you are hereby appointed as Un Trained / Trained / Asst Teacher for the academic year 2023-2024 in our sanstha's Navnirman High English Medium School, Ratnagiri. With effect from 1st June 2023 or the date you report for duty.

I wish to inform you that

- 1) Your appointment is considered as probation basis. from 1st June to 30th April 2024
- 2) You will be paid a consolidated salary of **Rs 8,800/-** per month.
- 3) You will have to offer assistance to the society in carrying out various other jobs of the school also including administrative as and when required.
- 4) You shall not undertaken private or any other tuition without prior permission in writing of the Principal / Head of the Institution.
- 5) As at teacher you should be engaged as a whole time employee in the school. In case of part -time job with another institution, you need to take permission from the head of Institution.
- 6) You shall submit the original and the certified true copies of relevant testimonials, birth date certificate, mark sheets, experience certificate.
- 7) You will try to maintain decorum and discipline in your conduct with the students' fellow-teachers and members of the Sanstha and the public at large.
- 8) Your services are transferable to other institution of Navnirman Shikshan Sanstha as and when required.
- 9) It is mandatory on your part to give Three months notice before leaving the job or else deposit Three months salary in lieu.

You are requested to inform the office your acceptance of the said offering in writing immediately on receiving this letter.

With best wishes.

Mr. Abhijit Hegshetye
Chairman
Navnirman Shikshan Sanstha



Ratnagiri - 415 639
Arts, Commerce & Science
Sri. Jagshetye College of
Ratnagiri - 415 639

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Date: 16th Dec, 2023

Employee Name: Siddhi Vinayak Avere
Mob. No.: 8766845103
Email Id.: siddhiavere2198@gmail.com

Subject: Contractual Appointment Letter

Dear Siddhi,

Congratulations!

This is in reference to the discussion; we have pleasure in informing you that you have been selected for Project of "Soil and Water Conservation Department (SWCD)" as per the agreement between & "Soil and Water Conservation Department", ... (hereinafter referred to as "Soil and Water Conservation Department") as Supervisor (Taluka Coordinator - WDT Social) at Ratnagiri location with effect from 1st Sept, 2023 to 31st March, 2024 on following terms and conditions. Your appointment with **Aksent Tech Services Ltd** is contractual and will cease on the end date mentioned above or from the date of discontinuation of the project from **Soil & Water Conservation Department**, subject to the terms and conditions mentioned in this appointment letter:

- 1. Remuneration:** You will be paid annual remuneration of **Rs 334800/- (Three Lakhs Thirty Four Thousand Eighty Hundred only)**. Your monthly salary break-up is mentioned in attached Annexure A. No Other benefits, entitlements, allowances, overtime will be provided to you apart from the salary mentioned in this appointment letter. As per Labour Department's Government Resolution (GR) clause no. 7(ix) i.e **EX-GRATIA, LWPH (LEAVE WITH PAID HOLIDAY) AND GRATUITY AMOUNT AS PER STATUTORY NORMS SHALL BE PAID TO EMPLOYEE AS PART OF NET EMPLOYEE SALARY ON MONTHLY BASIS.**
- 2. Notice Period:** If you want to discontinue the contractual appointment, you shall give one (1) months' notice in writing and discontinue your contractual appointment. For any other kind of discontinuation, please refer to the termination clause mentioned in this letter. You will not be entitled for any compensation in lieu of notice period. The company reserves the right to extend your notice period and / or insist on full compliance to the notice period and may initiate appropriate legal remedies should the employee violate the provision of notice. The notice period will not be applicable if the project discontinued by the department (SWCD) or upon cessation of contract duration.

[Handwritten signature]

Aksent Tech Services Limited

CIN: U61200MH2007PLC176804

Regd Office: 36, Free Press House, Free Press Journal Marg, Nariman Point, Mumbai 400 021

Telefax: 491 22 22850004 Email: info@aksentt.in Website: www.aksentt.in

[Handwritten notes]
I/c Principal
S. P. Hegshetye
Arts, Commerce
Ratnagiri - 415 639

Annexure

	Contractual Employee Name	Siddhi Vinayak Avere
	Designation	Supervisor (Taluka Coordinator - WDT Social)
Sr. No.	Particulars	Amount / Month
1	Basic + DA	16000
2	Sub Total (A)	16000
3	HRA	800
4	Bonus_ Exgratia	1332.8
5	LWW	1179.2
6	Gratuity	769.60
7	Conveyance Allow	0
8	Other Allowance	452
9	Sub Total (B)	20533.60
10	ESIC	667.34
11	WC	0
12	PF	1950
13	MLWF	6
14	Sub Total (C)	2623.34
15	Sub Total (D)	23156.94

Aksentt Tech Services Limited

CIN: U64200MH2007PLC176804

Regd Office: 46, Free Press House, Free Press Journal Marg, Nariman Point, Mumbai 400 021

Telefax: +91 22 22850004 Email: info@aksentt.in Website: www.aksentt.in



1	Gross Salary	20533.60
2	ESI	154
3	WC_ Insurance	0
4	PF	1800
5	PT	200
6	Total Deduction	2154
7	Net Salary	18379.6

Please Note:

- Statutory benefits and gratuity is included in above defined Net salary. You will not be paid / provided any other benefits, entitlements, allowances, etc.
- MLWF EE Rs.24 will be deducted yearly from the Net Salary mentioned in the table above (Rs. 12/- in the month of June and Rs. 12/- in December)
- Yearly Professional Tax of Rs 2500/- is payable to Govt. Hence, Rs 100/- will be deducted additional in February month of every year.

Looking forward to a fruitful association with you

Sincerely yours,
For Aksentt Tech Services Ltd,



HR Manager

Aksentt Tech Services Limited

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address D-17, MIDC Mirjole Block,
Opp Jagrut Motors,
Ratnagiri - 415 639.
tel +91 (22) 4120 6095
email

Proovec Technologies Pvt Ltd

Dated: July 1st, 2023

Mr.Saurabh Maruti Patil

H.No - 1076,

At post-Khedshi,

Bhandarwadi ,

Tal-Dist Ratnagiri

Maharashtra

Dear Mr.Saurabh,

With reference to your application and subsequent interview with us, we are pleased to appoint you as

"JUNIOR SOFTWARE DEVELOPER" in our organization on the following terms and conditions:

1. **Date of Joining:** Your effective date of joining the Company would be 01st July 2023.
2. **Training period:** Initially, you will undergo 6 months of training during which period your performance would be monitored and on successful completion of the training, you will be issued letter confirming you as permanent employee of the Company. You will be placed under probation for six months and would be entitled to regular salary, allowances and benefits as applicable to permanent employees of the Company.
3. **Salary:** 18,000/- (Rupees Eighteen Thousand only) all inclusive, subject to deduction of Professional Tax as per rules. On successful completion of training period, i.e. from 1st February, 2024, your remuneration shall stand revised to Rs.21,000/- per month (Rupees TwentyOne Thousand Only) all inclusive. On successful completion of probation period, you will be offered monthly performance linked incentive. You will be governed by Company policy with regard to salary structure as framed from time to time.
4. **Security Deposit:** Not Applicable.
5. **Posting/Transfer:** Your initial place of posting will be at Ratnagiri, however, during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.
6. **Absence from duty:** Absence from duty without written permission or authorization amounts to misconduct as per the rules of the establishment. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
7. **Leave:** You will be eligible to the leave benefits of the Company' on your confirmation in the Company's Service.
8. **Scope of work:** Your scope of work will be designing, documenting, development, testing, installation & commissioning of software applications to be developed on various development platforms such as Dot Net, Java, Python etc for Web, Desktops, Android, Embedded devices etc as may be necessary. All the project source code that you will develop & documents that you will generate during your tenure with the company will remain intellectual property of Company and shall not be allowed to be taken out of Company domain without prior permission.
9. **Safe custody & Secrecy of Company documents/property:**
 - a) You will be entitled to Company Tools and Gadgets such as Mobile Phone, Laptop, Pen-drive, etc which will remain property of the Company to enable you to discharge your responsibilities as per Company's business requirements and you will use it with utmost care for official purposes only and produce it whenever demanded.
 - b) You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
 - c) You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design

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I/c Principal
S. P. Hegshetye College of
Arts, Commerce & Science,
Ratnagiri - 415 639

