

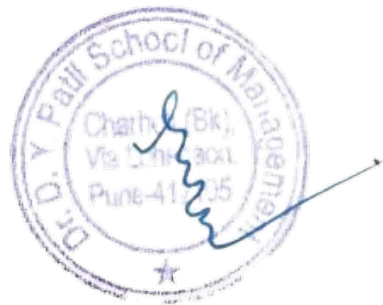


CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.2.1: Percentage of placement of outgoing students and students progressing to higher education during the last five years

Index

Sr. No.	Particulars
1	Year Wise List of Students Placed <ul style="list-style-type: none">➤ 2022-23➤ 2021-22➤ 2020-21➤ 2019-20➤ 2018-19
2	Placement details such as name of the company, compensation, etc and links to Placement Orders <ul style="list-style-type: none">➤ 2022-23➤ 2021-22➤ 2020-21➤ 2019-20➤ 2018-19





Dr D Y Patil Educational Enterprises Charitable Trust's

Dr D Y PATIL SCHOOL OF MANAGEMENT

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AISHE Code: C-48357 DTE Code: MB6189 SPPU PUN Code: IMMP015810

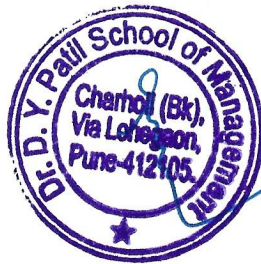
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CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.2.1: Percentage of placement of outgoing students and students progressing to higher education during the last five years

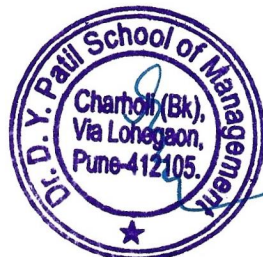
Index

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1	Year Wise List of Students Placed <ul style="list-style-type: none">➤ 2022-23➤ 2021-22➤ 2020-21➤ 2019-20➤ 2018-19	1 – 4 5 – 9 10 – 15 16 – 23 24 – 32
2	Placement details such as name of the company, compensation, etc and links to Placement Orders <ul style="list-style-type: none">➤ 2022-23➤ 2021-22➤ 2020-21➤ 2019-20➤ 2018-19	1 – 86 87 – 119 120 – 131 132 – 146 138 - 146



**5.2.1.1 Number of Outgoing Students Placed and Progressed to Higher Education.****During 2022 – 2023**

Year	Name of Student Who has been Placed	Program Graduated from	Year Of Graduation	Name of Employer with Contact Details	Pay package at Appointment (In INR for Annum)
2023	Vishal Jagtap	MBA	2022 - 2023	Niva Bupa Health Insurance	12,00,000
2023	Aniket S Bhikule	MBA	2022 - 2023	Credence Resource Management	5,42,300
2023	Vinay F Yadav	MBA	2022 - 2023	Credence Resource Management	405000
2023	Abhishek M Lagad	MBA	2022 - 2023	Credence Resource Management	405000
2023	Aniket Varma	MBA	2022 - 2023	Credence Resource Management	405000
2023	Gaurav Pokale	MBA	2022 - 2023	Rio Tinto	4,63,000
2023	Rohit Patel	MBA	2022 - 2023	Rio Tinto	4,63,000
2023	Vaishnav G Bhusari	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Akshay A Kadam	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Rucha H Kaple	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Rushikesh S Gadavi	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Akanksha N Polshettiwar	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Shivani M Jadhav	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Pathan Attaya	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Vaibhav M Ghuge	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Tejas M Late	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Akanksha B Gaikwad	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Swapnil D Bansode	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Krutika L Koli	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Kajal S Jadhav	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000





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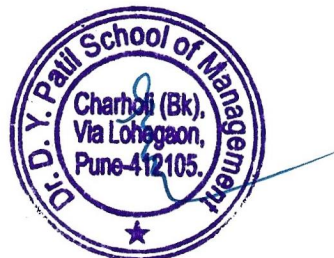
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2023	Harshada D Bhosale	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Kirti S Salunkhe	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Rohit Shashikant Thakur	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Rashmi Nandlal Patil	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Shivani Anant Sakpal	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Abhishek Mithu Lagad	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Loulik	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Vinay F Yadav	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Renuka Pravin Chobe	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Prathamesh Babu Kamble	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Rohan Kadam	MBA	2022 - 2023	Tenhard India Pvt. Ltd.	1,30,000
2023	Akash Suryavanshi	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Anjali Mantri	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Ashvajit D. Jadhav	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Kunal R. Garud	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Nitu Gupta	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Vaishnav G. Bhusari	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Yukta S. Bende	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Attaya Latif Pathan	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Aniket S Bhikule	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Prathamesh Babu Kamble	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Renuka Pravin Chobe	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Rohit Shashikant Thakur	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Vinay F. Yadav	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Shweta Raghunath Adhav	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Devendra Omprakash Gotmare	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Akanksha N. Polshettiwar	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Kirti S Salunkhe	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Shubham R. Saykar	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Muskaan J Saikh	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Pooja Mishra	MBA	2022 - 2023	The Outlook Group	1,80,000





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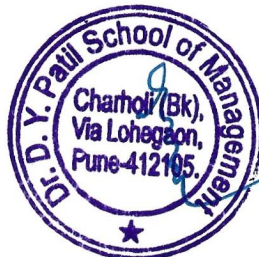
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2023	Swapnil D Bansode	MBA	2022 - 2023	The Outlook Group	1,80,000
2023	Himali Hanchate	MBA	2022 - 2023	Northan Trust	3,68,142
2023	Gaurav Ravindra Danej	MBA	2022 - 2023	Clover Infotech	3,50,000
2023	Pragati Mapare	MBA	2022 - 2023	BNY MELLON	4,50,000
2023	Ravina Ghatge	MBA	2022 - 2023	TeamLease	5,50,000
2023	Kul Aniket	MBA	2022 - 2023	Fundsroom	450000
2023	Poonam Sawasher	MBA	2022 - 2023	Fundsroom	450000
2023	Anjali M Mantri	MBA	2022 - 2023	Fundsroom	450000
2023	Vaishnavi D Bokade	MBA	2022 - 2023	Fundsroom	450000
2023	Shubham S Tapkir	MBA	2022 - 2023	Fundsroom	450000
2023	Kirti S Salunkhe	MBA	2022 - 2023	Fundsroom	450000
2023	Pranali Bhosale	MBA	2022 - 2023	Fundsroom	450000
2023	Devendra Gotmare	MBA	2022 - 2023	Fundsroom	450000
2023	Omkar Rajib Shivratri	MBA	2022 - 2023	Fundsroom	450000
2023	Ramesh Amar Singh	MBA	2022 - 2023	Fundsroom	450000
2023	Uzama Mehboob Khan Pathan	MBA	2022 - 2023	Magnik India	1,44,000
2023	Kirti S Salunkhe	MBA	2022 - 2023	Magnik India	1,44,000
2023	Muskaan J Saikh	MBA	2022 - 2023	Magnik India	1,44,000
2023	Shivani S Dhapte	MBA	2022 - 2023	Mahindra Finance	6,00,000
2023	Siddharth Maheshwar	MBA	2022 - 2023	Mahindra Finance	6,00,000
2023	Vaibhav M Ghuge	MBA	2022 - 2023	Xrbia Developers Ltd.	1,20,000
2023	Prince Nagrikar	MBA	2022 - 2023	Kotak Mahindra Finance	3,00,000
2023	Meena Kajab Babul	MBA	2022 - 2023	Kotak Mahindra Finance	3,00,000
2023	Joseph Angel	MBA	2022 - 2023	Kotak Mahindra Finance	3,00,000
2023	Bansode Swapnil Deepak	MBA	2022 - 2023	IBG Fincon Pvt. Ltd.	2,50,000
2023	Dhanashree Ahivale	MBA	2022 - 2023	IBG Fincon Pvt. Ltd.	2,50,000
2023	Vinay Yadav	MBA	2022 - 2023	IBG Fincon Pvt. Ltd.	2,50,000
2023	Shivani Arun Nimse	MBA	2022 - 2023	IBG Fincon Pvt. Ltd.	2,50,000
2023	Pruthviraj Kate	MBA	2022 - 2023	IBG Fincon Pvt. Ltd.	2,50,000
2023	Narke Prashant	MBA	2022 - 2023	Aditya Birla Capital	Performance Based
2023	Arti Bansale	MBA	2022 - 2023	Mittal Brothhers Pvt. Ltd.	4,00,000
2023	D'suza Stephan	MBA	2022 - 2023	Mittal Brothhers Pvt. Ltd.	4,00,000
2023	Kakade Shivanjali	MBA	2022 - 2023	Mittal Brothhers Pvt. Ltd.	4,00,000





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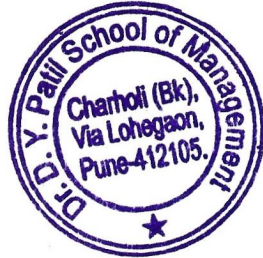
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2023	Kunal Thakur	MBA	2022 - 2023	Mittal Brothhers Pvt. Ltd.	4,00,000
2023	More Sumeet	MBA	2022 - 2023	Axis Bank	3,50,000
2023	Anushka Musale	MBA	2022 - 2023	Axis Bank	3,50,000
2023	Pokale Gaurav	MBA	2022 - 2023	Global Services Pvt. Ltd.	2,75,000
2023	Arsul Prajakta	MBA	2022 - 2023	Global Services Pvt. Ltd.	2,75,000
2023	Haral Jayshree	MBA	2022 - 2023	Global Services Pvt. Ltd.	2,75,000
2023	Shirsat Soham	MBA	2022 - 2023	Global Services Pvt. Ltd.	2,75,000
2023	Gajre Mukta	MBA	2022 - 2023	Global Services Pvt. Ltd.	2,75,000
2023	Aniket More	MBA	2022 - 2023	CSRBOX	4,80,000
2023	Valmik Mane	MBA	2022 - 2023	Alembic	2,40,000
2023	Jayashri S Haral	MBA	2022 - 2023	KPIT	650000
2023	Sachin Patil	MBA	2022 - 2023	KPIT	650000
2023	Sandesh Bhoi	MBA	2022 - 2023	360 Realtors	Stipend 5k



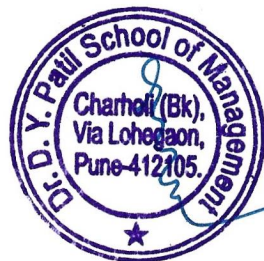
Dr. E. B. Khedkar

Dr. E. B. Khedkar
Director

Dr. D. Y. Patil School of Management
Dr. D. Y. Patil Knowledge City,
Charoli (Bk), Via Lohegaon, Pune -412105

**5.2.1.1 Number of Outgoing Students Placed and Progressed to Higher Education.****During 2021 - 2022**

2022	Bhavna Sharma	MBA	2021 - 2022	Stratview Research	4,20,000
2022	Veronica S Fernandis	MBA	2021 - 2022	John Deere India Pvt. Ltd.	7,10,448
2022	Pooja Patil	MBA	2021 - 2022	Orcapod Consulting Services Pvt. Ltd.	1,32,000
2022	Pooja Tiwari	MBA	2021 - 2022	Remunance system Private Limited	3,00,000
2022	Agroya Kishor	MBA	2021 - 2022	Fundsroom	4,50,000
2022	Dodake Ketan Jayant	MBA	2021 - 2022	Fundsroom	4,50,000
2022	Priti Chavala	MBA	2021 - 2022	Fundsroom	4,50,000
2022	Sharvan Kale	MBA	2021 - 2022	Fundsroom	4,50,000
2022	Kedari Shubham Vijay	MBA	2021 - 2022	Fundsroom	4,50,000
2022	Satish Patil	MBA	2021 - 2022	CJ Info Services	-
2022	Shankar Radhakrishan	MBA	2021 - 2022	Sundaram Finance Limited	3,00,000
2022	Ashish Kondhe	MBA	2021 - 2022	Sundaram Finance Limited	3,00,000
2022	Bhangale Chetan	MBA	2021 - 2022	Sundaram Finance Limited	3,00,000
2022	Shubham Bandal	MBA	2021 - 2022	Tikona	4,00,000
2022	Pravin Pansande	MBA	2021 - 2022	Tikona	4,00,000
2022	Pragati Mapre	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Somesh Patil	MBA	2021 - 2022	Bajaj Allianz	6,30,000





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2022	Vicky Kolhe	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Prasad Halkanche	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Suraj Tat	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Ganesh Admane	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Shethi Sukhpreet Ravindra	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Sayali Ravindra Rane	MBA	2021 - 2022	Bajaj Allianz	6,30,000
2022	Ajay Tidke	MBA	2021 - 2022	Abhiyanta Project Management Consultant Pvt. Ltd.	4,00,000
2022	Samiksha Jiddewar	MBA	2021 - 2022	Intelisys Venture Private Limited.	3,00,000
2022	Anjali Dhanawat	MBA	2021 - 2022	eClerx	2,50,000
2022	Ritwika Halder	MBA	2021 - 2022	eClerx	2,50,000
2022	Khushboo Suresh Dondey	MBA	2021 - 2022	eClerx	2,50,000
2022	Thube Pratik Baban	MBA	2021 - 2022	eClerx	2,50,000
2022	Pooja Pravin Chaudhari	MBA	2021 - 2022	Atomic Success	4,00,000
2022	Shweta Shailendra Punde	MBA	2021 - 2022	Atomic Success	4,00,000
2022	Sakshi Akkalwar	MBA	2021 - 2022	Atomic Success	4,00,000
2022	Kethan Jayant Dodke	MBA	2021 - 2022	BYJU'S Business Development Associate (BDA)	10,00,000
2022	Gaurav Wagh	MBA	2021 - 2022	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2022	Sameeran Chaudhari	MBA	2021 - 2022	JARO Education	6,50,000
2022	Jagruti Patil	MBA	2021 - 2022	JARO Education	6,50,000
2022	Vidya Wagmare	MBA	2021 - 2022	JARO Education	6,50,000





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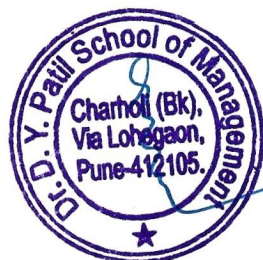
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2022	Ashishkumar Bhosale	MBA	2021 - 2022	JARO Education	6,50,000
2022	Preeta Chavala	MBA	2021 - 2022	JARO Education	6,50,000
2022	Ram Lahu Makude	MBA	2021 - 2022	Aditya Birla Capital	Performance Based
2022	Dongare Babaji	MBA	2021 - 2022	Aditya Birla Capital	Performance Based
2022	Dongare Rahul	MBA	2021 - 2022	Aditya Birla Capital	Performance Based
2022	Vaishnavi Pramod Pagdhare	MBA	2021 - 2022	Atlas Copco	84,000
2022	Dangad Abhijeet Ravindra	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Ram Lahu Makude	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Gaurav Thorait	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Khot Ajinkya	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Ravina Manish Ghatge	MBA	2021 - 2022	TeamLease	5,50,000
2022	Saurav Patil	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Tidake Ajit	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Gaurav Wagh	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Udyvant Ravindra	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Ankita Deshmukh	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Bansode Seema	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Bharati Rohan Champpal	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Krishna Kailas Sharma	MBA	2021 - 2022	Tenhard India Pvt. Ltd.	2,16,000
2022	Namrata Tribhuvan	MBA	2021 - 2022	The Outlook Group	1,80,000
2022	Shashikant Kulkarni	MBA	2021 - 2022	The Outlook Group	1,80,000





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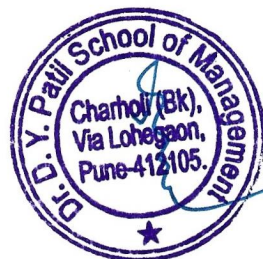
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2022	Pawar Shruti	MBA	2021 - 2022	The Outlook Group	1,80,000
2022	Simran Chaudhari	MBA	2021 - 2022	The Outlook Group	1,80,000
2022	Pooja Chaudhari	MBA	2021 - 2022	The Outlook Group	1,80,000
2022	Ayusha Badiye	MBA	2021 - 2022	The Outlook Group	1,80,000
2022	Chhatarband Shubham	MBA	2021 - 2022	Mindsript	1,80,000
2022	Hrishikesh Mallik	MBA	2021 - 2022	Mindsript	1,80,000
2022	Kedar Kavathalkar	MBA	2021 - 2022	Mindsript	1,80,000
2022	Manish Gupta	MBA	2021 - 2022	Mindsript	1,80,000
2022	Punde Shweta	MBA	2021 - 2022	Mindsript	1,80,000
2022	Onkar Bawadekar	MBA	2021 - 2022	IBG Fincon Pvt. Ltd.	3,00,000
2022	Akansha Walake	MBA	2021 - 2022	IBG Fincon Pvt. Ltd.	3,00,000
2022	Shivanjali Jagtap	MBA	2021 - 2022	IBG Fincon Pvt. Ltd.	3,00,000
2022	Birajdar Yogesh	MBA	2021 - 2022	IBG Fincon Pvt. Ltd.	3,00,000
2022	Vaibhav Varulkar	MBA	2021 - 2022	IBG Fincon Pvt. Ltd.	3,00,000
2022	Chobe Yogita	MBA	2021 - 2022	IBG Fincon Pvt. Ltd.	3,00,000
2022	Parul Kurmi	MBA	2021 - 2022	Atomic Success	Stipend Rs. 5000 / CTC after PPO 4 LPA
2022	Dhaneshree Patel	MBA	2021 - 2022	Atomic Success	Stipend Rs. 5000 / CTC after PPO 4 LPA
2022	Tanay Channawar	MBA	2021 - 2022	Sundaram Finance Ltd.	3,00,000





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2022	Gaurav Thorait	MBA	2021 - 2022	Sundaram Finance Ltd.	3,00,000
2022	Sourabh Salunkhe	MBA	2021 - 2022	Sundaram Finance Ltd.	3,00,000



E. B. Khedkar

Dr. E. B. Khedkar
Director

Dr. D. Y. Patil School of Management
Dr. D. Y. Patil Knowledge City,
Charoli (Bk), Via Lohegaon, Pune -412105



5.2.1.1 Number of Outgoing Students Placed and Progressed to Higher Education.

During 2020 - 2021

2021	Vaishali Chavhan	MBA	2020 - 2021	Ufaber	5,00,000
2021	Venkat Sandesh Bhandaru	MBA	2020 - 2021	Sundaram Finance Ltd.	3,00,000
2021	Sayli Sunil Adbe	MBA	2020 - 2021	Sundaram Finance Ltd.	3,00,000
2021	Aparna Gupta	MBA	2020 - 2021	Sundaram Finance Ltd.	3,00,000
2021	Apurva Patil	MBA	2020 - 2021	eClerx	-
2021	Amal A	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	Loulik Vijay Dighe	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	More Aniket Nandkumar	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	Nanawre Savita Mohan	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	Ritesh Kumar Das	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,50,000
2021	Shimon Sharad Hanwante	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,00,000
2021	Shinde Dipak Shivaji	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,00,000
2021	Waghawadekar Abhishek Ashok	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,00,000
2021	Praisey Philip	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,50,000
2021	Krishna Prabhakar Salve	MBA	2020 - 2021	Weikfeild Foods Pvt. Ltd.	3,50,000
2021	Umale Chaitanya Ravindra	MBA	2020 - 2021	ICICI Prudential Life Insurance	2,00,000 + Incentives





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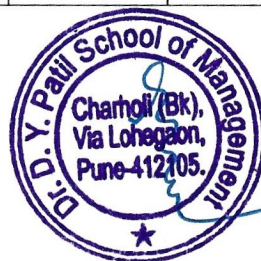
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AISHE Code: C-48357 BTE Code: MB6189 SPPU PUN Code: IMMPO15810

(Accredited by NAAC)

2021	Thakur Manisha Pramod Singh	MBA	2020 - 2021	ICICI Prudential Life Insurance	2,00,000 + Incentives
2021	Khese Akshay Bajirao	MBA	2020 - 2021	ICICI Prudential Life Insurance	2,00,000 + Incentives
2021	Nimbalkar Vaibhav Nanasaheb	MBA	2020 - 2021	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2021	Patil Sanket Vilas	MBA	2020 - 2021	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2021	Patne Abhishek Dattatray	MBA	2020 - 2021	Mittal Brothers Pvt. Ltd.	3,00,000
2021	Payal Anilrao Kale	MBA	2020 - 2021	Mittal Brothers Pvt. Ltd.	3,00,000
2021	Sahil Sagrik	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Saji K Thomas	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Savant Sahil Appasaheb	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Shaikh Aaqib Jakir	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Shekade Suraj Vitthal	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Shubhankar Halder	MBA	2020 - 2021	Jaro Education	2,16,000
2021	Surade Shubham Chandrakant	MBA	2020 - 2021	Jaro Education	2,16,000
2021	Tejaswini Rajendra Bhatkar	MBA	2020 - 2021	Jaro Education	2,16,000
2021	Bangad Varun Rajkumar	MBA	2020 - 2021	IBG Fincon Pvt. Ltd.	2,50,000 +Incentives
2021	Bhagat Aachal Rajesh	MBA	2020 - 2021	IBG Fincon Pvt. Ltd.	2,50,000 +Incentives
2021	Dongare Roshan Sunil	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Gaurang Bhavanbhai Gadhiya	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Hinge Kalyani Jayant	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Venkat Sandesh Bhandaru	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Vishwasrao Pranav Pramod	MBA	2020 - 2021	Axis Bank	3,00,000





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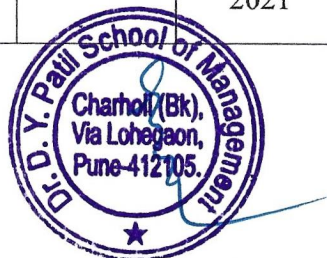
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2021	Goher Riya Sanjay	MBA	2020 - 2021	Bharat HR	1,20,000
2021	Kamble Komal Shivaji	MBA	2020 - 2021	Bharat HR	1,20,000
2021	Lembhe Dipeeka Rajendra	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Neelu Kumari	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Patil Aditya Tukaram	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Pawar Priya Jalindar	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Poonam Kunda Sonwane	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Solanki Tina Gopal	MBA	2020 - 2021	GTL Infotech Pvt. Ltd.	2,75,000
2021	Kulkarni Adesh Satish	MBA	2020 - 2021	GTL Infotech Pvt. Ltd.	2,75,000
2021	Venkat Sandesh Bhandaru	MBA	2020 - 2021	Sundaram Finance Ltd.	3,00,000
2021	Sayli Sunil Adbe	MBA	2020 - 2021	Sundaram Finance Ltd.	3,00,000
2021	Aparna Gupta	MBA	2020 - 2021	Sundaram Finance Ltd.	3,00,000
2021	Apurva Patil	MBA	2020 - 2021	eClerx	-
2021	Amal A	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	Loulik Vijay Dighe	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	More Aniket Nandkumar	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	Nanawre Savita Mohan	MBA	2020 - 2021	Bajaj Allianz	3,90,000 + Incentives
2021	Ritesh Kumar Das	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,50,000





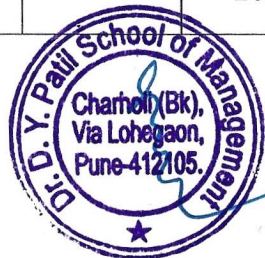
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2021	Shimon Sharad Hanwante	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,00,000
2021	Shinde Dipak Shivaji	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,00,000
2021	Waghawadekar Abhishek Ashok	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,00,000
2021	Praisey Philip	MBA	2020 - 2021	Success Udyog Pvt. Ltd.	3,50,000
2021	Krishna Prabhakar Salve	MBA	2020 - 2021	Weikfeild Foods P.v.t Ltd.	3,50,000
2021	Umale Chaitanya Ravindra	MBA	2020 - 2021	ICICI Prudential Life Insurance	2,00,000 + Incentives
2021	Thakur Manisha Pramod Singh	MBA	2020 - 2021	ICICI Prudential Life Insurance	2,00,000 + Incentives
2021	Khese Akshay Bajirao	MBA	2020 - 2021	ICICI Prudential Life Insurance	2,00,000 + Incentives
2021	Nimbalkar Vaibhav Nanasaheb	MBA	2020 - 2021	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2021	Patil Sanket Vilas	MBA	2020 - 2021	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2021	Patne Abhishek Dattatray	MBA	2020 - 2021	Mittal Brothers Pvt. Ltd.	3,00,000
2021	Payal Anilrao Kale	MBA	2020 - 2021	Mittal Brothers Pvt. Ltd.	3,00,000
2021	Sahil Sagrik	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Saji K Thomas	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Savant Sahil Appasaheb	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000





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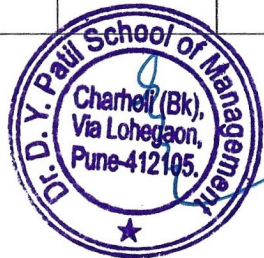
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2021	Shaikh Aaqib Jakir	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Shekade Suraj Vitthal	MBA	2020 - 2021	Bharati AXA Life Insurance	1,80,000
2021	Shubhankar Halder	MBA	2020 - 2021	Jaro Education	2,16,000
2021	Surade Shubham Chandrakant	MBA	2020 - 2021	Jaro Education	2,16,000
2021	Tejaswini Rajendra Bhatkar	MBA	2020 - 2021	Jaro Education	2,16,000
2021	Bangad Varun Rajkumar	MBA	2020 - 2021	IBG Fincon Pvt. Ltd.	2,50,000 +Incentives
2021	Bhagat Aachal Rajesh	MBA	2020 - 2021	IBG Fincon Pvt. Ltd.	2,50,000 +Incentives
2021	Dongare Roshan Sunil	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Gaurang Bhavanbhai Gadhiya	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Hinge Kalyani Jayant	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Venkat Sandesh Bhandaru	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Vishwasrao Pranav Pramod	MBA	2020 - 2021	Axis Bank	3,00,000
2021	Goher Riya Sanjay	MBA	2020 - 2021	Bharat HR	1,20,000
2021	Kamble Komal Shivaji	MBA	2020 - 2021	Bharat HR	1,20,000
2021	Lembhe Dipeeka Rajendra	MBA	2020 - 2021	Fundshroom	4,50,000





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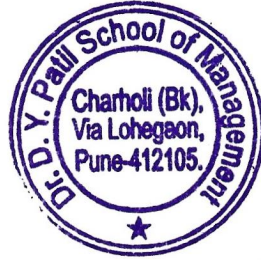
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2021	Neelu Kumari	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Patil Aditya Tukaram	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Pawar Priya Jalindar	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Poonam Kunda Sonwane	MBA	2020 - 2021	Fundshroom	4,50,000
2021	Solanki Tina Gopal	MBA	2020 - 2021	GTL Infotech Pvt. Ltd.	2,75,000
2021	Kulkarni Adesh Satish	MBA	2020 - 2021	GTL Infotech Pvt. Ltd.	2,75,000



E. B. Khedkar

Dr. E. B. Khedkar
Director

Dr. D. Y. Patil School of Management
Dr. D. Y. Patil Knowledge City,
Charoli (Bk). Via Lohegaon, Pune -412105



5.2.1.1 Number of Outgoing Students Placed and Progressed to Higher Education.

During 2019 - 2020

2020	Anjali Arbind Mandal	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Arun Kantilal Awasthi	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Dhamdhare Rohit Yashwant	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Lonkar Rohan Rajendra	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Madke Sarika Dattatray	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Jadhav Sanjam Sanajay	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Jadhav Yash Gopichand	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Jyoti Gupta	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Kachale Swapnil Sunil	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Nadim Mansuri	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Prabha Shivedev Tripathi	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Vani Karina Kiran	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Yesh Jadhav	MBA	2019 - 2020	Metro Services	2,62,172
2020	Ajay Bappasaheb Bhausare	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Arokiaswamy Steffi Thomas	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Ashwini Devidas Sapkal	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives





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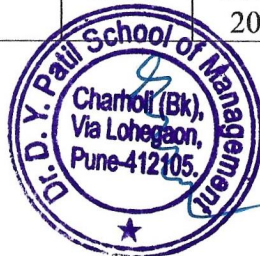
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2020	Doke Abhijeet Babasaheb	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Ghughe Govind Bhagwanrao	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Jaw Are Kunal Suresh	MBA	2019 - 2020	Jaro Education	2,16,000
2020	Kale Nikhil Anil	MBA	2019 - 2020	Jaro Education	2,16,000
2020	Shubham Vijay Lade	MBA	2019 - 2020	Jaro Education	2,16,000
2020	Ughade Nikhil Ashok	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	2,50,000 + Incentives
2020	Wakade Bhushan Rameshwar	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	2,50,000 + Incentives
2020	Anand Rajshekhar Gajare	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Chaudhari Vivek Madhavrao	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Chinmayee Giridhar Pande	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Dandi Raman Goverdhan	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Deepak	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Dharme Pawan Madhukar	MBA	2019 - 2020	Wisteria Properties	3,00,000 + Incentives
2020	Dhepe Kishor Kailas	MBA	2019 - 2020	Wisteria Properties	3,00,000 + Incentives
2020	Fernandes Jenny Amos	MBA	2019 - 2020	Wisteria Properties	3,00,000 + Incentives
2020	Julme Milind Devanand	MBA	2019 - 2020	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2020	Kapil Brijalal Kotwani	MBA	2019 - 2020	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2020	Mahajan Manish Hiranman	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Prachi Vilasrao Pawar	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Sagar Arvind Girhe	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Said Shraddha Sanjay	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000





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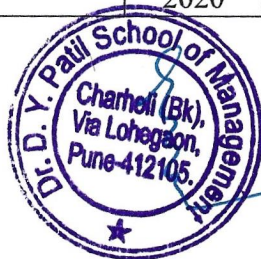
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2020	Shraddha Tanaji Gaikwad	MBA	2019 - 2020	Aditya Birla Capital	Performance Based
2020	Shubham Ramdas Gulhane	MBA	2019 - 2020	Aditya Birla Capital	Performance Based
2020	Bhalerao Ashish Balu	MBA	2019 - 2020	ExcelR	4,00,000
2020	Mahajan Akshay Manohar	MBA	2019 - 2020	ExcelR	4,00,000
2020	Pragati	MBA	2019 - 2020	Rahari Services Pvt. Ltd.	1,20,000
2020	Aboli Rajesh Koli	MBA	2019 - 2020	Bharat HR	1,20,000
2020	Cardoz Severine Cyrin	MBA	2019 - 2020	Bharat HR	1,20,000
2020	Manoj Subhash Shinde	MBA	2019 - 2020	MindScript	1,80,000
2020	Mohit Pandit	MBA	2019 - 2020	MindScript	1,80,000
2020	Om Madhav Borkar	MBA	2019 - 2020	MindScript	1,80,000
2020	Rushikesh Ashok Gawai	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Sandip Namdev Gavali	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Selukar Pallavi Vinayak	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Shaikh Mohd Saif Ainul Aziz	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Sharma Vijeta Vachaspati	MBA	2019 - 2020	Propelld	2,00,000 + Incentives
2020	Shubham Santosh Narwade	MBA	2019 - 2020	Propelld	2,00,000 + Incentives
2020	Sonal Indore	MBA	2019 - 2020	Propelld	2,00,000 + Incentives
2020	Divekar Vidya Bhikaji	MBA	2019 - 2020	Cloudaeon	5,00,000
2020	Hiray Amit Winsom	MBA	2019 - 2020	Cloudaeon	5,00,000
2020	Gaikwad Mahesh Datttray	MBA	2019 - 2020	Bharat HR	3,00,000
2020	Chandanshive Sayali Jitendra	MBA	2019 - 2020	Maitree IT Solutions Pvt. Ltd.	3,00,000



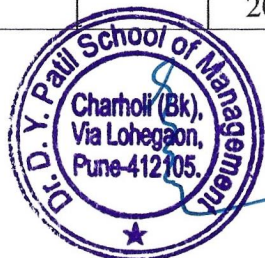
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2020	Gaikwad Ruchika Gautam	MBA	2019 - 2020	Maitree IT Solutions Pvt. Ltd.	3,00,000
2020	Laxmi Lakshminarsinha Magham	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Patil Ankita Prasad	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Patil Shubhangi Prabhakar	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Ritu Singh	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Ruby Yashpal Shamkuwar	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Himanshu Kumar	MBA	2019 - 2020	The Outlook Group	3,00,000
2020	Pawar Ankush Mahesh	MBA	2019 - 2020	The Outlook Group	3,00,000
2020	Priyanka PRABHAKAR BHOSALE	MBA	2019 - 2020	The Outlook Group	3,00,000
2020	Mohit Pandit	MBA	2019 - 2020	Atomic Success	2,30,000
2020	Tulsulkar Sahadev Tarachandra	MBA	2019 - 2020	Atomic Success	2,30,000
2020	Anjali Arbind Mandal	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Arun Kantilal Awasthi	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Dhamdhare Rohit Yashwant	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Lonkar Rohan Rajendra	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Madke Sarika Dattatray	MBA	2019 - 2020	Fundshroom	4,50,000
2020	Jadhav Sanjam Sanajay	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Jadhav Yash Gopichand	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Jyoti Gupta	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Kachale Swapnil Sunil	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives





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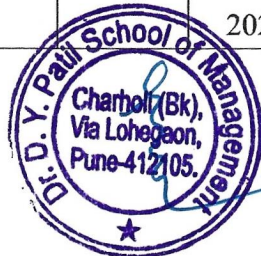
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2020	Nadim Mansuri	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Prabha Shivedev Tripathi	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Vani Karina Kiran	MBA	2019 - 2020	Outlook Group	1,80,000 + Incentives
2020	Yesh Jadhav	MBA	2019 - 2020	Metro Services	2,62,172
2020	Ajay Bappasaheb Bhausare	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Arokiaswamy Steffi Thomas	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Ashwini Devidas Sapkal	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Doke Abhijeet Babasaheb	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Ghughe Govind Bhagwanrao	MBA	2019 - 2020	Bharati AXA Life Insurance	1,80,000 + Incentives
2020	Jaw Are Kunal Suresh	MBA	2019 - 2020	Jaro Education	2,16,000
2020	Kale Nikhil Anil	MBA	2019 - 2020	Jaro Education	2,16,000
2020	Shubham Vijay Lade	MBA	2019 - 2020	Jaro Education	2,16,000
2020	Ughade Nikhil Ashok	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	2,50,000 + Incentives
2020	Wakade Bhushan Rameshwar	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	2,50,000 + Incentives
2020	Anand Rajshekhar Gajare	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Chaudhari Vivek Madhavrao	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Chinmayee Giridhar Pande	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Dandi Raman Goverdhan	MBA	2019 - 2020	Axis Bank	3,00,000
2020	Deepak	MBA	2019 - 2020	Axis Bank	3,00,000





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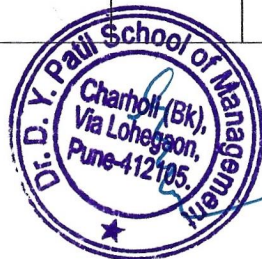
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2020	Dharme Pawan Madhukar	MBA	2019 - 2020	Wisteria Properties	3,00,000 + Incentives
2020	Dhepe Kishor Kailas	MBA	2019 - 2020	Wisteria Properties	3,00,000 + Incentives
2020	Fernandes Jenny Amos	MBA	2019 - 2020	Wisteria Properties	3,00,000 + Incentives
2020	Julme Milind Devanand	MBA	2019 - 2020	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2020	Kapil Brijalal Kotwani	MBA	2019 - 2020	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2020	Mahajan Manish Hiraman	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Prachi Vilasrao Pawar	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Sagar Arvind Girhe	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Said Shraddha Sanjay	MBA	2019 - 2020	Mittal Brothers Pvt. Ltd.	3,00,000
2020	Shraddha Tanaji Gaikwad	MBA	2019 - 2020	Aditya Birla Capital	Performance Based
2020	Shubham Ramdas Gulhane	MBA	2019 - 2020	Aditya Birla Capital	Performance Based
2020	Bhalerao Ashish Balu	MBA	2019 - 2020	ExcelR	4,00,000
2020	Mahajan Akshay Manohar	MBA	2019 - 2020	ExcelR	4,00,000
2020	Pragati	MBA	2019 - 2020	Rahari Services Pvt. Ltd.	1,20,000
2020	Aboli Rajesh Koli	MBA	2019 - 2020	Bharat HR	1,20,000
2020	Cardoz Severine Cyrin	MBA	2019 - 2020	Bharat HR	1,20,000
2020	Manoj Subhash Shinde	MBA	2019 - 2020	MindScript	1,80,000
2020	Mohit Pandit	MBA	2019 - 2020	MindScript	1,80,000
2020	Om Madhav Borkar	MBA	2019 - 2020	MindScript	1,80,000





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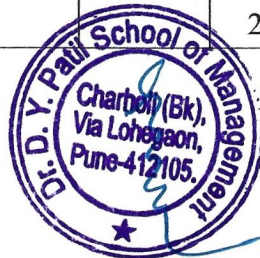
AISHE Code: C-48357

DTE Code: MB6189

SPPU PUN Code: IMMP015810

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2020	Rushikesh Ashok Gawai	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Sandip Namdev Gavali	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Selukar Pallavi Vinayak	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Shaikh Mohd Saif Ainul Aziz	MBA	2019 - 2020	IBG Fincon Pvt. Ltd.	3,00,000
2020	Sharma Vijeta Vachaspati	MBA	2019 - 2020	Propelld	2,00,000 + Incentives
2020	Shubham Santosh Narwade	MBA	2019 - 2020	Propelld	2,00,000 + Incentives
2020	Sonal Indore	MBA	2019 - 2020	Propelld	2,00,000 + Incentives
2020	Divekar Vidya Bhikaji	MBA	2019 - 2020	Cloudaeon	5,00,000
2020	Hiray Amit Winsom	MBA	2019 - 2020	Cloudaeon	5,00,000
2020	Gaikwad Mahesh Datttray	MBA	2019 - 2020	Bharat HR	3,00,000
2020	Chandanshive Sayali Jitendra	MBA	2019 - 2020	Maitree IT Solutions Pvt. Ltd.	3,00,000
2020	Gaikwad Ruchika Gautam	MBA	2019 - 2020	Maitree IT Solutions Pvt. Ltd.	3,00,000
2020	Laxmi Lakshminarsinha Magham	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Patil Ankita Prasad	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Patil Shubhangi Prabhakar	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Ritu Singh	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Ruby Yashpal Shamkuwar	MBA	2019 - 2020	Global Step Pvt. Ltd.	2,75,000
2020	Himanshu Kumar	MBA	2019 - 2020	The Outlook Group	3,00,000
2020	Pawar Ankush Mahesh	MBA	2019 - 2020	The Outlook Group	3,00,000





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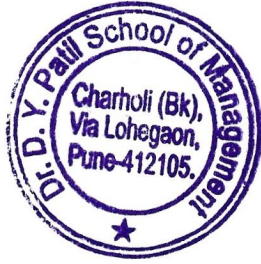
AISHE Code- C-48357

DTE Code- MB6189

SPPU PUN Code- IMM015810

(Accredited by NAAC)

2020	Priyanka PRABHAKAR BHOSALE	MBA	2019 - 2020	The Outlook Group	3,00,000
2020	Mohit Pandit	MBA	2019 - 2020	Atomic Success	2,30,000
2020	Tulsulkar Sahadev Tarachandra	MBA	2019 - 2020	Atomic Success	2,30,000



E. B. Khedkar

Dr. E. B. Khedkar
Director

Dr. D. Y. Patil School of Management
Dr. D. Y. Patil Knowledge City,
Charoli (Bk), Via Lohegaon, Pune -412105



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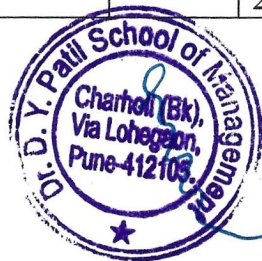
AISHE Code: C-48357 DTE Code: MB6189 SPPU PUN Code: IMMP015810

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5.2.1.1 Number of Outgoing Students Placed and Progressed to Higher Education.

During 2018 - 2019

2019	Ghormade Akshay Gajananrao	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Gokul Shridhar Morkhade	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Hrutvik Jagannath Yadav	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Jadhav Sachin Gitaram	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Akshada Kantaram Sankpal	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Deshkhare Swati Balaji Rao	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Hemalatha	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Kachare Dada Dnyandeo	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Lokhande Piyush Prakash	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Prajakta Satishrao Kolhe	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Pramod Motiramji Khandar	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Rashmi Bhaurao Dhakite	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000





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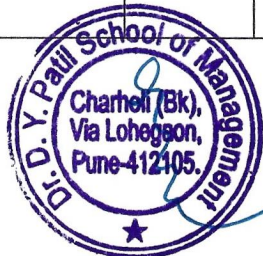
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2019	Sonawane Rahul Raju	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Aneaha Bhat	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Ankit Kumar	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Bhokare Pankaj Keshavrao	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Bviskar Sagar Gopal	MBA	2018 - 2019	Atomic Success	2,30,000
2019	Chandolkar Ganesh Manmathrao	MBA	2018 - 2019	Atomic Success	2,30,000
2019	Gatlewar Pratik Vinod	MBA	2018 - 2019	Atomic Success	2,30,000
2019	Kanchan Parmanand Aherwar	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Kaushik Prachi Punit	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Landge Suraj Balasaheb	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Mandal Ashajyoti Anil	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Nangude Shivani Pradeep	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Ojha Rakesh Sunderlal	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Padavekar Suraj Jayawant	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Poornima Sunder Pujari	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Pratima Kumari	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Raskar Shekhar Pandharinath	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Riya Gautam	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Rupesh Kumar Yadav	MBA	2018 - 2019	GTL Infotech Pvt. Ltd.	2,75,000





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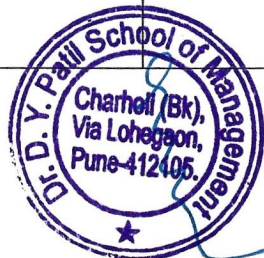
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AISHE Code: C-48357 DTE Code: MB6189 SPPU PUN Code: IMMP015B10

(Accredited by NAAC)

2019	Sarwade Prerana Popat	MBA	2018 - 2019	GTL Infotech Pvt. Ltd.	2,75,000
2019	Sayali Sunil Pandit	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Shelke Mayuree Sanjay	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Vaishnavi Sharad Gupta	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Vernekar Saji Vithal	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Wasekar Jayashri Dinkar	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Khushboo Kumari	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	1,20,000
2019	Lokhande Snehal Manoj	MBA	2018 - 2019	Weikfeild Foods P.v.t Ltd.	3,50,000
2019	Dayal Purnima Radheyshyam	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	2,50,000
2019	Mansi Tripathi	MBA	2018 - 2019	Bharat HR	1,20,000
2019	Priyanka Sobhna	MBA	2018 - 2019	Bharat HR	1,20,000
2019	Rahul Siddharth Nagdeve	MBA	2018 - 2019	Bharat HR	1,20,000
2019	Rakshra G Mishra	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	1,20,000
2019	Sanjana Venkat Sidha	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	1,20,000
2019	Teena Mary Thomas	MBA	2018 - 2019	Global Step Pvt. Ltd.	2,75,000
2019	Kshirsagar Shruti Milind	MBA	2018 - 2019	Maitree IT Solutions Pvt. Ltd.	3,00,000
2019	Khan Sharukh Anwar	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Radhey Shyam Jha	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Abhinandan Singh	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Agarwal Ritu Kaliesh	MBA	2018 - 2019	Propelld	2,50,000 + Incentices





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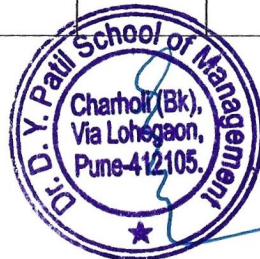
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2019	Amit Nandkumar Pande	MBA	2018 - 2019	Propelld	2,50,000 + Incentives
2019	Amresh Kumar Giri	MBA	2018 - 2019	Propelld	2,50,000 + Incentives
2019	Jagtap Chaitanya Sanjay	MBA	2018 - 2019	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2019	Raina Aayush	MBA	2018 - 2019	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2019	Samar Vijay	MBA	2018 - 2019	Mittal Brothers Pvt. Ltd.	3,00,000
2019	Shivam Dhama	MBA	2018 - 2019	Mittal Brothers Pvt. Ltd.	3,00,000
2019	Tejas Sanjeev Kakad	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Undre Aniket Vitthal	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Vichare Rushikesh Ramdas	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Vicky Parmanand Aherwar	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Solunke Sandhya Chandrakant	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Chandraprabha Patel	MBA	2018 - 2019	Propelld	2,50,000 + Incentives
2019	Deore Rushikesh Yuvraj	MBA	2018 - 2019	Propelld	2,50,000 + Incentives
2019	Dhanshree Uttamrao Patankar	MBA	2018 - 2019	ICICI Prudential Life Insurance	2,00,000 + Incentives
2019	Nalage Priyanka Ramchandra	MBA	2018 - 2019	ICICI Prudential Life Insurance	2,00,000 + Incentives
2019	Vaishnavi Virendra Barbate	MBA	2018 - 2019	ICICI Prudential Life Insurance	2,00,000 + Incentives
2019	Ghormade Akshay Gajananrao	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives





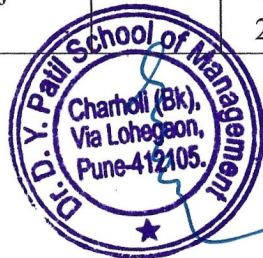
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2019	Gokul Shridhar Morkhade	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Hrutvik Jagannath Yadav	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Jadhav Sachin Gitaram	MBA	2018 - 2019	Bajaj Allianz	3,90,000 + Incentives
2019	Akshada Kantaram Sankpal	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Deshkhare Swati Balaji Rao	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Hemalatha	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Kachare Dada Dnyandeo	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Lokhande Piyush Prakash	MBA	2018 - 2019	Sundaram Finance Ltd.	3,00,000 + Incentives
2019	Prajakta Satishrao Kolhe	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Pramod Motiramji Khandar	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Rashmi Bhaurao Dhakite	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Sonawane Rahul Raju	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Aneaha Bhat	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Ankit Kumar	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000
2019	Bhokare Pankaj Keshavrao	MBA	2018 - 2019	HDFC BANK LTD.	1,80,000





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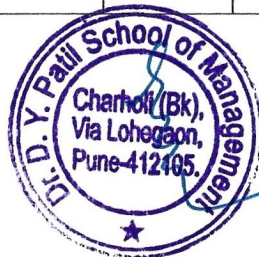
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2019	Bviskar Sagar Gopal	MBA	2018 - 2019	Atomic Success	2,30,000
2019	Chandolkar Ganesh Manmathrao	MBA	2018 - 2019	Atomic Success	2,30,000
2019	Gatlewar Pratik Vinod	MBA	2018 - 2019	Atomic Success	2,30,000
2019	Kanchan Parmanand Aherwar	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Kaushik Prachi Punit	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Landge Suraj Balasaheb	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Mandal Ashajyoti Anil	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Nangude Shivani Pradeep	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Ojha Rakesh Sunderlal	MBA	2018 - 2019	Fundshroom	1,80,000
2019	Padavekar Suraj Jayawant	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Poornima Sunder Pujari	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Pratima Kumari	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Raskar Shekhar Pandharinath	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Riya Gautam	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Rupesh Kumar Yadav	MBA	2018 - 2019	GTL Infotech Pvt. Ltd.	2,75,000
2019	Sarwade Prerana Popat	MBA	2018 - 2019	GTL Infotech Pvt. Ltd.	2,75,000
2019	Sayali Sunil Pandit	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000





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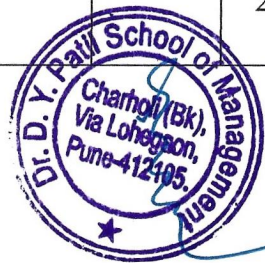
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2019	Shelke Mayuree Sanjay	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Vaishnavi Sharad Gupta	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Vernekar Saji Vithal	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Wasekar Jayashri Dinkar	MBA	2018 - 2019	Success Udyog Pvt. Ltd.	3,00,000
2019	Khushboo Kumari	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	1,20,000
2019	Lokhande Snehal Manoj	MBA	2018 - 2019	Weikfeild Foods Pv.t Ltd.	3,50,000
2019	Dayal Purnima Radheyshyam	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	2,50,000
2019	Mansi Tripathi	MBA	2018 - 2019	Bharat HR	1,20,000
2019	Priyanka Sobhna	MBA	2018 - 2019	Bharat HR	1,20,000
2019	Rahul Siddharth Nagdeve	MBA	2018 - 2019	Bharat HR	1,20,000
2019	Rakshra G Mishra	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	1,20,000
2019	Sanjana Venkat Sidha	MBA	2018 - 2019	Rahri Services Pvt. Ltd.	1,20,000
2019	Teena Mary Thomas	MBA	2018 - 2019	Global Step Pvt. Ltd.	2,75,000
2019	Kshirsagar Shruti Milind	MBA	2018 - 2019	Maitree IT Solutions Pvt. Ltd.	3,00,000
2019	Khan Sharukh Anwar	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Radhey Shyam Jha	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Abhinandan Singh	MBA	2018 - 2019	Propelld	2,50,000 + Incentices



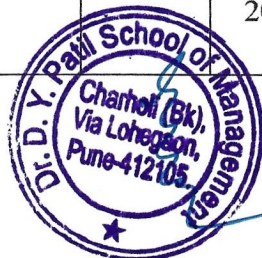
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2019	Agarwal Ritu Kaliesh	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Amit Nandkumar Pande	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Amresh Kumar Giri	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Jagtap Chaitanya Sanjay	MBA	2018 - 2019	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2019	Raina Aayush	MBA	2018 - 2019	ExcelR Edtech Pvt. Ltd.	2,80,000 +
2019	Samar Vijay	MBA	2018 - 2019	Mittal Brothers Pvt. Ltd.	3,00,000
2019	Shivam Dhama	MBA	2018 - 2019	Mittal Brothers Pvt. Ltd.	3,00,000
2019	Tejas Sanjeev Kakad	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Undre Aniket Vitthal	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Vichare Rushikesh Ramdas	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Vicky Parmanand Aherwar	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Solunke Sandhya Chandrakant	MBA	2018 - 2019	Jaro Education	2,16,000
2019	Chandraprabha Patel	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Deore Rushikesh Yuvraj	MBA	2018 - 2019	Propelld	2,50,000 + Incentices
2019	Dhanshree Uttamrao Patankar	MBA	2018 - 2019	ICICI Prudential Life Insurance	2,00,000 + Incentives
2019	Nalage Priyanka Ramchandra	MBA	2018 - 2019	ICICI Prudential Life Insurance	2,00,000 + Incentives





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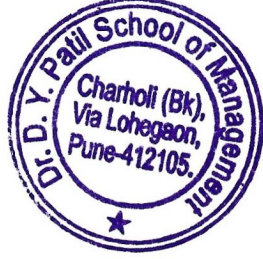
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AISHE Code: C-48357 DTE Code: MB6189 SPPU PUN Code: IMMPO15810

(Accredited by NAAC)

2019	Vaishnavi Virendra Barbate	MBA	2018 - 2019	ICICI Prudential Life Insurance	2,00,000 + Incentives
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Dr. E. B. Khedkar

Dr. E. B. Khedkar
Director
Dr. D. Y. Patil School of Management
Dr. D. Y. Patil Knowledge City,
Charoli (Bk), Via Lohegaon, Pune -412105

Letter Of Intent

Date: 15/12/2022

Name: Vishal

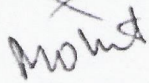
Location: Pune

Dear Vishal,

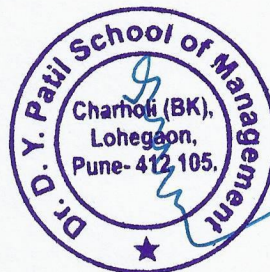
1. We are pleased to inform that you have been shortlisted for the position of *Management Trainee in Sales Department* in Niva Bupa Health Insurance.
2. Your date of joining would be April 2023, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter Of Intent and formal offer letter will be issued to you within 15 days of issuance of LOI.
4. Your annual compensation breakup shall be as below:
 - Fixed: INR 7,50,000/-
 - Guaranteed Retention Bonus:
 1. Part 1 (6 Months from DOJ): INR 1, 50,000/-
 2. Part 2 (12 Months from payment of payout of Bonus): INR 1, 50,000/-
 3. Sales Incentives: Upto INR 1, 50,000/- p.a.
- ❖ Sales Incentives will be as per company Sales Incentive Policy
- ❖ Fixed CTC is subject to Statutory, Social & IT deductions
- ❖ The above retention bonus will be paid if you are active and has lock-in period as detailed in your final offer letter.
5. Please carry original and Xerox documents and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate and Highest Qualification
 - c. Cancel Cheque

We look forward to welcoming you, and wish you all the best for this exciting new journey with.

For Niva Bupa Health Insurance



Authorized Signatory



Date: 13-Dec-2022

Subject: Letter Of Intent

Dear Aniket Bhikule,

With reference to our discussions and the interview, we are delighted to offer you the position of **Data Analyst - BI & Software Engineering - Business Intelligence**.

Your annual Cost To Company will be INR 5,88,000/- and we would require you to join us on or before 10-January-2023. We would require you to submit all the documents listed in this LOI before 10-January-2023. Failure to submit the required documents, would result in this LOI being void and your joining will be postponed.

Your net take home salary would be INR 45,200/- (Earnings are subject to Income Tax and any other statutory compliance changes/deductions).

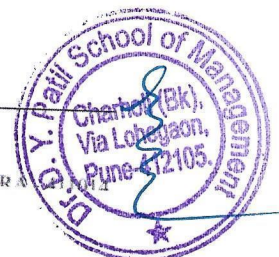
Annexure A		
Particulars	Monthly	Yearly
Basic	15,000	1,80,000
HRA	6,000	72,000
Personal Allowance	24,800	2,97,600
Food Card	0	0
LTA	0	0
Gross	45,800	5,49,600
Statutory Bonus	1,400	16,800
Gross Payable	47,200	5,66,400
Company's contribution to PF	1,800	21,600
Company's contribution to ESIC	0	0
Fixed CTC	49,000	5,88,000
Total CTC	49,000	5,88,000
Deductions		
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	0	0
Professional Tax	200	2,500
LTA Deduction	0	0
Food	0	0
Total Deduction	2,000	24,100
Net Take Home (Exclusive of TDS)	45,200	5,42,300

* In addition to the above compensation, you would be eligible for the below insurance coverage benefits as per the prevalent policy for the year [Subject to your formal appointment and clearance of the background verification formalities]:

- Medical Insurance coverage [GMC] - INR 3,00,000/- for self

Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA



- Group Personal Accident coverage [GPA] - **INR 4,50,000/- for self**
- Group Term Life Policy coverage [GTL] - **INR 5,00,000/- for self**

* Your appointment letter will be issued to you post joining the organization, once you complete all documentation formalities and Employee ID is generated.

* A Background Verification (BGV) is done post completion of joining formalities, basis the information provided by yourself [in your resume, joining form and documents]. In case of a negative verification report, you will be separated from the organization and shall not be eligible for any compensation, considering falsified information was provided at the time of Onboarding.

* Documentation: You may be asked to submit your original documents for review, if required by Credence. You should have already sent scanned copies of the below documents to the HR team

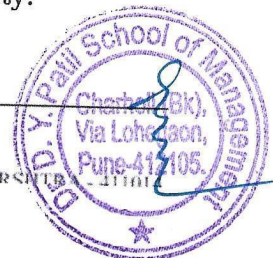
- PAN Card
- Aadhar Card
- Education Documents - 10th, 12th, Diploma certificate, Graduation certificates, Post-Graduation, if applicable
- Current Address Proof [Election Card/Passport/ Rent Agreement/Driver License/ Electricity Bill/Aadhar Card/Notarized Self-affidavit/Property Tax/Index 2/Govt. Bank Passbook].
- Permanent Address Proof [Election Card/Passport/ Rent Agreement/Driver License/Electricity Bill/Aadhar Card/Notarized Self-affidavit/Property Tax/Index 2/Govt. Bank Passbook].
- Work Experience related documents
 - o Joining and leaving proof for all companies worked
 - o Additionally for the last employment last 3 month's pay slips.
- 1 passport size photograph with white background [Soft Copy]
- 1 passport size photograph with white background [Hard Copy for Temp Identity card]

* Employees would not be eligible for earned/casual leaves during the first 3 months of joining the organization.

* Credence has a tied up with HDFC & Kotak Mahindra Bank for salary accounts. If you have any negative balance or other issues with these banks; please ensure that these are taken care of prior to your salary release. Your salary from CRM is transferred directly into the accounts, via account transfer only. You are required to carry 1 photograph, and an 'original plus one photocopy' of your Aadhar Card, PAN Card & Address Proof [Maharashtra issued Driving License is not accepted by Kotak], to process the bank account opening formality.

Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA



You are required to adhere to statutory policies, client procedures and company policies when executing your role and as a matter of overall conduct during the course of your employment with Credence. Any violation of these policies may result in immediate termination of your services.

We once again would like to thank you for your interest in seeking a career with our organization and hope you will have a successful career with us.

For Credence Resource Management Pvt. Ltd.



Saahil Kumar
Vice President - Human Resources

Acknowledgement:

You acknowledge to have read the terms of this Letter of Intent and confirm to comply with them.

Name: _____



Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA - 411014

Date: 17-Nov-2022

Subject: Letter Of Intent

Dear Vinay Yadav,

With reference to our discussions and the interview, we are delighted to offer you the position of **Junior Data Analyst - BI & Software Engineering - Business Intelligence**.

Your annual Cost To Company will be INR 4,05,600/- and we would require you to join us on or before 22-November-2022. We would require you to submit all the documents listed in this LOI before 22-November-2022. Failure to submit the required documents, would result in this LOI being void and your joining will be postponed.

Your net take home salary would be INR 30,000/- (Earnings are subject to Income Tax and any other statutory compliance changes/deductions).

Annexure A		
Particulars	Monthly	Yearly
Basic	15,000	1,80,000
HRA	6,000	72,000
Personal Allowance	9,600	1,15,200
Food Card	0	0
LTA	0	0
Gross	30,600	3,67,200
Statutory Bonus	1,400	16,800
Gross Payable	32,000	3,84,000
Company's contribution to PF	1,800	21,600
Company's contribution to ESIC	0	0
Fixed CTC	33,800	4,05,600
Total CTC	33,800	4,05,600
Deductions		
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	0	0
Professional Tax	200	2,500
LTA Deduction	0	0
Food	0	0
Total Deduction	2,000	24,100
Net Take Home (Exclusive of TDS)	30,000	3,59,900

* In addition to the above compensation, you would be eligible for the below insurance coverage benefits as per the prevalent policy for the year [Subject to your formal appointment and clearance of the background verification formalities]:

- Medical Insurance coverage [GMC] - **INR 1,00,000/- for self**

Credence Resource Management Private Limited

CORPORATE OFFICE : E PARK, SOUTH TOWER, 2ND FLOOR, KHARADI MIDC, KHARADI, PUNE, MAHARSHTRA - 411014

PHONE NO. : 020-67113636

CIN - U74120PN2013PTC15430

www.credencerm.com



- Group Personal Accident coverage [GPA] - **INR 2,25,000/- for self**
- Group Term Life Policy coverage [GTL] - **INR 4,00,000/- for self**

* Your appointment letter will be issued to you post joining the organization, once you complete all documentation formalities and Employee ID is generated.

* A Background Verification (BGV) is done post completion of joining formalities, basis the information provided by yourself [in your resume, joining form and documents]. In case of a negative verification report, you will be separated from the organization and shall not be eligible for any compensation, considering falsified information was provided at the time of Onboarding.

* Documentation: You may be asked to submit your original documents for review, if required by Credence. You should have already sent scanned copies of the below documents to the HR team

- PAN Card
- Aadhar Card
- Education Documents - 10th, 12th, Diploma certificate, Graduation certificates, Post-Graduation, if applicable
- Current Address Proof [Election Card/Passport/ Rent Agreement/Driver License/ Electricity Bill/Aadhar Card/Notarized Self-affidavit/Property Tax/Index 2/Govt. Bank Passbook].
- Permanent Address Proof [Election Card/Passport/ Rent Agreement/Driver License/Electricity Bill/Aadhar Card/Notarized Self-affidavit/Property Tax/Index 2/Govt. Bank Passbook].
- Work Experience related documents
 - o Joining and leaving proof for all companies worked
 - o Additionally for the last employment last 3 month's pay slips.
- 1 passport size photograph with white background [Soft Copy]
- 1 passport size photograph with white background [Hard Copy for Temp Identity card]

* Employees would not be eligible for earned/casual leaves during the first 3 months of joining the organization.

* Credence has a tied up with HDFC & Kotak Mahindra Bank for salary accounts. If you have any negative balance or other issues with these banks; please ensure that these are taken care of prior to your salary release. Your salary from CRM is transferred directly into the accounts, via account transfer only. You are required to carry 1 photograph, and an 'original plus one photocopy' of your Aadhar Card, PAN Card & Address Proof [Maharashtra issued Driving License is not accepted by Kotak], to process the bank account opening formality.

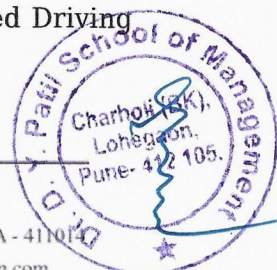
Credence Resource Management Private Limited

CORPORATE OFFICE : E PARK, SOUTH TOWER, 2ND FLOOR, KHARADI MIDC, KHARADI, PUNE, MAHARSHTRA - 411014

PHONE NO. : 020-67113636

CIN - U74120PN2013PTC15430

www.credencerm.com



You are required to adhere to statutory policies, client procedures and company policies when executing your role and as a matter of overall conduct during the course of your employment with Credence. Any violation of these policies may result in immediate termination of your services.

We once again would like to thank you for your interest in seeking a career with our organization and hope you will have a successful career with us.

For Credence Resource Management Pvt. Ltd.

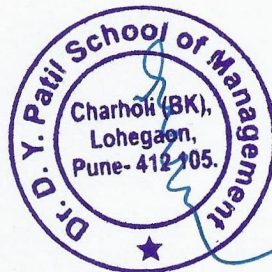


Saahil Kumar
Vice President - Human Resources

Acknowledgement:

You acknowledge to have read the terms of this Letter of Intent and confirm to comply with them.

Name: _____



Credence Resource Management Private Limited

CORPORATE OFFICE : E PARK, SOUTH TOWER, 2ND FLOOR, KHARADI MIDC, KHARADI, PUNE, MAHARSHTRA - 411014

PHONE NO. : 020-67113636

CIN - U74120PN2013PTC15430

www.credencerm.com

Date: 17-Nov-2022

Subject: Letter Of Intent

Dear Abhishek Lagad,

With reference to our discussions and the interview, we are delighted to offer you the position of **Junior Data Analyst - BI & Software Engineering - Business Intelligence**.

Your annual Cost To Company will be INR 4,05,600/- and we would require you to join us on or before 22-November-2022. We would require you to submit all the documents listed in this LOI before 22-November-2022. Failure to submit the required documents, would result in this LOI being void and your joining will be postponed.

Your net take home salary would be INR 30,000/- (Earnings are subject to Income Tax and any other statutory compliance changes/deductions).

Annexure A		
Particulars	Monthly	Yearly
Basic	15,000	1,80,000
HRA	6,000	72,000
Personal Allowance	9,600	1,15,200
Food Card	0	0
LTA	0	0
Gross	30,600	3,67,200
Statutory Bonus	1,400	16,800
Gross Payable	32,000	3,84,000
Company's contribution to PF	1,800	21,600
Company's contribution to ESIC	0	0
Fixed CTC	33,800	4,05,600
Total CTC	33,800	4,05,600
Deductions		
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	0	0
Professional Tax	200	2,500
LTA Deduction	0	0
Food	0	0
Total Deduction	2,000	24,100
Net Take Home (Exclusive of TDS)	30,000	3,59,900

* In addition to the above compensation, you would be eligible for the below insurance coverage benefits as per the prevalent policy for the year [Subject to your formal appointment and clearance of the background verification formalities]:

- Medical Insurance coverage [GMC] - **INR 1,00,000/- for self**

Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA - 411014



- Group Personal Accident coverage [GPA] - **INR 2,25,000/- for self**
- Group Term Life Policy coverage [GTL] - **INR 4,00,000/- for self**

* Your appointment letter will be issued to you post joining the organization, once you complete all documentation formalities and Employee ID is generated.

* A Background Verification (BGV) is done post completion of joining formalities, basis the information provided by yourself [in your resume, joining form and documents]. In case of a negative verification report, you will be separated from the organization and shall not be eligible for any compensation, considering falsified information was provided at the time of Onboarding.

* Documentation: You may be asked to submit your original documents for review, if required by Credence. You should have already sent scanned copies of the below documents to the HR team

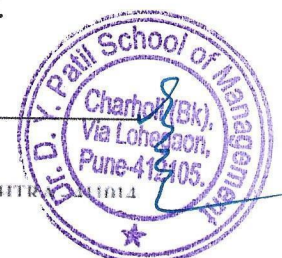
- PAN Card
- Aadhar Card
- Education Documents - 10th, 12th, Diploma certificate, Graduation certificates, Post-Graduation, if applicable
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- Work Experience related documents
 - o Joining and leaving proof for all companies worked
 - o Additionally for the last employment last 3 month's pay slips.
- 1 passport size photograph with white background [Soft Copy]
- 1 passport size photograph with white background [Hard Copy for Temp Identity card]

* Employees would not be eligible for earned/casual leaves during the first 3 months of joining the organization.

* Credence has a tied up with HDFC & Kotak Mahindra Bank for salary accounts. If you have any negative balance or other issues with these banks; please ensure that these are taken care of prior to your salary release. Your salary from CRM is transferred directly into the accounts, via account transfer only. You are required to carry 1 photograph, and an 'original plus one photocopy' of your Aadhar Card, PAN Card & Address Proof [Maharashtra issued Driving License is not accepted by Kotak], to process the bank account opening formality.

Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA 411014



You are required to adhere to statutory policies, client procedures and company policies when executing your role and as a matter of overall conduct during the course of your employment with Credence. Any violation of these policies may result in immediate termination of your services.

We once again would like to thank you for your interest in seeking a career with our organization and hope you will have a successful career with us.

For Credence Resource Management Pvt. Ltd.

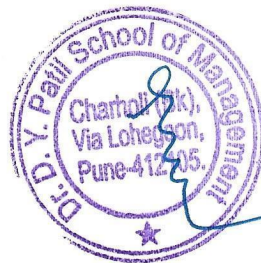


Saahil Kumar
Vice President - Human Resources

Acknowledgement:

You acknowledge to have read the terms of this Letter of Intent and confirm to comply with them.

Name: _____



Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA - 411014

Date: 17-Nov-2022

Subject: Letter Of Intent

Dear Aniket Varma,

With reference to our discussions and the interview, we are delighted to offer you the position of **Junior Data Analyst - BI & Software Engineering - Business Intelligence**.

Your annual Cost To Company will be INR 4,05,600/- and we would require you to join us on or before 22-November-2022. We would require you to submit all the documents listed in this LOI before 22-November-2022. Failure to submit the required documents, would result in this LOI being void and your joining will be postponed.

Your net take home salary would be INR 30,000/- (Earnings are subject to Income Tax and any other statutory compliance changes/deductions).

Annexure A		
Particulars	Monthly	Yearly
Basic	15,000	1,80,000
HRA	6,000	72,000
Personal Allowance	9,600	1,15,200
Food Card	0	0
LTA	0	0
Gross	30,600	3,67,200
Statutory Bonus	1,400	16,800
Gross Payable	32,000	3,84,000
Company's contribution to PF	1,800	21,600
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Fixed CTC	33,800	4,05,600
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Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	0	0
Professional Tax	200	2,500
LTA Deduction	0	0
Food	0	0
Total Deduction	2,000	24,100
Net Take Home (Exclusive of TDS)	30,000	3,59,900

* In addition to the above compensation, you would be eligible for the below insurance coverage benefits as per the prevalent policy for the year [Subject to your formal appointment and clearance of the background verification formalities]:

- Medical Insurance coverage [GMC] - INR 1,00,000/- for self

Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA 411014



- Group Personal Accident coverage [GPA] - INR 2,25,000/- for self
- Group Term Life Policy coverage [GTL] - INR 4,00,000/- for self

* Your appointment letter will be issued to you post joining the organization, once you complete all documentation formalities and Employee ID is generated.

* A Background Verification (BGV) is done post completion of joining formalities, basis the information provided by yourself [in your resume, joining form and documents]. In case of a negative verification report, you will be separated from the organization and shall not be eligible for any compensation, considering falsified information was provided at the time of Onboarding.

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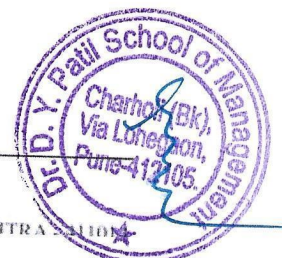
- PAN Card
- Aadhar Card
- Education Documents - 10th, 12th, Diploma certificate, Graduation certificates, Post-Graduation, if applicable
- Current Address Proof [Election Card/Passport/ Rent Agreement/Driver License/ Electricity Bill/Aadhar Card/Notarized Self-affidavit/Property Tax/Index 2/Govt. Bank Passbook].
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 - o Joining and leaving proof for all companies worked
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- 1 passport size photograph with white background [Soft Copy]
- 1 passport size photograph with white background [Hard Copy for Temp Identity card]

* Employees would not be eligible for earned/casual leaves during the first 3 months of joining the organization.

* Credence has a tied up with HDFC & Kotak Mahindra Bank for salary accounts. If you have any negative balance or other issues with these banks; please ensure that these are taken care of prior to your salary release. Your salary from CRM is transferred directly into the accounts, via account transfer only. You are required to carry 1 photograph, and an 'original plus one photocopy' of your Aadhar Card, PAN Card & Address Proof [Maharashtra issued Driving License is not accepted by Kotak], to process the bank account opening formality.

Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA INDIA



You are required to adhere to statutory policies, client procedures and company policies when executing your role and as a matter of overall conduct during the course of your employment with Credence. Any violation of these policies may result in immediate termination of your services.

We once again would like to thank you for your interest in seeking a career with our organization and hope you will have a successful career with us.

For Credence Resource Management Pvt. Ltd.

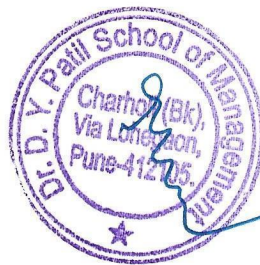


Saahil Kumar
Vice President - Human Resources

Acknowledgement:

You acknowledge to have read the terms of this Letter of Intent and confirm to comply with them.

Name: _____



Credence Resource Management Private Limited

CORPORATE OFFICE - E PARK SOUTH TOWER 2ND FLOOR KHARADI MIDC KHARADI PUNE MAHARASHTRA - 411014

Rio Tinto

Rio Tinto India Private Limited
CIN: U74140HR1996PTC072097
Registered Office:
21st Floor, DLF Building No. 5,
Tower A, DLF Cyber City, Phase III,
Gurugram 122002, Haryana, India
T +91 (0) 124 4407300 F +91 (0) 124 4407399

Private and Confidential

14 December 2023

Gaurav Pokale

Offer of Employment

Dear Gaurav,

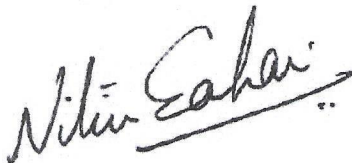
We are pleased to offer you the role of Senior Associate -Invoice Processing, which has the associated Band M with Gurgaon, India office of Rio Tinto India Private Limited. This role is based in the Invoice Processing - APAC1 team and will report to SDL - Accounts Payable.

Your base salary for the role will be INR 463,000 per annum. Full details of your remuneration and other terms and conditions of employment are recorded in the attached Schedule of Remuneration, Benefits & Employment Conditions. Your role includes jobs and responsibilities as described in the Job Description and may change as per organisation's discretion.

If you accept this offer your employment will commence on 29 January 2024. To indicate your acceptance, please sign the attached Schedule of Remuneration, Benefits & Employment Conditions where indicated and return to Raghav.Gupta@riotinto.com along with the enclosed paperwork by 19 December 2023. This offer of employment will be deemed to have lapsed if your acceptance is not received by this date.

We look forward to a mutually beneficial and long term association.

Yours Sincerely,



Nitin Sahai
HR Manager India



RioTinto

Rio Tinto India Private Limited
CIN: U74140HR1996PTC072097
Registered Office:
21st Floor, DLF Building No. 5,
Tower A, DLF Cyber City, Phase III,
Gurugram 122002, Haryana, India
T +91 (0) 124 4407300 F +91 (0) 124 4407399

Private and Confidential

14 December 2023

Rohit Patel

Offer of Employment

Dear Rohit

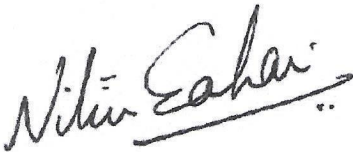
We are pleased to offer you the role of Senior Associate -Invoice Processing, which has the associated Band M with Gurgaon, India office of Rio Tinto India Private Limited. This role is based in the Invoice Processing - APAC1 team and will report to SDL - Accounts Payable.

Your base salary for the role will be INR 463,000 per annum. Full details of your remuneration and other terms and conditions of employment are recorded in the attached Schedule of Remuneration, Benefits & Employment Conditions. Your role includes jobs and responsibilities as described in the Job Description and may change as per organisation's discretion.

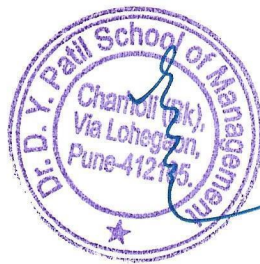
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We look forward to a mutually beneficial and long term association.

Yours Sincerely,



Nitin Sahai
HR Manager India





TENHARD INDIA PRIVATE LIMITED
CIN: U22300 DL 2020 PTC366500
C 56/12, C Block, Sector 62, Noida
Uttar Pradesh - 201301
www.tenhardindia.com
info@tenhardindia.com

16 January, 2023

Vaishnav Gopal Bhusari,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Finance and HR Department.

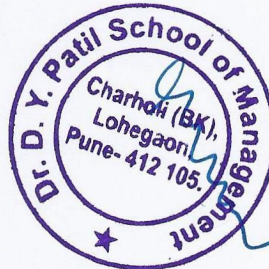
This position is scheduled from 16th January 2023. In this role, they will report directly to Shivam Kumar.

Regards,

Rahul

Rahul

HR Manager, Tenhard India



Address: 56/12, C Block, Phase 2, Industrial Area, Sector 62, Noida, Uttar Pradesh 201301



TENHARD INDIA PRIVATE LIMITED
CIN: U22300 DL 2020 PTC366500
C 56/12, C Block, Sector 62, Noida
Uttar Pradesh - 201301
www.tenhardindia.com
info@tenhardindia.com

16 January, 2023

AKSHAY ASHOK KADAM,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Business Analytics Department.

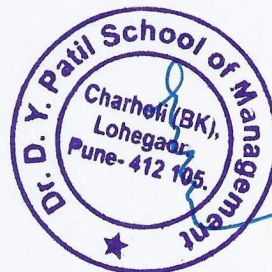
This position is scheduled from 16th January 2023. In this role, they will report directly to Shivam Kumar.

Regards,

Rahul

Rahul

HR Manager, Tenhard India



Address: 56/12, C Block, Phase 2, Industrial Area, Sector 62, Noida, Uttar Pradesh 201301



TENHARD INDIA PRIVATE LIMITED
CIN: U22300 DL 2020 PTC366500
C 56/12, C Block, Sector 62, Noida
Uttar Pradesh - 201301
www.tenhardindia.com
info@tenhardindia.com

16 January, 2023

Rucha Hari Kaple,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Finance and HR Department.

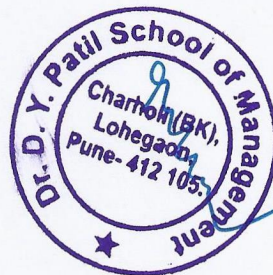
This position is scheduled from 16th January 2023. In this role, they will report directly to Shivam Kumar.

Regards,

Rahul

Rahul

HR Manager, Tenhard India



Address: 56/12, C Block, Phase 2, Industrial Area, Sector 62, Noida, Uttar Pradesh 201301



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info@tenhardindia.com

16 January, 2023

Rushikesh Suresh Gadavi,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Marketing Department.

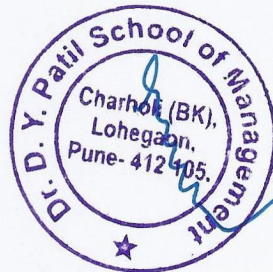
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Regards,

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Rahul

HR Manager, Tenhard India



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16 January, 2023

Akanksha Nandkishor Polshettiwar,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our HR Department.

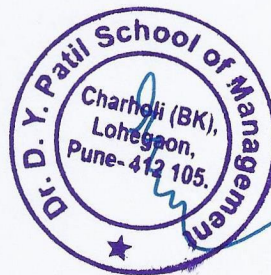
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Regards,

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Rahul

HR Manager, Tenhard India



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16 January, 2023

Shivani Madhukar Jadhav,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

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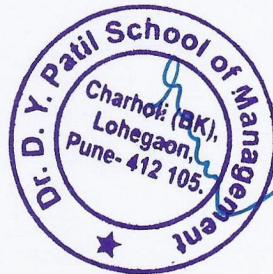
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Rahul

HR Manager, Tenhard India



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16 January, 2023

Pathan Attaya,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Marketing Department.

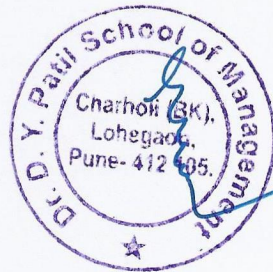
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Rahul

HR Manager, Tenhard India



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16 January, 2023

Vaibhav Manikrao Ghuge,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Finance and Marketing Department.

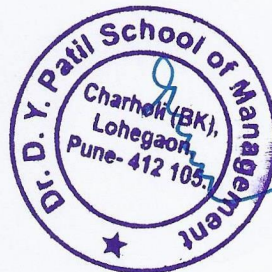
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HR Manager, Tenhard India



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16 January, 2023

Tejas Mahadeo Late,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our HR Department.

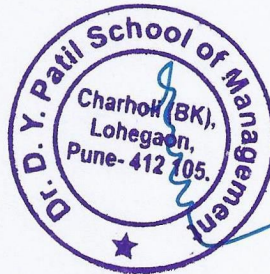
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16 January, 2023

Akanksha Baburao Gaikwad,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

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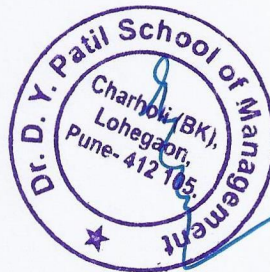
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16 January, 2023

Swapnil Deepak Bansode,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Marketing Department.

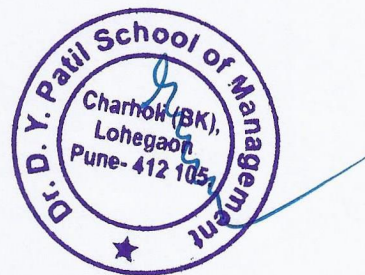
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16 January, 2023

Krutika Lilanath Koli,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Marketing Department.

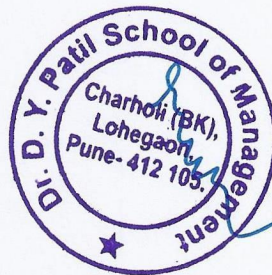
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HR Manager, Tenhard India



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16 January, 2023

Kajal Sanjay Jadhav,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our HR and Business Analytics Department.

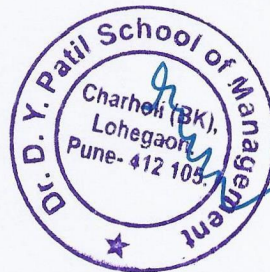
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HR Manager, Tenhard India



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16 January, 2023

Harshada Deepak Bhosale,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our HR Department.

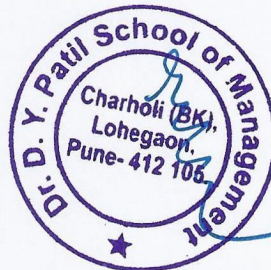
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HR Manager, Tenhard India



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16 January, 2023

Kirti Sandip Salunkhe,

D Y Patil School of Management, Pune

Subject-Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our HR Department.

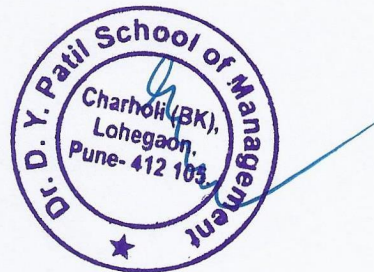
This position is scheduled from 16th January 2023. In this role, they will report directly to Shivam Kumar.

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Rahul

HR Manager, Tenhard India



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06 February, 2023

Rohit Shashikant Thakur,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Business Analytics Department.

This position is scheduled from 06th February 2023. In this role, they will report directly to Shivam Kumar.

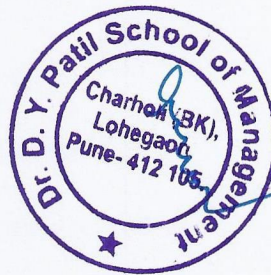
Pay & Benefits: Rs.15K (Rewards up to 3k additional on generated Revenue 50K, internship certificate After completion of internship project successfully).

Regards,

Rahul

Rahul

HR Manager, Tenhard India





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06 February, 2023

Rashmi Nandlal Patil,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Human Resources Department.

This position is scheduled from 06th February 2023. In this role, they will report directly to Shivam Kumar.

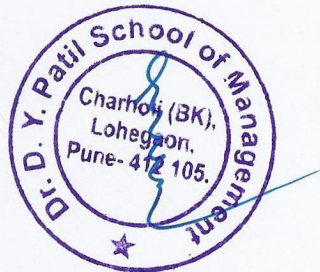
Pay & Benefits: Rs.15K (Rewards up to 3k additional on generated Revenue 50K, internship certificate After completion of internship project successfully).

Regards,

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Rahul

HR Manager, Tenhard India





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06 February, 2023

Shivani Anant Sakpal,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Human Resources Department.

This position is scheduled from 06th February 2023. In this role, they will report directly to Shivam Kumar.

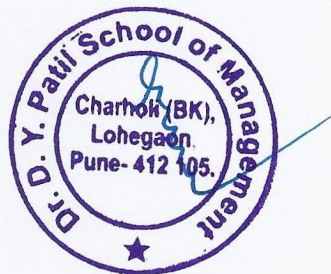
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Rahul

HR Manager, Tenhard India





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06 February, 2023

Abhishek Mithu Lagad,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Business Analytics and HR Department.

This position is scheduled from 06th February 2023. In this role, they will report directly to Shivam Kumar.

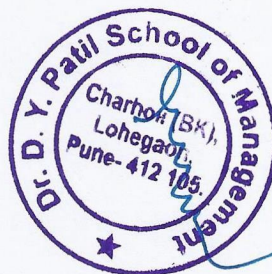
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Rahul

HR Manager, Tenhard India





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06 February, 2023

Loulik,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Marketing Department.

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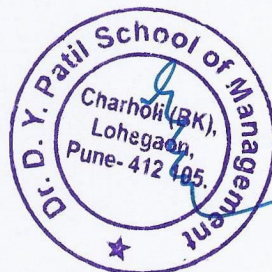
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HR Manager, Tenhard India





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06 February, 2023

Vinay F Yadav,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Business Analytics and HR Department.

This position is scheduled from 06th February 2023. In this role, they will report directly to Shivam Kumar.

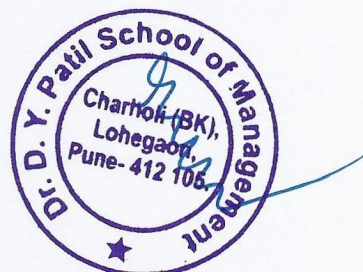
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Rahul

HR Manager, Tenhard India





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06 February, 2023

Renuka Pravin Chobe,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Marketing Department.

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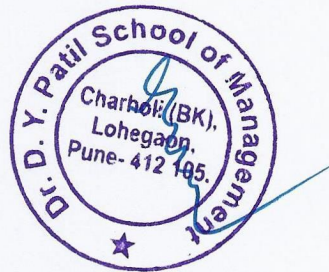
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06 February, 2023

Prathamesh Babu Kamble,

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Human Resources Department.

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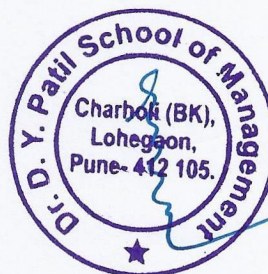
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HR Manager, Tenhard India





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06 February, 2023

Rohan Kadam

D.Y. Patil School Of Management

Subject- Offer letter for the Summer Internship

Dear Sir/Ma'am

On behalf of Tenhard India, I am excited to extend an offer to your students for a Summer Internship within our Business Analytics and HR Department.

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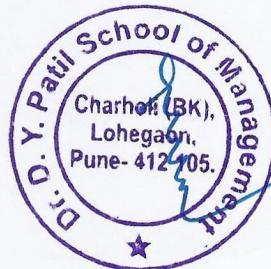
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HR Manager, Tenhard India



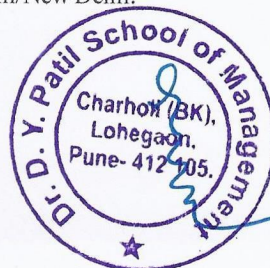


Akash Suryavanshi
DY Patil College,
Pune

Dear **Akash Suryavanshi,**

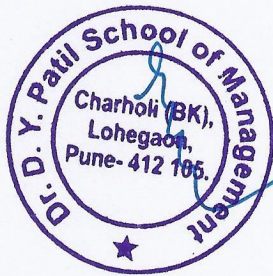
We are pleased to appoint you as a Summer Intern for the period **4 February,2023** to **4 May,2023** with effect from **4 February,2023** under the following terms and conditions: -

1. You shall not disclose any of the company's data, information, know-how, plans, operations, etc that you may come across while rendering your services to this company to any unauthorized persons nor use it to your own profit directly or indirectly, during and/or after expiry or termination of the present tenure.
2. The company will have the full and exclusive right to unrestricted and unlimited use of all material generated by you for all purposes, including but not limited to publication, promotion activities and sale.
3. The company shall be at liberty to sell, assign, transfer or dispose of all or any of its rights in such material on terms, with or without consideration, as the company may deem fit.
4. Upon expiry or termination of this contract, you shall forthwith return to the company all material, database, papers, documents, property, equipment etc. that may be in your possession at that time. You shall undertake to surrender and hand over the database to your reporting head at the time of expiry or termination of this contract and also undertake not to use or sell the database you gather during the course of this employment to any other person/organization, existing or otherwise.
5. Internship will be deemed to be successfully completed only on completion of assigned task in terms of performance rather than duration within the given timelines.
6. The Company shall not be responsible for any of your acts that are illegal or are done illegally and the company will be under no obligation to bear or share any costs or expenses that may be imposed upon it by reason of any such acts of you as aforesaid or for any breach of the terms of this contract by you.
7. A Candidate needs to submit his/her Final Summer Internship Report within 3 days of Internship Completion.
8. Certificates will be provided within 10 days of Internship Completion. The Medals/ trophies to the eligible intern only will be provided within 30 days post Internship Completion as decided by the company and Internship Compensation will be provided within 50 days of Internship Completion.
9. It is clearly understood that the present arrangement is a contract for services and is not to be constructed as a contract of employment or agency and the relationship between the parties is on a principal-to-principal basis.
10. The intern will get compensation up to Rs.25000. A minimum of Rs.15000 will be provided on successful completion of the internship.
11. Outlook offers grade rewards on individual performance, hence the better a candidate performs, the better they are rewarded.
12. It is agreed by and between the parties hereto that any dispute arising from this contract shall be subject to the exclusive jurisdiction of the Court of law in Delhi/New Delhi.



KMDharan

Muralidharan K
Outlook Group
4 February, 2023





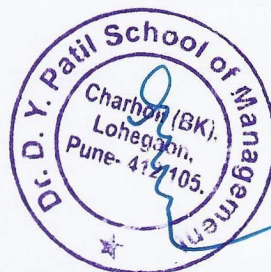
Anjali Muktaprasad
MantriDY Patil College,
Pune

Muralidharan K
Dear **Anjali Muktaprasad Mantri,**
Outlook Group

4 February, 2023

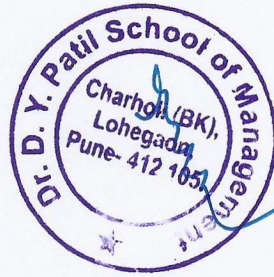
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KNDKew

Muralidharan K
Outlook Group
4 February, 2023



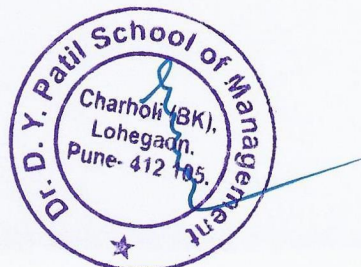


**Ashvajit Devram
Jadhav
DY Patil College,
Pune**

Dear **Ashvajit Devram Jadhav**,

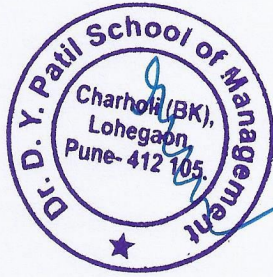
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K.M.Dhawan

Muralidharan K
Outlook Group
4 February, 2023



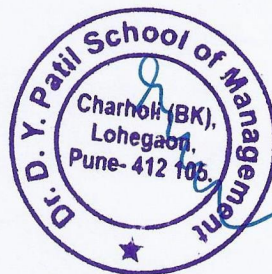


KUNAL RAJU GARUD
DY Patil College, Pune

Dear **KUNAL RAJU GARUD**,

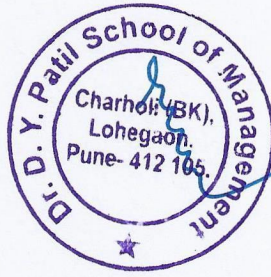
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K.Moharw

Muralidharan K
Outlook Group
4 February, 2023



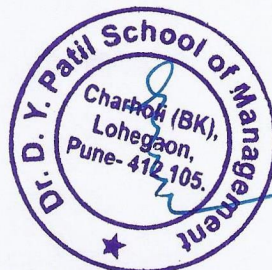


Nitu gupta
DY Patil College, Pune

Dear Nitu gupta,

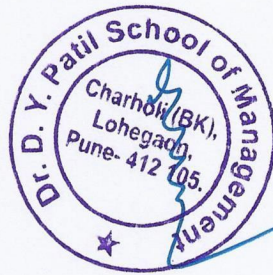
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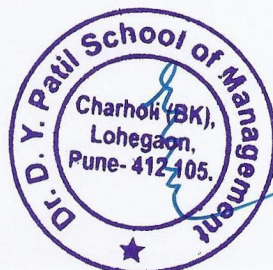
**Vaishnav Gopal
Bhusari**

**DY Patil College,
Pune**

Dear **Vaishnav Gopal Bhusari**,

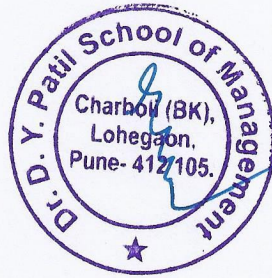
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K. M. D. Patil

Muralidharan K
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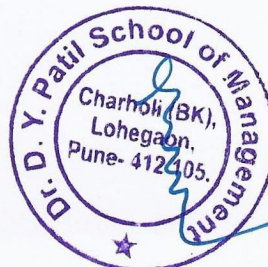
**Yukta Sandesh
Bende**

**DY Patil College,
Pune**

Dear **Yukta Sandesh Bende**,

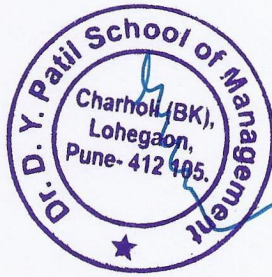
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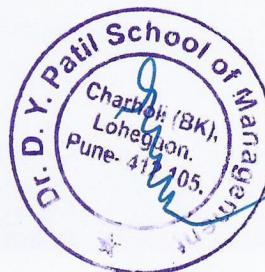


Attaya Latif Pathan
DY Patil College,
Pune

Dear **Attaya Latif Pathan,**

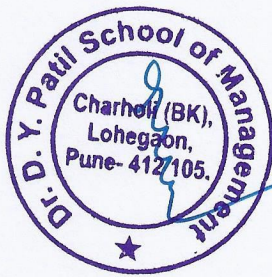
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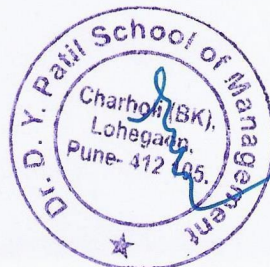


**Aniket Sanjay
Bhikule
DY Patil College,
Pune**

Dear **Aniket Sanjay Bhikule**,

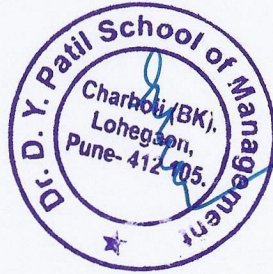
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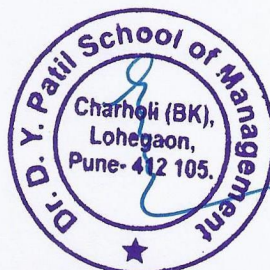
**Prathamesh babu
kamble**

DY Patil College, Pune

Dear **Prathamesh babu kamble**,

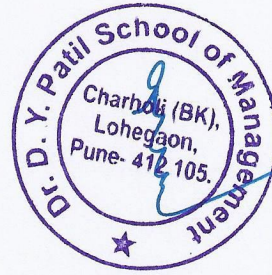
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KMDKew

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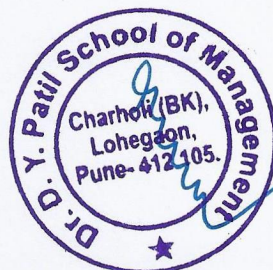
**Renuka Pravin
Chobe**

**DY Patil College,
Pune**

Dear **Renuka Pravin Chobe**,

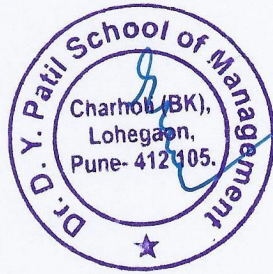
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K. M. D. K. S.

Muralidharan K
Outlook Group
4 February, 2023





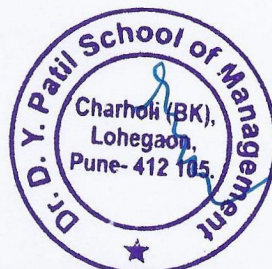
**Rohit Shashikant
Thakur**

DY Patil College, Pune

Dear **Rohit Shashikant Thakur**,

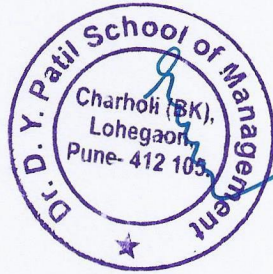
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K.M.Dharwad

Muralidharan K
Outlook Group
4 February, 2023





**Vinay Farinder
Yadav**
**DY Patil College,
Pune**

Dear **Vinay Farinder Yadav**,

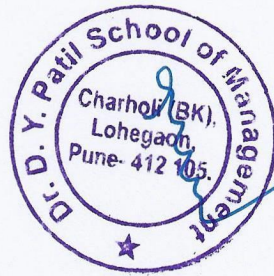
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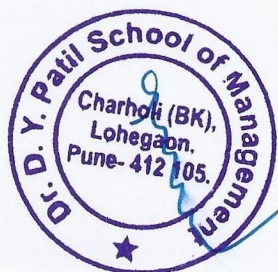
**Shweta Raghunath
Adhav**

DY Patil College, Pune

Dear **Shweta Raghunath Adhav**,

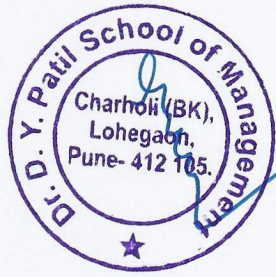
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Muralidharan K
Outlook Group
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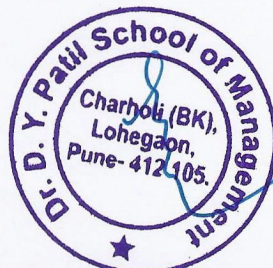
**Devendra Omprakash
Gotmare**

DY Patil College, Pune

Dear **Devendra Omprakash Gotmare,**

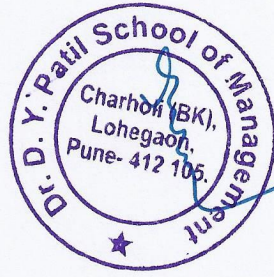
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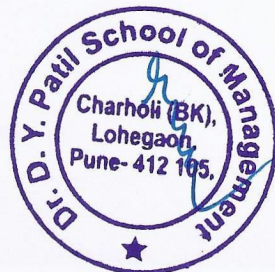


**Akanksha Nandkishor
Polshettiwar
DY Patil College, Pune**

Dear **Akanksha Nandkishor Polshettiwar,**

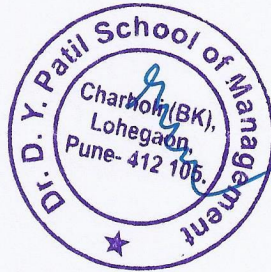
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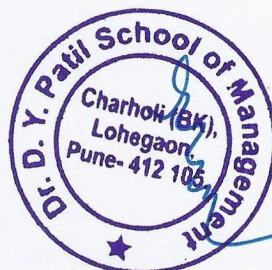
KIRTI SANDIP SALUNKHE

DY Patil College, Pune

Dear **KIRTI SANDIP SALUNKHE**,

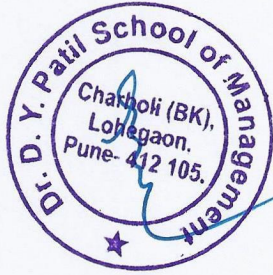
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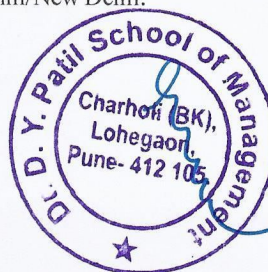
SHUBHAM RAMESH SAYKAR

DY Patil College, Pune

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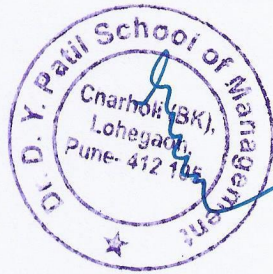
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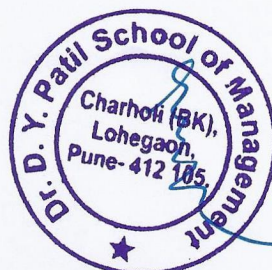


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DY Patil College, Pune

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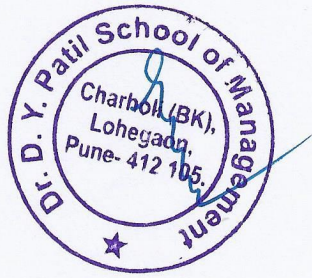
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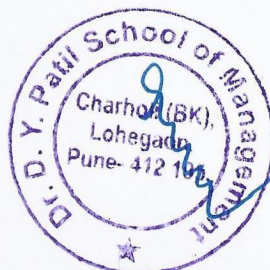


Pooja Mishra
DY Patil College, Pune

Dear **Pooja Mishra**,

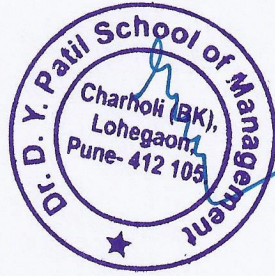
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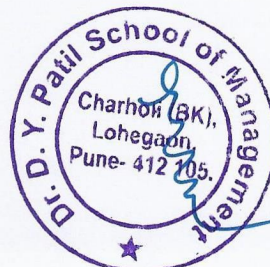


**Swapnil Deepak
Bansode
DY Patil College,
Pune**

Dear **Swapnil Deepak Bansode**,

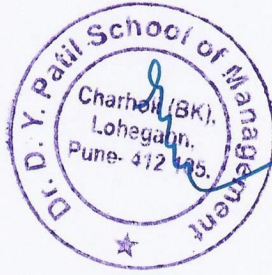
We are pleased to appoint you as a Summer Intern for the period **4 February,2023 to 4 May,2023** with effect from **4 February,2023** under the following terms and conditions: -

1. You shall not disclose any of the company's data, information, know-how, plans, operations, etc that you may come across while rendering your services to this company to any unauthorized persons nor use it to your own profit directly or indirectly, during and/or after expiry or termination of the present tenure.
2. The company will have the full and exclusive right to unrestricted and unlimited use of all material generated by you for all purposes, including but not limited to publication, promotion activities and sale.
3. The company shall be at liberty to sell, assign, transfer or dispose of all or any of its rights in such material on terms, with or without consideration, as the company may deem fit.
4. Upon expiry or termination of this contract, you shall forthwith return to the company all material, database, papers, documents, property, equipment etc. that may be in your possession at that time. You shall undertake to surrender and hand over the database to your reporting head at the time of expiry or termination of this contract and also undertake not to use or sell the database you gather during the course of this employment to any other person/organization, existing or otherwise.
5. Internship will be deemed to be successfully completed only on completion of assigned task in terms of performance rather than duration within the given timelines.
6. The Company shall not be responsible for any of your acts that are illegal or are done illegally and the company will be under no obligation to bear or share any costs or expenses that may be imposed upon it by reason of any such acts of you as aforesaid or for any breach of the terms of this contract by you.
7. A Candidate needs to submit his/her Final Summer Internship Report within 3 days of Internship Completion.
8. Certificates will be provided within 10 days of Internship Completion. The Medals/ trophies to the eligible intern only will be provided within 30 days post Internship Completion as decided by the company and Internship Compensation will be provided within 50 days of Internship Completion.
9. It is clearly understood that the present arrangement is a contract for services and is not to be constructed as a contract of employment or agency and the relationship between the parties is on a principal-to-principal basis.
10. The intern will get compensation up to Rs.25000. A minimum of Rs.15000 will be provided on successful completion of the internship.
11. Outlook offers grade rewards on individual performance, hence the better a candidate performs, the better they are rewarded.
12. It is agreed by and between the parties hereto that any dispute arising from this contract shall be subject to the exclusive jurisdiction of the Court of law in Delhi/New Delhi.



K. M. Dhawan

Muralidharan K
Outlook Group
4 February, 2023



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089



SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone - II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No.72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200

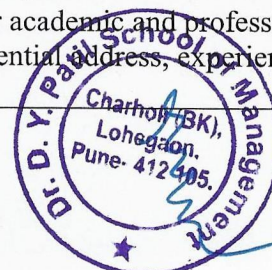
Date: 08-March-2023

Letter of Intent

Dear Himali Hanchate,

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst I**", in our **Pune** office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Annual Fixed Pay will be ₹368,142 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: <ul style="list-style-type: none">• Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme• Private Health Insurance for self, spouse, children and either of parents or parents in law;• Accident insurance and• Life assurance
Conditional Offer	Your appointment as " Analyst I " with Northern is conditional upon: <ol style="list-style-type: none">1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;

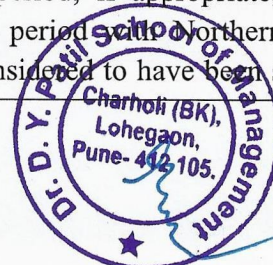


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Maharashtra, India.
Main - +91(20) 48538200



	<ol style="list-style-type: none"> 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
<p>Working Hours & Leave</p>	<p>Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.</p>
<p>Probation & Notice Periods</p>	<p>The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully</p>



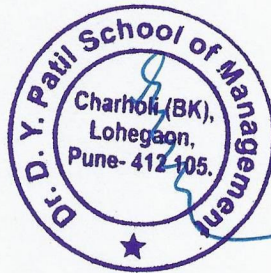
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Maharashtra, India.
Main - +91(20) 48538200



**NORTHERN
TRUST**

	<p>completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be thirty days, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment</p>
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Maharashtra, India.
Main - +91(20) 48538200



Salary Break up Annexure

Name: Himali Hanchate

Date: 08-March-2023

Salary Component	Amount
Basic	₹136,000
House Rent Allowance	₹54,400
Flexible Cash Component	₹149,600
Total Fixed Pay (TFP)	₹340,000
Retirals	
Employer's contribution to PF	₹21,600
Gratuity	₹6,542
Sub Total	₹28,142
Annual Fixed Pay (TFP + Retirals)	₹368,142
Monthly Gross	₹28,333

Northern Operating Services Private Limited

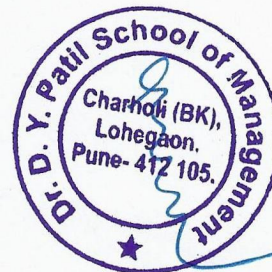
Note: This is a System Generated Document and does not require physical signature.

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address : Himali Hanchate , himalihanchate@gmail.com

Start Date: Will be Confirmed by HR as appropriate date approaches.



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Page # 4 EAST\144843678.1





Offer Letter

25th March, 2023

Gaurav Ravindra Danej
Mumbai

Dear Gaurav,

This has reference to your application for a suitable post and your subsequent interview with us.

We are pleased to offer you the position of Engineer - Technical Support in our organization. You shall be on probation for a minimum of six months, after which you shall be confirmed upon satisfactory performance review.

You will be entitled for Annual CTC of Rs 3,50,000/- (Rupees Three Lakhs and Fifty Thousand Only) per annum. The breakup of this salary is attached herewith.


Apart from the salary you will be entitled for the reimbursement of official mobile expenses, as per company policy.

Please return the duplicate copy of this letter duly signed by you as a token of acceptance of offer. The detailed appointment letter shall be issued to you on submission of relevant documents to the HR Department.

Please share your resignation acceptance mail / intimation with us within 5 working days from date of offer.

This offer is valid subject to positive verification of your employment and credentials.

For Clover Infotech Pvt Ltd.,


for Elizabeth Paul
Senior Vice President – Human Resources

Confidential

Clover Infotech Private Limited

Corporate Office: Dhana Singh Processors Building, Vazir Glass Lane, J. B. Nagar, Andheri (E), Mumbai-400059, Maharashtra, India. Tel: +91 22-29261658
Registered Office: Clover Centrum, No. 5, Galaxy Society, 245 Boat Club Road, Pune 411 001, Maharashtra, India. Tel: +91 20 26160022/23/24, 6726 5700
Website: www.cloverinfotech.com Email: clover.info@cloverinfotech.com CIN No. U72200PN2000PTC014922

India | UAE





Date: 23 Mar 2023

Ms Ravina Ghatge
5502 A Wing HariLeela Apt Plot
No: 302 Near Darshan Darbar Sector 6 Nerul West Navi
Mumab 400706

Employee No: 2856996
Dear Ms Ravina Ghatge

Appointment Letter

We are pleased to appoint you in our organization as Executive ORM subject to the following terms and conditions:

1. Your contract will commence from 13 Apr 2023 and expire on 12 Mar 2024 during which you will render services to GroupM Media India Pvt.Ltd.(Hereinafter to be referred as Client)at their premises subject to the terms and conditions of the engagement letter executed by you on 23 Mar 2023 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building , # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala , Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

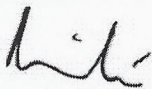
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

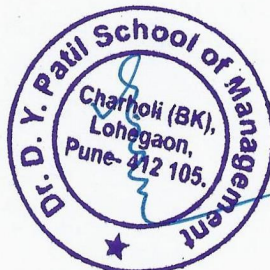
For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed



(Authorized Signatory)

Signature and date:
Name: RAVINA GHATGE



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BNY Mellon International Operations
(India) Private Limited
CIN: U72900PN2004FTC022163

Registered office:
Level 1, Tower S3, Cybercity,
Magarpatta City, Hadapsar,
Pune - 411 013, India

T +91 20 3044 3000
F +91 20 3044 3001

Pragati Mapare
Sr No-63, Flat no-401, Sai Leela Apartment opp Nakoda Sweet Home,
Janrdhan Nagar, Wadgoan Shinde Road, Lohegoan Pune-411047
Pune City, Maharashtra

Dear Pragati,

Employment contract of employment between **BNYM INTL OPS (INDIA) PVT LTD** (the "Company") and **Pragati Mapare**:

The following sets out the terms and conditions of your employment with the Company. Unless stated otherwise, these terms and conditions of employment create contractual obligations between you and the Company.

1 Commencement Date

Your employment will commence on or before **February 12, 2024** or any other date as may be notified to you (the "**Commencement Date**").

2 Job Title

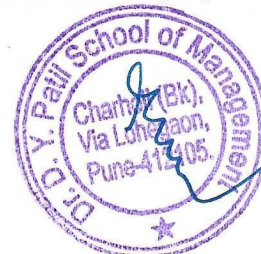
You will be employed by the Company as **Intermediate Representative, Client Onboarding/Transitions/Conversions/Know Your Client**. Your job level will be **F**. In this role you will report to the person to whom you are assigned by the management. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

3 Place of Work

3.1 Your place of work will be at Company's premises at **Pune, IN**. While employed with the Company, you agree and acknowledge that you may, at the discretion of the Company, be required to work remotely, within India, in accordance with the applicable work from home or other related policies, processes or directions, as updated from time to time. However, at no time shall an employee be allowed to work remotely from outside India, unless appropriate processes are followed including approvals from legal and tax.

3.2 The Company may, at its sole discretion, second, depute, assign and/or transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. Any refusal on your part of a reasonable request from the Company to relocate (temporarily or permanently) or travel in order to meet the Company's business needs will be treated as an act of misconduct under this Employment contract and the Policies of the Company. Please note that during the period of working from home/travel/transfer/secondment, you may be subject to other applicable laws, rules and policies including but not limited to the provisions of Clause 3.1 above in relation to working remotely from India, as permitted.

For the purposes of this Contract, "Affiliate" means any entity directly or indirectly, wholly or partially controlled by, controlling or under common control with the Company, and includes all companies and entities with the BNY Mellon group.



Date: 12/05/2022

Bhavna Sharma
Raipur, (C. G.)

Dear Bhavna,

Congratulations! With reference to your discussion with us, we are pleased to appoint you as **Sales Associate at Stratview Research (part of Radiant Offshore Consultancy), Raipur.**

Your date of joining is **16th May 2022**. On this date, you are required to report to **Ms. Monica Khurana, Associate HR Manager** at the company office in Raipur at 11:30 AM. On joining the company, you would be in **full-time employment**. The compensation offered is mentioned in Annexure A for your reference. Detailed salary structure would be mentioned in the appointment letter.

During this period, your employment could be terminated on a 15 days' notice basis on any disciplinary or non-disciplinary matters. You would also be allowed to resign from the services of the company by similarly giving one months' notice in writing.

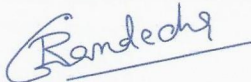
Further terms and conditions of the employment will be mentioned in the **appointment letter** that would be given to you while joining the company on the given date.

You are requested to please signify your acceptance of this offer letter by sending an acceptance mail in reply to this mail.

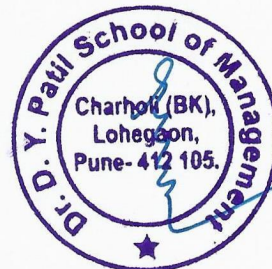
We look forward to you joining us and wish you the very best in your new assignment. We are certain that you will find this opportunity challenging, satisfying and mutually beneficial.

Sincerely,

For, Radiant Offshore Consultancy LLP



Ritesh Gandecha
(Authorized Signatory)



ANNEXURE A

Name - **Bhavna Sharma**

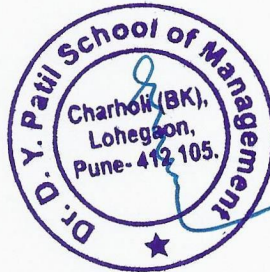
Designation - **Sales Associate**

Location- **Raipur (C.G.)**

Proposed Cost To the Company (CTC):

Salary Heads	Monthly (INR)	Yearly (INR)
Total Monthly Gross	26,596	3,19,152
Employee's PF Deduction	1596	19,152
Total Monthly In-hand	25,000	3,00,000
Employer's PF Contribution	1749	20,988
Total Fixed CTC (A)	28,345	3,40,140
Target Based Incentives (B)		Upto 80000
Total CTC (A+B)		4,20,140

Note: Detailed structure will be provided in the appointment letter.





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John Deere India Private Limited
CIN - U74220PN1997PTC112441
Tower XIV, Cyber City,
Magarpatta City
Hadapsar, Pune 411 013, India

Tel : +91 (20) 6642 5000
Fax: +91 (20) 6642 5001

Date: October 3, 2022

Veronica Sebastian Fernandes

Dear VERONICA,

It gives us great pleasure to welcome you to John Deere India Pvt. Ltd (John Deere or Company). With making this leap to John Deere, you have become a part of a global company that takes pride in providing a value based workplace and exciting growth opportunities to its employees. Beginning here, starts your journey of delivering challenging projects in an innovation driven and enriching workplace.

John Deere takes pride in its more than 180 year old heritage and experience in developing technology and equipment that helps billions of people achieve a better quality of life. Being affiliated with John Deere brings a sense of purpose and satisfaction that comes from working with talented employees in a reputed organization that provides quality products and services to its customers. It's an exciting time to work here!

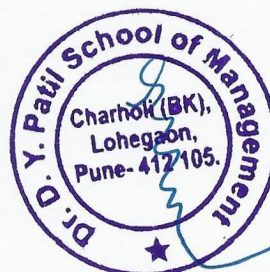
We are confident that you would take the right decision of joining us. Enclosed herewith is your detailed Appointment Letter. Your date of appointment is effective from the date of joining which shall be but not later than October 10, 2022. If you do not join by this date this appointment stands withdrawn – unless the date of joining is extended and communicated to you in writing.

Please get in touch with us in case you have any queries regarding the components of this letter.

We wish you a successful career with John Deere India Private Limited.

Yours Faithfully,
For John Deere India Private Limited

S Payal
General Manager



Page 1 of 10



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Date: October 3, 2022

Veronica Sebastian Fernandes

Subject: Appointment Letter

Please refer to the application for the post of **Logistics Analyst** and subsequent discussions you had with us. We are pleased to appoint you on the following terms and conditions:

A) Appointment

1. JOB TITLE & POSITION:

You will be appointed in Grade 05SG/A and designated as **Logistics Analyst**.

2. JOINING LOCATION:

On your date of joining, you will report for duty at the following address:
John Deere Technology Center, Tower # 14, Cybercity,
Magarpatta City, Hadapsar, Pune – 411 013

3. REPORTING:

You will report to such manager / supervisor who will be assigned by the Company as your supervisor from time to time

4. PROBATION & CONFIRMATION:

You will be on probation for a period of 6 months from the date of joining and will continue to be on probation until your services are confirmed or terminated in writing, by the Company. Confirmation is dependent upon suitable and satisfactory performance in your duties, positive outcome of reference / background check and medical fitness as certified by the medical officer or by the doctor appointed by the Company. The probation period of 6 months is accordingly subject to cancellation, reduction or extension.

5. PLACE & NATURE OF WORK:

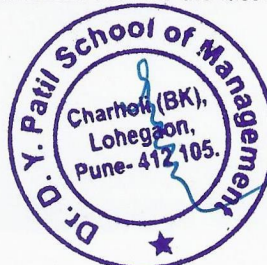
Your services may be transferred or rotated to any of our establishments, other place of business of the Company, it's subsidiaries, departments or associates of the company whether in or outside India or, any other job of whatsoever nature as the management may deem fit from time to time as per business exigencies, anywhere in or outside India.

6. HOURS OF WORK AND PAID HOLIDAYS:

Your working hours will be governed by applicable law and Company may revise the same from time to time. You will observe the working hours and holidays normally observed by the Department you are assigned to. Because of frequent contact with overseas offices and compliance with various deadlines, it will be necessary from time to time to report for work earlier and / or to work later, all as required. There will be no compensation for additional time worked beyond the normal office hours. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time by the Company

7. RETIREMENT AGE:

The retirement age is 60 years. The actual date of retirement shall be the last working day of the calendar month on which your 60th birthday falls.



B) Compensation**1. REMUNERATION PACKAGE:**

Annual Total Fixed Pay: Rs710,448.00 only
Short Term Incentive - (STI): Rs42,627.00 only
This shall be paid as per the company performance & policy
Total Cost to Company: Rs753,075.00 only.

2. COMPENSATION ADMINISTRATION & DELIVERY:

Increments will not be automatic. Your compensation will be reviewed, in accordance with the review cycle determined by the Company and shall be based on your performance during training / probation and thereafter, business performance and market pay trends.

3.FLEXIBLE COMPENSATION BASKET

The Company offers Flexible Compensation Basket as part of the Basic salary structure. You are free to choose any of the options provide in the Flexible Compensation Basket at the time of joining the Company. The details of both Basic salary structure and Flexible Compensation Basket are attached herewith as Annexure I and IA respectively for your easy reference. To know more about the Flexi Compensation Basket please refer to the Explanatory Note. Compensation is subject to all applicable Income Tax laws in force. Please keep your compensation details strictly "CONFIDENTIAL". Contact HR for any clarifications.

C) Other Benefits

Please refer to Annexure "A".

D) Terms and Conditions of Employment

Please refer to Annexure "B".

Please note that the Annexure(s) form integral part of this Appointment letter and should be read in conjunction with the above terms and conditions.

Yours Faithfully,
For John Deere India Private Limited

S Payal
General Manager

Mugdha Lapalkar
(Verified & checked by)

DECLARATION

I, (Indicate name in full) have read, understood and agreed the aforesaid terms and conditions and Annexure(s) of the Appointment Letter. I understand them fully and do hereby accept the employment.

Name:

Signature:

Date:

Enclosures:

- Salary Structure
- Term and Conditions



Annexure A

Salary Structure (1)

Name: Veronica Sebastian Fernandes
 Designation: Logistics Analyst
 Department: Logistics Services
 Compensation Grade: 05SG/A

Currency unless otherwise noted: INR

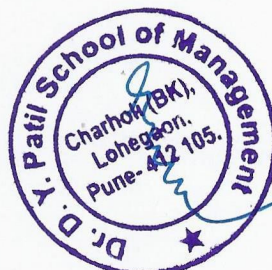
<u>Elements of Compensation</u>	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Annual Total Fixed Pay (2)	Rs710,448.00	Rs710,448.00	Rs710,448.00
Short-Term Incentive (STI) (3)	0.00	Rs42,626.88	Rs85,253.76
Total Cost to Company	Rs710,448.00	Rs753,074.88	Rs795,701.76
<u>Variable Pay Rates</u>			
STI Rate as Percent of Annual fixed CRC	0.00%	6.00%	12.00%

(1) The intent of this comparison is to show your total compensation. It is an estimate and is not intended to represent your actual earnings during the fiscal or calendar year. Actual earnings will differ from this estimate due to timing of the change and how variable pay is administered when changes occur.

(2) Annual total fixed pay is your 12 times monthly fixed CTC. Your total eligible earning is your total fixed salary earned during the fiscal year. Any pay changes you may have had during this period will be taken into account, while calculating your total eligible earnings for STI payouts.

(3) STI is an annual cash award based on performance metrics during the fiscal year (01 November – 31 October). It supports the Company's compensation philosophy of providing exceptional pay potential when we achieve sustained, exceptional performance for shareholders – Performance That Endures. STI is payable to eligible employees who are on the rolls of the Company as of 31 October of the year, and is included with the December salary. This amount is prorated based on your service period for the relevant fiscal year. The metrics may differ by division. Specific goals must be met before an award will be paid. Commission-based employees may not be eligible for STI.

Variable pay is subject to change at any time. John Deere and its parent company Deere & Company reserves the right to suspend, amend, modify, or terminate the Plan(s) in its sole discretion. Changes, which can be made at any time, are made by action of the Company's board of directors, or to the extent authorized by resolution of its board of directors, or by the Deere & Company Compensation Committee. In the event of a conflict between the language of the official Plan Documents and this document, the language of the official Plan Documents will control.

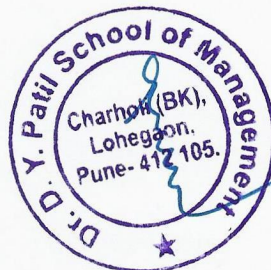


Annexure - I-Basic

Salary Structure

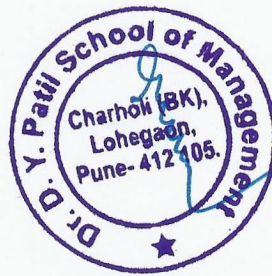
Name: Veronica Sebastian Fernandes
 Unit: JD India Technology Center
 Grade/Band: 05SG/A
 Designation: Logistics Analyst
 Department: Logistics Services
 Location: Pune
 Compensation (Fixed CTC) INR: 710,448.00

COMPENSATION STRUCTURE		
	Monthly	Annual
MONTHLY COMPONENTS		
Basic	20,721.00	248,657.00
Flexible Compensation Basket	34,166.00	409,991.00
Total Gross Salary	54,887.00	658,648.00
ANNUAL COMPONENTS		
Bonus / Ex Gratia	833.00	10,000.00
RETIRALS		
Provident Fund	2,487.00	29,839.00
Gratuity	997.00	11,961.00
Total Retirals	3,484.00	41,800.00
BENEFITS		
ANNUAL TOTAL FIXED PAY	59,204.00	710,448.00
VARIABLE PAY		
A. Short Term Incentive (STI)		42,627.00
Payout at Target (100%)		42,627.00
CTC (Annual Total Fixed Pay + STI @ Target)		753,075.00





Flexible Compensation Basket		
Components	Options	Default Structure (If no option from the FCB is exercised)
House Rent Allowance	0 or 40% of Basic	40% of Basic
Uniform Allowance	0 or INR 300	INR 300
Education Allowance	0 or INR 200	INR 200
Professional Development Allowance	0 or INR 2000	INR 2000
Leave Travel Allowance	0 or 8.33% of Basic	8.33% of Basic (Monthly Option)
Meal Benefit	0 or INR 1100 or 2200	0
Car Maintenance And Running Reimbursement	0 or INR 1800 or 2400	0
Chauffer Salary Reimbursement	0 or INR 900	0
National Pension Scheme	0 or 10% of Basic	10% of Basic
Superannuation Allowance	0 or 15% of Basic	15% of Basic
Other Allowance	Balancing Figure	Balancing Figure



FLEXIBLE COMPENSATION BASKET EXPLANATORY NOTES:

The Flexible Compensation Basket includes House Rent Allowance, Uniform Allowance, Education Allowance, Professional Development Allowance, Leave Travel Allowance, Meal Benefit, Car Maintenance and Running reimbursement, Chauffeur Salary reimbursement, National Pension Scheme & Superannuation etc.

The selection can be made & viewed in the local payroll tool Ascent.

All the selections made are voluntary in nature and can be exercised only once a year as per the guideline.

If no selections are made, then, default structure would be applicable

House Rent Allowance: Income Tax benefit available to the extent of actual rent paid. Employee needs to submit proof of rent paid by submitting a copy of the Rent Agreement and proper stamped rent receipts.

Uniform Maint. Allowance: You will be required to submit details of expenditure incurred by you to determine taxability of the same. Tax benefit applicable only to those employees who are required to wear a uniform, provided by Company.

Education Allowance: Please submit details of actual expenditure incurred by you to determine the taxability.

Professional Development Allowance: Employee can get a tax benefit on purchase of relevant books or attending programs aimed at professional development. It does NOT cover purchase of newspapers or club memberships. Payable monthly but employees will need to submit relevant vouchers in the month of March to claim tax benefit. Check with HR for details.

Leave Travel Assistance (LTA)/Leave Travel Allowance: Employee can opt for Leave Travel Assistance Allowance. If an employee opts for Leave Travel Assistance Allowance then allowance will be paid monthly. If employee does not opt for LTA Allowance then it would accumulated until employee claims for LTA. LTA and LTA Allowance will be taxable as per the Income Tax Rules.

Meal Card: All employees will be given an option to opt for meal card. If meal card is not opted, then amount will be paid in monthly payroll under 'Other Allowance' and would be taxable.

Car Maintenance and Running Reimbursement: All employees will be given an option to opt for Car Maintenance and Running Reimbursement, if your car would be used for personal and professional purposes. If not opted, then amount will be paid in monthly payroll under 'Other Allowance' and would be taxable. This benefit is not available to the employee who will be provided car by the Company or employees who are on international assignment.

Chauffeur Salary Reimbursement: All employees will be given an option to opt for Chauffeur Salary Reimbursement, if you hire a Chauffeur. If not opted, then amount will be paid in monthly payroll under 'Other Allowance' and would be taxable. This benefit is not available to the employee who will be provided car by the Company or employees who are on international assignment.

National Pension Scheme : Employees in all Grades can opt for National Pension Scheme. National Pension Scheme is governed by the rules and regulations framed under Pension Fund Regulatory and Development Authority and subject to changes from time to time. If an employee does not want to participate in the National Pension scheme, then the National Pension Scheme Equalization will be paid in lieu thereof. National Pension Scheme Equalization will be paid as monthly allowance and will be taxable as per the Income Tax rules.

Superannuation Allowance: Employees in all Grades can opt for superannuation. Superannuation is governed by the rules and regulations framed under Superannuation Trust and their changes from time to time. If an employee does not want to participate in the Superannuation scheme, then the Superannuation Equalization Allowance will be paid in lieu thereof. Superannuation Equalization allowance will be paid as monthly allowance and will be taxable as per the Income Tax rules.



Annual Components

Bonus / Ex Gratia: Payable annually during the Diwali festival. Will be pro-rated for period of service.

Retirals

Provident Fund & Gratuity: You are eligible for provident fund and gratuity upon your employment commencement. Both you and the Company shall make contributions in accordance with the provisions of the Employees Provident Funds and Miscellaneous Provisions Act 1952, if applicable. If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act 1972.

Other Benefits**Mediclaime Coverage:**

- Company policy covers the employee and three immediate family members (Employee, Spouse & 2 Dependent Children up to 25 yrs of age). Currently, coverage amount is 3.5 Lacs upto grade 7 and Rs. 4 Lacs for grade 8 and above.
- An employee can cover dependent parents or parent-in-law by paying the extra premium.
- Employee can enhance sum insured cover by paying extra premium for top up cover
- Please check with HR for more details.

Group Personal Accident Policy (GPA):

You will be covered by the Group Personal Accident insurance policy as per Company rules. Currently all the employees are covered for a GPA policy of minimum Rs. 15,00,000/- or 3 Times of Annual Total Fixed Pay, for 24 hours, 365 days.

Group Term Life (GTL):

GTL is a benefit extended by company that provides life cover of three times of Annual Total Fixed Pay to all the employees. The premium cost is borne by the company. In addition, employee has the choice of increasing the cover two more times the Total Annual Fixed Pay by paying premium for additional sum assured.

Transport:

Company provides Transport facility at subsidized rate. For employees availing the facility, appropriate deductions will be made. This is subject to change at Company's discretion.

Company Car Leased Plan (CCLP):

It is a voluntary program. Employees who opt for CCLP, the car lease amount will be reduced from the balance 'Flexible Compensation Basket' and paid to the leasing company. Check with HR for details.



Annexure BTerms and Conditions of Employment**1. BACKGROUND/ EMPLOYMENT VERIFICATION:**

By accepting the appointment, you are formally authorizing the Company to conduct a reference check and / or a background check on you and agree to undergo medical examination by a doctor authorized by the Company at the time of joining or, any time during the employment with the Company.

Discrepancy, if any, in this regard, the Company at its discretion will initiate required action without reference to you.

On separation, you also authorize the Company to provide feedback to your next employer on employment details required.

2. DUTIES:

- a. You are to devote your whole time, attention and ability to the interest of the Company.
- b. You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant particularly the drawings, quotations, specifications and other manufacturing information.
- c. You are not to interest yourself in any business or do any trading on your account
- d. You will not take up any other professional assignment, either part time or full time, honorary or for remuneration, including public offices, without the prior written approval of the Company.

3. CODE OF CONDUCT:

John Deere prides itself as a company with the highest order of ethical conduct in its dealings with associates, customers, suppliers, agents and governments. As part of your employment agreement with the Company, you will be expected to sign and be bound by CBC and Patent & Confidential Agreement. You will also be expected to adhere to the Company's policies and procedures, framed from time to time.

4. TERMINATION OF EMPLOYMENT:

During the probationary period, either party will be entitled to terminate the contract of employment by giving 14 days' notice in writing to the other or payment in lieu thereof. After confirmation, the Company may terminate your services without assigning any reason, by giving a notice period of ninety calendar days' or Basic salary in lieu thereof. In case you wish to resign or leave the service of the Company you will be required to give three month's prior notice in writing. The Company at its sole discretion may accept three month's Basic salary, or part thereof, in lieu of the notice.

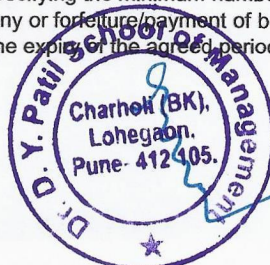
If in the reasonable opinion of the Company you are guilty of misconducts, violated the provisions of the Code of Business Conduct (earlier known as "Business Conduct Guidelines") (CBC), policies, workplace harassment etc. Company may terminate your employment without notice and any payment thereof. Misconduct includes but is not limited to dishonesty, theft and misrepresentation, charged with any criminal offence, adjudged insolvent or become bankrupt, breach of CBC, policies and/or refusal to obey reasonable command of Company, supervisor, applicable laws and rules.

5. ON SEPARATION:

On termination of your employment by the Company and/ or resignation during the period of your probation or thereafter, you will immediately return to the Company all tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person / office/ department, on production of which alone your dues, if any, will be settled by the Company.

6. RELOCATION EXPENSES & NOTICE PERIOD BUY OUT:

If the Company agrees to reimburse your relocation expenses and notice period buyout, then the Domestic Relocation Policy will be applicable to you. The cost of such relocation expenses and / or notice buyout will be borne by the Company subject to agreements to be drawn up and signed by you and the Company specifying the minimum number of years you will serve the Company and providing for payment of liquidated damages by you to the Company or forfeiture of payment of bond funds and/or certain compensation in the event you voluntarily terminate the contract of service, prior to the expiry of the agreed period of service referred to herein above.





7. DISPUTES:

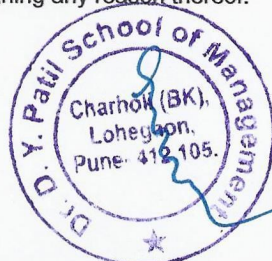
In the event of any dispute, difference, interpretation relating to or arising out of this contract shall be referred to the sole arbitrator. The sole arbitrator shall be appointed by the Company. The arbitration proceedings shall be as per the provisions of Arbitration and Conciliation Act 1996. The place of arbitration shall be in Pune. The award of the sole arbitrator shall be final and binding on the parties.

Save as above, the competent law courts of Pune shall have exclusive jurisdiction to try the matters arising out of this contract.

8. GENERAL:

This appointment is contingent upon the following conditions:

- a. All information you would have provided/will provide in future must be true and accurate.
 - b. That you are not a party to any non-competition or other similar agreement, nor are you subject to any restriction which could interfere with the performance of your duties as an employee of John Deere.
 - c. You shall at all times, indemnify and keep indemnified Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by Company in or in connection with any action, claim, proceeding or demand instituted or made against Company caused or occasioned by your breach, failure, default or neglect, in the opinion of Company to observe and comply fully with the terms and conditions your employment with Company herein contained.
 - d. You represent that by accepting the terms of the agreement, that you will not be in violation of the terms of any agreement(s) with your previous employers or third parties.
 - e. You may be selected and sponsored by the Company for training and / or assignments in India and /or abroad. You will diligently and beneficially take part in the training and / or such assignments. The cost of such training and / or assignment including the travel fare and related expenses will be borne by the Company subject to agreements to be drawn up and signed by you and the Company specifying the minimum number of years you will serve the Company after such training and providing for payment of liquidated damages by you to the Company or forfeiture/payment of bond funds and/or certain compensation in the event you voluntarily terminate the contract of service, prior to the expiry of the agreed period of service referred to herein above.
 - f. You are expected to dress in business attire, smart casuals and / or uniform based on the existing policy of the Company which may be revised from time to time.
 - g. You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such monies to the tax authorities on your behalf.
 - h. You will inform the Company of any change in your personal data within 3 working days.
9. On the date of your reporting for duty, please carry photocopies of the following documents and also the originals, for completing the joining formalities:
- Proof of Age - either SSC Certificate or School Leaving Certificate
 - Relieving Certificate or service certificate from your present employer
 - Educational certificates including mark sheets
 - Your last salary / pay slip and Appointment Letter of your previous organization
 - Identity proof – PAN card, passport or voter identity card, passport size photographs
10. Notwithstanding anything contrary stated herein, breach of any of the above terms and conditions will render you liable for termination of your employment without notice or compensation thereof.
11. In accordance with the standard practice of the Company, we request you to treat the terms of your employment as private & confidential.
12. All the terms and conditions of employment with the Company will be governed by the rules and regulations, policies, procedures and guidelines of the Company, which are subject to change from time to time, at the sole discretion of the management, without giving any notice or assigning any reason thereof.



Orcapod

10th June, 2022

Patil Pooja Sanjay

H.No.104 1st Floor Parsun Corner
Near By Eden Park Viman Nagar,
Pune, Maharashtra-111045

Dear **Patil Pooja Sanjay**,

We are pleased to extend this offer of appointment, setting out details of your professional engagement with Orcapod.

This engagement is subject to the service conditions as mentioned below and contract of service as mentioned in **Annexure I** attached.

You will be staffed with Orcapod and will be designated as **Associate - People Success** during your engagement.

If you are agreeable to the terms and conditions, please sign this letter duly signed within three days of receiving of this letter. In case we do not receive the formal acceptance within the mentioned period, this offer will be treated as null and void.

For Orcapod Consulting Services Private Limited,

Reshma Rane

REshma Rane (Jun 13, 2022 00:59 GMT+5.5)

Reshma Rane
Manager - People Strategy

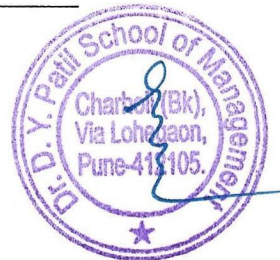
I accept this offer of appointment on the terms and conditions mentioned in this letter and attached Annexure.

Signature *Pooja Patil*

Date 13/06/2022

Name Pooja patil

Place Pune



Orcapod Consulting Services Private Limited

207, Tropical New Era, Road No 33, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA

Phone: +91 22 6510 5199 | Email : askus@orcapod.work | Website: www.orcapod.work

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Annexure I

Contract of Service

1. Temporary Staff

- a. This contract is made between Orcapod Consulting Services Pvt. Ltd., (“Orcapod”) and Ms. Patil Pooja Sanjay, (“Temporary Staff”).
- b. Unless mutually agreed for advancement or extension, the start date of this engagement is 16th June, 2022 and end date is 15th June, 2023.
- c. Your joining on 16th June, 2022 will be confirmed Infra date is 14th June, 2022.
- d. If you wish to leave the assignment or the Company decides to terminate your services, 7 days’ notice or Professional fees in lieu thereof shall be given by either side. Based on business needs, Company reserve the right to change the notice period.

2. Engagement

- a. The Temporary Staff is engaged by Orcapod to perform specific work assignments (“Assignment”) for Orcapod (“Orcapod”) and/ or Orcapod customers (“Customer”) under the terms and conditions of this Agreement and the Schedule-A attached hereto for each new Assignment.

3. The Contract

- a. This agreement including Schedule-A constitutes a contract of service between Orcapod and the Temporary Staff and they govern each Assignment undertaken by the Temporary Staff. Upon acceptance of each Assignment by the Temporary Staff, Orcapod and the Temporary Staff shall complete and sign Schedule A.
 - b. The Temporary Staff is expected to complete the Assignment once accepted.
 - c. No variation or alteration of these Terms shall be valid unless approved by Orcapod in writing.
4. The Temporary Staff acknowledges that it is the nature of contract work that there may be periods when no suitable work is available and agrees that:
- a. Suitability shall be determined solely by Orcapod.

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- b. Orcapod shall incur no liability towards the Temporary Staff should it fail to offer any Assignment at any point in time.
5. Orcapod shall pay the Temporary Staff remuneration calculated at an agreed rate for each period worked during an Assignment, to be paid on monthly in arrears subject to deductions decided by Orcapod and/ or any other deductions which Orcapod may be bound by any laws or regulations to make. In addition, Orcapod shall be entitled at any time to make deductions from the Temporary Staff's remuneration in respect of sums due from the Temporary Staff to Orcapod in relation to any overpayment of any kind or any other debt.
6. For all allowances paid requiring receipts for evidentiary purposes, the candidate is required to issue true and original documents to this office with the timesheet at the end of each month. Failure to do so will result in adjustments in your tax.
7. It is clarified that the Temporary Staff would not be entitled for any Wages or Leave during the period he/she has not taken any Assignment.
8. The Temporary Staff is not obliged to accept any Assignment offered by Orcapod, but if he does so, during every Assignment and afterwards, as appropriate, he will:
 - a. Co-operate with Customer's staff and accept the direct supervision and instruction of any responsible person in the Customer's organization as to the services to be performed during an Assignment.
 - b. Observe any rules and regulations of the Customer's establishment to which attention has been drawn or which the Temporary Staff might reasonably be expected to ascertain.
 - c. Unless arrangements are made to the contrary, conform to the normal hours of work currently in force at Customer's establishment or such other hours as the Customer may require.
 - d. Not engage in any conduct detrimental to the interests of Customer or Orcapod.
 - e. Take all reasonable steps to safeguard his/her own safety and safety of any other person who may be present or affected by his/her actions on the Assignment and comply with the health and safety policies of Customer.

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- f. Not to claim any compensation or to receive any payments of any nature whatsoever from the customer due to the Assignment, unless expressly consented to by Orcapod.
 - g. In the event of the place of Assignment or the client getting changed, or for any reason whatsoever Orcapod reserves the right to relocate the Temporary Staff at any other suitable location for undertaking the assignment and in such case, no additional remuneration or extra payment other than the remuneration payable as per the Contract of Temporary Service shall become payable subject to the condition that the Temporary Staff joins at the new location Assignment and completes the assignment.
9. At the end of each work record period, (or at the end of an Assignment where an Assignment is for a period of less than the work record period or is completed before the work record period) the Temporary Staff shall deliver to Orcapod his time sheet, duly completed to indicate the number of hours worked during the preceding period and signed by an authorized representative of Customer. Orcapod shall not be obliged to make any payment to the Temporary Staff unless a properly authenticated time sheet has been submitted.
10. Due to the nature of the temporary work, Orcapod may without notice and without liability or for any reason whatsoever terminate the Assignment at any time. The Temporary Staff shall have no claims whatsoever against Orcapod or the Customer apart from receiving the remuneration for services rendered till the date of termination.
11. If the Temporary Staff is unable to work on an Assignment for any reason, he should inform Orcapod as soon as possible, but no later than 9.30 am on the first day of absence, to enable alternative arrangements to be made. Further, the Temporary Staff acknowledges that continuity is the essence of the present agreement and in case the candidate absents himself / herself from duty for more than 3 working days at a stretch without proper approval / intimation to Orcapod, Orcapod may terminate the present agreement and process the Full and Final settlement payable to the Temporary Staff without any further notice to him/her.
12. The Temporary Staff shall keep confidential and will not at any time divulge to any person, nor use for his own or a third party's benefit, any information of whatever nature including but not limited to assignment, business affairs, transactions or finances in relation to Orcapod or the Customer.

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20. As part of professional engagement, Temporary staff will be governed by the code of conduct, discipline, rules and regulations as laid out by Orcapod from time to time and these will be deemed to form an integral part of this assignment.
21. Orcapod puts extreme emphasis on professional behaviour & ethical conduct. In no circumstances, Orcapod will accept breach on this expectation from the Temporary Staff. Temporary Staff shall take personal liability for all loss or damages caused by his actions, default, or negligence. If Orcapod is found liable or settles a claim for the above, Temporary Staff shall fully indemnify Orcapod from all liabilities. This clause will still be active even after expiration of this assignment.
22. Furthermore, Orcapod reserves the rights to terminate this appointment immediately, at any time, in the event:
 - a. Temporary Staff is found guilty of dishonesty, or serious or persistent misconduct, or neglect or refuse to attend the duties or fail to perform any of its obligations, or fail to observe the Orcapod's Business, disciplinary and ethical code, guidelines and policies.
 - b. Absent itself from the commitment with Orcapod without prior approval, or overstay agreed leave without prior intimation and approval.
 - c. Customer finds your work and performance unsatisfactory.
23. Temporary Staff agrees to provide Orcapod with seven days of notice for termination or pay professional fees in lieu of notice should the Temporary Staff decide to end an Assignment earlier than the agreed duration.
24. For any service of notice or communication of whatsoever kind, you will be informed by courier or ordinary post at the address given or an email to your personal email given by you at the time of your assignment. In case of any change in your address or email, surname after marriage in case of female or any other change, you will inform the management in writing to this effect within one week of such change and get new address or email recorded in your personal record.
25. The offer for assignment by Orcapod is founded on the Declaration provided by Temporary Staff in respect of the following:
 - a. Information regarding age, education, qualifications, professional experience and other records. Upon Joining you will be required to provide with copies of your Birth certificate, Educational Certificates/ Mark sheets of your

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qualification, First two pages of your passport, proof of your current residential address, relieving letter and proof of your previous Company. If you do not have a passport please provide any other government issued identity proof like driver's license, Income tax Pan card or Voter's Id.

- b. By accepting this contract to service, you are giving your consent to Orcapod for doing any reference or background check any time in future.
- c. If relieving letter of previous Company is not provided/submitted, the offer and acceptance is subject to production of relieving letter within the time granted by Orcapod.

26. In the event of any discovery/information made known to or available with Orcapod with reference to any fraud, misstatement, incorrect particulars or misinformation or suppression of any detail/material fact on any account leading to the mistaken offer of fixed term contract of service having been made/acted upon by Orcapod the Contract of Temporary Service shall stand automatically terminated with/without any reference/notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to Orcapod apart from Temporary compensating the actual loss suffered by them on account of such act/s.

27. This Agreement shall be governed by and construed in accordance with the laws of India and disputes, if any, shall be governed by competent courts at Mumbai.

I CONFIRM THAT I HAVE CAREFULLY READ THROUGH AND UNDERSTOOD ALL THE ABOVE TERMS AND CONDITIONS OF ENGAGEMENT HEREIN AND I UNDERTAKE TO ABIDE BY THE SAID TERMS AND CONDITIONS.

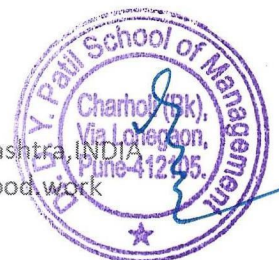
Signature Reshma Rane
REshma Rane (Jun 13, 2022 00:59 GMT+5.5)

Signature _____

For Orcapod Consulting Services Private Limited, Accepted By _____

Reshma Rane
Manager - People Strategy

Orcapod Consulting Services Private Limited
207, Tropical New Era, Road No 33, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA
Phone: +91 22 6510 5199 | Email :askus@orcapod.work | Website: www.orcapod.work
Bangalore | Gurgaon | Mumbai | Pune



Schedule A

Name	Patil Pooja Sanjay
Designation	Associate - People Success
Start Date of the Assignment	16 th June 2022
End Date of the Assignment	15 th June 2023


You will be paid professional fees of INR 11000/- per month.

You are eligible to earn upto **INR 48,000/- per annum** as Performance incentive subject to your performance and the payment will be at discretion of the Company.

Terms and Conditions:

1. Financial benefits mentioned above are the consolidated numbers. Any kind of statutory taxes will be deducted from the offered benefits.
2. There are no separate reimbursements for internet connection. However, cost of official calls, approved business travel and stay will be reimbursed at actual as per Company policies.
3. Company will spend close to INR 6,000/- on your infrastructure setup, creating user profiles on collaboration platform and training you on Orcapod way of working. If a Temporary Staff leaves within six months, Orcapod will recover this money from Temporary Staff's professional fees.
4. Every Telecommuting Temporary Staff need to go through 7 days of assimilation program. This phase is to evaluate individual's competency and confirming the availability of reliable power backup & robust IT infrastructure. Other than telephone bill, for this evaluation and assimilation phase, telecommuting Temporary Staff will not be entitled for any kind of professional fees.
5. As a part of assimilation program, 7 days of your salary will be held with us and will be paid to you on completion of 6 months service only.

Received & Accepted

Signature 

Date 13-Jun-2022

Name Pooja

Place Pune

Orcapod Consulting Services Private Limited

207, Tropical New Era, Road No 33, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA

Phone: +91 22 6510 5199 | Email : askus@orcapod.work | Website: www.orcapod.work

Bangalore | Gurgaon | Mumbai | Pune



Orcapod

Dear Patil Pooja Sanjay,

We expect that you have the below mentioned Infrastructure set up ready prior to your joining date for a smooth joining experience.

1. Laptop/Desktop (not older than 5 years)
2. Internet Connection (minimum speed: 40 MBPS)
3. Microsoft Office Version 2016 or above. Outlook 2016 is mandatory.
4. Windows 10 Or Upgraded Version of operating system
5. Google Chrome and Microsoft Edge
6. Internet Explorer 11
7. Mike and Headsets

In addition to the above;

1. Take the SIM card with Post-paid connection on your (Employee)* name only. Please check Network Connectivity before you proceed.
2. No Roaming or Internet Value added Services will be reimbursed by Orcapod.
3. Orcapod Service Provider Preferences are:
 - a) Airtel 600 /-
 - b) Vodafone 450 /-
 - c) Idea 500 /-
 - d) Others 500/-



(Signature)

Patil Pooja Sanjay



Orcapod Consulting Services Private Limited

207, Tropical New Era, Road No 33, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA

Phone: +91 22 6510 5199 | Email :askus@orcapod.work | Website: www.orcapod.work

Bangalore | Gurgaon | Mumbai | Pune









Offer Letter_Patil Pooja Sanjay

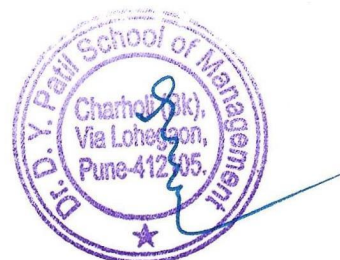
Final Audit Report

2022-06-13

Created:	2022-06-10
By:	HR Department (hr.department@orcapod.in)
Status:	Signed
Transaction ID:	CBJCHBCAABAABAAHvJ8k8chMCNN3ieD3v01Vj9foZo3XO3i

"Offer Letter_Patil Pooja Sanjay" History

-  Document created by HR Department (hr.department@orcapod.in)
2022-06-10 - 11:26:36 AM GMT- IP address: 157.34.186.120
-  Document emailed to REshma Rane (reshma.rane@orcapod.work) for signature
2022-06-10 - 12:19:55 PM GMT
-  Email viewed by REshma Rane (reshma.rane@orcapod.work)
2022-06-12 - 7:28:27 PM GMT- IP address: 202.179.66.227
-  Document e-signed by REshma Rane (reshma.rane@orcapod.work)
Signature Date: 2022-06-12 - 7:29:20 PM GMT - Time Source: server- IP address: 202.179.66.227
-  Document emailed to Pooja (pujapatil030@gmail.com) for signature
2022-06-12 - 7:29:22 PM GMT
-  Email viewed by Pooja (pujapatil030@gmail.com)
2022-06-13 - 1:46:04 AM GMT- IP address: 66.249.84.218
-  Document e-signed by Pooja (pujapatil030@gmail.com)
Signature Date: 2022-06-13 - 6:16:45 AM GMT - Time Source: server- IP address: 106.210.247.223
-  Agreement completed.
2022-06-13 - 6:16:45 AM GMT



Orcapod

Powered by
Adobe
Acrobat Sign

Date: - 4th April 2022

To,
Pooja Tiwari
Parsun corner,
Opp. To Eiden Park, Flat no. 104
Near Ganpati chowk
Viman Nagar, Pune – 411014

Mobile: 7219642778
Email: tpooja118@gmail.com

Subject: Internship opportunity.

Dear Pooja,

Congratulations,

We are very happy to offer you an internship opportunity with Remunance Services Pvt. Ltd. w.e.f. 04th April 2022 for the period of two months.

We at Remunance Services Pvt. Ltd. are endeavoring to create a workplace that is characterized by achievements and success and we expect that you play an active role in fostering the same. We need such kind of team members who are creative, innovative, self-confident, self-motivated, professional and proactive in every situation taking responsibility both for themselves and for the company.

Reporting:

You will be reporting to Ms. Deepika Solankar and working under as per her instruction with HR team. Based on your performance during these three months, we will decide on extension thereafter provided there is suitable opening for you at that time.

In view of your position in office, you must effectively diligently and to the best of your ability perform all responsibilities and ensure successful completion of your responsibilities. Remunance expects you not to engage in activities that have or will have adverse impact on the reputation / image and business of Remunance Services either directly or indirectly.

Your roles and responsibilities will be as below:

- Creating Offer letter, salary breakup WAL and other letters and sharing with Deepika for review
- Finding out monthly virtual/ offline engagement activities
- Ex employment verification and BGV



2nd Floor, Phatak Park, 11 Erandwane, Off Karve Road, Behind Sharda Center, Pune 411 004.
P: +91 20 2544 1770 E: marketing@remunance.com

Working Hours:

Remunance Services provides flexible work hours to its employees at the discretion of the managers and the business needs per customer. The official business hours are 9.00 am to 6.00 pm from Mon to Friday. These office hours are inclusive of lunch time between 1 to 1.30 pm. Regular team meetings will be scheduled between 1.00 pm and 5.00 pm. Meetings with offshore teams will be scheduled in consultations with offshore managers.

Leave and Holiday

You will not have any paid leaves during your internship and will follow the Holidays as per Remunance Services Pvt. Ltd.

Emoluments

- You will be given a fixed stipend of Rs 12000 per month.
- Your emolument is personal and confidential information. You should discuss it only with your HR.
- You will not be entitled to other compensation and benefits in accordance with the company policy.

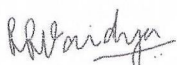
Transfer

You may be transferred in such capacity as the Company may from time to time determine to any other location, department, function establishment, or branch of the Company or subsidiary associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies etc.

Notice period

We wish that you will successfully complete your internship. However, in case you decide to quit before completing the stipulated period, you will have to give a written notice of fifteen days and after handover and KT you will be relieved.

For Remunance Services Pvt Ltd.



Rajendra Vaidya
Founder & MD

I agree to accept this internship opportunity on the terms and conditions in the above letter.

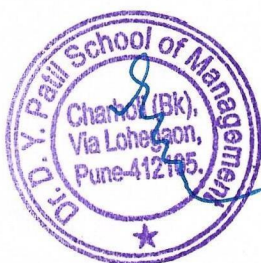
I shall be reporting for duty on

Date: - 04th April 2022

Your Signature

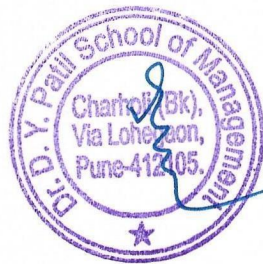
Name: - Pooja Tiwari

Date: - 04th April 2022



On the first day of training, you are requested to provide following documents:

- Scancopies of Certificates: (SSC, HSC, Graduation, PG, additional qualification certificate if any.)
- Passport size photographs specifically with white background and dark color cloths.
- Copy of PAN card and Adhaar Card.
- Fitness Certificate from Family physician.
- Residential proof (Electricity or telephone bill) OR In case of rented house – copy of agreement with landlord, his/her PAN card copy & contact details.



Date: 1TH September, 2022

OFFER LETTER FOR INTERNSHIP

Dear Agroya Kishor,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

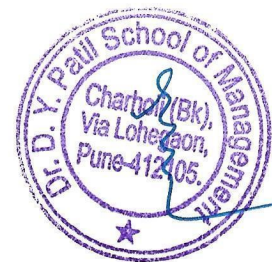
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 1TH September, 2022

OFFER LETTER FOR INTERNSHIP

Dear **Dodake Ketan Jayant**,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

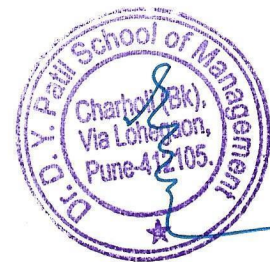
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 1TH September, 2022

OFFER LETTER FOR INTERNSHIP

Dear Priti Chavala,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

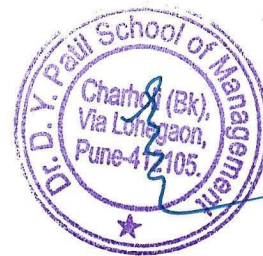
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 1TH September, 2022

OFFER LETTER FOR INTERNSHIP

Dear **Shubham Vijay Kedari**,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

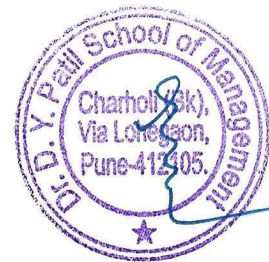
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager





Student Education Verification - Satish Patil

1 message

Sat, Jun 15, 2024 at 2:43 PM

Hema bhakuni <verify2@cjservices.co.in>
To: dr.ophaldar@dypic.in

Respected Sir/Madam,

I hope you and your loved ones are staying safe and strong.

We would appreciate it if you could get the below details verified from the institute/university at the earliest.

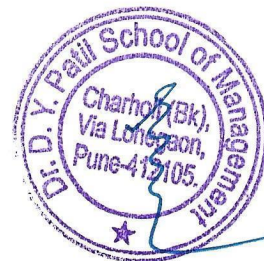
Qualification Information			
Sl.	Particulars	Details Claimed by the Applicant	Verifier Comments
1	Name of the Candidate	Satish Patil	
2	Name of institution where student has attended the Programmer	DR D Y PATIL SCHOOL OF MANAGEMENT CHARHOLI PUNE	
3	Course Attended	Master Of Business Administration	
4	Specialization	NA	
5	Roll /Register/ Hall ticket/ Seat/PRN Number	2052011737	
6	Grade/CGPA/Percentage/Final Marks	First Class with Distinction	
7	Date of Passing/Year	2022	
8	Details of documents attached for verification (attach Photocopy/Scanned Image with email)	Docs Attached	
10	Additional Comments		
11	Name and designation of the verifier		

Hoping to receive, We are waiting for Fruitful response from your end.

Thanks & Regards,

Hema Bhakuni | -Verification Specialist

Connect Us: +91 9873445898

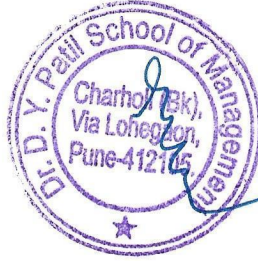




CJ INFO SERVICES

H.N. 183, Gali No. 15
C-Block, Kamalpur, Kamal Vihar,
New Delhi-110084
www.cjinfoservices.com

Patil Satish Nandu.pdf
1410K





Sept 7, 2021

Venkat Sandesh Bhandaru

Dear Venkat,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 15th Sept. 2021

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Ms. Priya Sharma.

Location: Sundaram Finance, Branch Aundh, Pune.

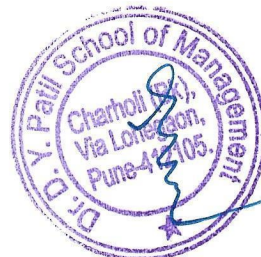
Please review this offer letter carefully and let us know if you have any questions or need further clarification. If you accept this offer, please sign and return this letter by 10th Sept 2021 to confirm your acceptance of the terms.

We are excited about the prospect of having you join our team and look forward to working together. Once again, congratulations on your offer, and we hope for a mutually beneficial partnership.

Thanking you,

Yours truly,
for Sundaram Finance Limited

Ms. Riya Sanjay,
Human Resource Officer.





Sept 7, 2021

Sayali Sunil Adbe

Dear Sayali,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 15th Sept. 2021

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Ms. Priya Sharma.

Location: Sundaram Finance, Branch Aundh, Pune.

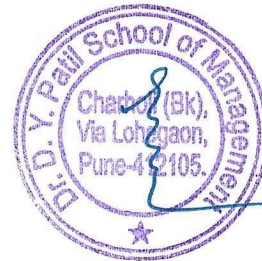
Please review this offer letter carefully and let us know if you have any questions or need further clarification. If you accept this offer, please sign and return this letter by 10th Sept 2021 to confirm your acceptance of the terms.

We are excited about the prospect of having you join our team and look forward to working together. Once again, congratulations on your offer, and we hope for a mutually beneficial partnership.

Thanking you,

Yours truly,
for Sundaram Finance Limited

Ms. Riya Sanjay,
Human Resource Officer.



Sundaram Finance Limited

Regd. Office: 21, Patullos Road, Chennai – 600 002, India PAN: AAACS4944A CIN: L65191TN1954PLC002429

+91 44 2852 1181 ✉ customercare@sundaramfinance.in 🌐 www.sundaramfinance.in





Sept 7, 2021

Aparna Gupta

Dear Aparna,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 15th Sept. 2021

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Ms. Priya Sharma.

Location: Sundaram Finance, Branch Aundh, Pune.

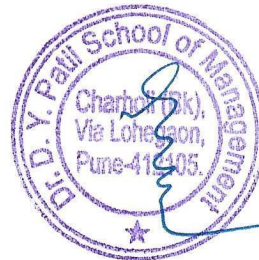
Please review this offer letter carefully and let us know if you have any questions or need further clarification. If you accept this offer, please sign and return this letter by 10th Sept 2021 to confirm your acceptance of the terms.

We are excited about the prospect of having you join our team and look forward to working together. Once again, congratulations on your offer, and we hope for a mutually beneficial partnership.

Thanking you,

Yours truly,
for Sundaram Finance Limited

Ms. Riya Sanjay,
Human Resource Officer.



Sundaram Finance Limited

Regd. Office: 21, Patullos Road, Chennai – 600 002, India PAN: AAACS4944A CIN: L65191TN1954PLC002429

+91 44 2852 1181 ✉ customercare@sundaramfinance.in 🌐 www.sundaramfinance.in



eClerx

Apprenticeship Offer cum Appointment Letter

Date: April 25, 2021

Ms. Apurva Prasad Patil
Flat No, B- 103 Kalas, Laxmi Township - 1,
Vishrantwadi, Pune 411015

Dear Apurva,

Congratulations!!!

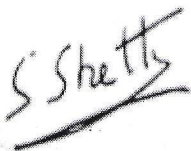
We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "C1"). Your designation under the Program would be an **Analyst** and functional title as **Apprentice**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "Contract"). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you

Regards,

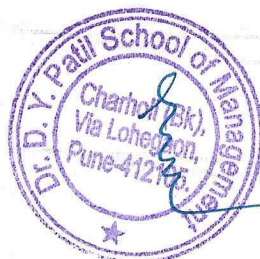


Sagar Shetty
- Human Resources

Apurva

APURVA PRASAD PATIL
DOJ : 27/04/2021

Registered Office:
eClerx Services Ltd.,
[CIN: L72200MH2000PLC125319]
Soniwala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8856
E-mail ID: contact@eclerx.com | www.eClerx.com



Office Address:
eClerx Services Ltd.,
Block No 1, 5th Floor, Quadron Business Park Limited,
Rajiv Gandhi Infotech Park, Plot No: 28, Hinjewadi Phase II,
Pune - 411 057, Maharashtra, India.
Ph: +91 20 4027 7990
www.eClerx.com

Bajaj Allianz Life Insurance Company Ltd.

Date: Sept. 11, 2021

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Amal A,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 20th Sept. 2021,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Mr. Rajnish Varma, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

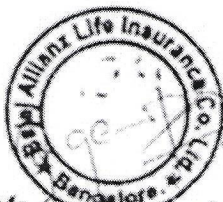
- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 15 Sept 2021.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

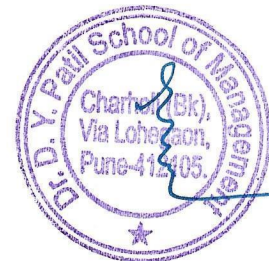
Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Ganesh Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.
Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.
Tel: 020 66026777, Fax: 020 66026789.

Bajaj Allianz Life Insurance Company Ltd.

Date: Sept. 11, 2021

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Loulik Vijay Dighe,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 20th Sept. 2021,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Mr. Rajnish Varma, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

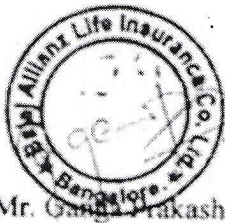
- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 15 Sept 2021.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Ganesh Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.

Bajaj Allianz Life Insurance Company Ltd.

Date: Sept. 11, 2021

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Aniket Nandkumar More,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 20th Sept. 2021,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Mr. Rajnish Varma, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

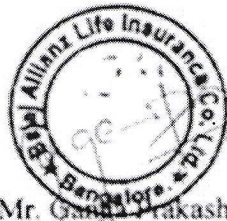
- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 15 Sept 2021.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Ganga Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.

Bajaj Allianz Life Insurance Company Ltd.

Date: Sept. 11, 2021

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Savita Mohan Nanawre,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 20th Sept. 2021,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Mr. Rajnish Varma, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

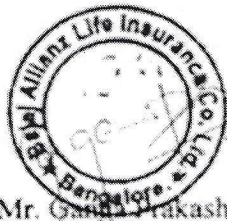
- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 15 Sept 2021.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

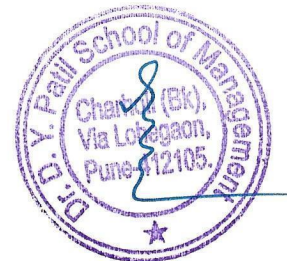
Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Ganesh Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.



SUBJECT: JOB OFFER LETTER

20TH APRIL 2021.

Dear Mr. Ritesh Kumar Das,

We are thrilled to extend an offer to you for the position of Sales & Marketing Executive at Success Udyog Pvt. Ltd. We believe that your skills, experience, and passion for sales and marketing make you an ideal candidate for this role.

Job Title: Sales & Marketing Executive. Salary: INR 3 Lakhs Per Annum.

Your responsibilities will include:

- Identifying and contacting potential clients to generate leads and convert them into customers.
- Building and maintaining relationships with existing clients to ensure customer satisfaction and repeat business.
- Conducting market research to identify new opportunities and stay updated on industry trends.
- Collaborating with the sales and marketing team to achieve targets and objectives.

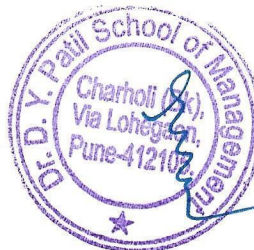
You will report directly to Nilesh Katkar and will be based at our office 198, Office no. 315/316, 3rd Floor, CITY SPACE, Sr, 1A, Nagar Rd, near CTR Industries, Viman Nagar, Pune, Maharashtra 411014.

We are offering you a competitive salary of INR 3 Lakhs per annum, which will be paid on a monthly basis.

We are excited about the prospect of you joining our team and contributing to the continued success of Success Udyog Pvt. Ltd.

Sincerely,

Success Udyog Pvt. Ltd.





SUBJECT: JOB OFFER LETTER

DATE: 20TH AUG 2021

Dear Mr. SHINDE DIPAK SHIVAJI,

We are thrilled to extend an offer to you for the position of Sales & Marketing Executive at Success Udyog Pvt. Ltd. We believe that your skills, experience, and passion for sales and marketing make you an ideal candidate for this role.

Job Title: Sales & Marketing Executive. Salary: INR 3 Lakhs Per Annum.

Your responsibilities will include:

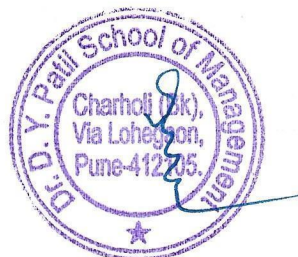
- Developing and implementing sales and marketing strategies to promote our products/services.
- Identifying and contacting potential clients to generate leads and convert them into customers.
- Building and maintaining relationships with existing clients to ensure customer satisfaction and repeat business.
- Conducting market research to identify new opportunities and stay updated on industry trends.
- Collaborating with the sales and marketing team to achieve targets and objectives.

You will report directly to Nilesh Katkar and will be based at our office 198, Office no. 315/316, 3rd Floor, CITY SPACE, Sr, 1A, Nagar Rd, near CTR Industries, Viman Nagar, Pune, Maharashtra 411014.

We are offering you a competitive salary of INR 3 Lakhs per annum, which will be paid on a monthly basis. We are excited about the prospect of you joining our team and contributing to the continued success of Success Udyog Pvt. Ltd.

Sincerely,

SuccessUdyog Pvt. Ltd.





SUBJECT: JOB OFFER LETTER

DATE: 20TH DEC 2020

Dear Mr. WAGHAWADEKAR ABHISHEK ASHOK,

We are thrilled to extend an offer to you for the position of Sales & Marketing Executive at Success Udyog Pvt. Ltd. We believe that your skills, experience, and passion for sales and marketing make you an ideal candidate for this role.

Job Title: Sales & Marketing Executive, Salary: INR 3 Lakhs Per Annum

Your responsibilities will include:

- Developing and implementing sales and marketing strategies to promote our products/services.
- Identifying and contacting potential clients to generate leads and convert them into customers.
- Building and maintaining relationships with existing clients to ensure customer satisfaction and repeat business.
- Conducting market research to identify new opportunities and stay updated on industry trends.
- Collaborating with the sales and marketing team to achieve targets and objectives.

You will report directly to Nilesh Katkar and will be based at our office 198, Office no. 315/316, 3rd Floor, CITY SPACE, Sr, 1A, Nagar Rd, near CTR Industries, Viman Nagar, Pune, Maharashtra 411014.

We are offering you a competitive salary of INR 3 Lakhs per annum, which will be paid on a monthly basis.

We are excited about the prospect of you joining our team and contributing to the continued success of Success Udyog Pvt. Ltd.

Sincerely,

Success Udyog Pvt. Ltd.





SUBJECT: JOB OFFER LETTER

Success Udyog Pvt. Ltd.

DATE: 20TH JUNE 2021.

Dear Ms. PRAISEY PHILIP,

We are thrilled to extend an offer to you for the position of Sales & Marketing Executive at Success Udyog Pvt. Ltd. We believe that your skills, experience, and passion for sales and marketing make you an ideal candidate for this role.

Job Title: Sales & Marketing Executive Employer: Salary: INR 3 Lakhs Per Annum

Your responsibilities will include:

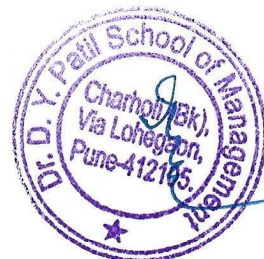
- Developing and implementing sales and marketing strategies to promote our products /services.
- Identifying and contacting potential clients to generate leads and convert them into customers.
- Building and maintaining relationships with existing clients to ensure customer satisfaction and repeat business.
- Conducting market research to identify new opportunities and stay updated on industry trends.
- Collaborating with the sales and marketing team to achieve targets and objectives.

You will report directly to Nilesh Katkar and will be based at our office 198, Office no. 315/316, 3rd Floor, CITY SPACE, Sr, 1A, Nagar Rd, near CTR Industries, Viman Nagar, Pune, Maharashtra 411014.

We are excited about the prospect of you joining our team and contributing to the continued success of Success Udyog Pvt. Ltd.

Sincerely,

Success Udyog Pvt. Ltd.



Date: 18TH August, 2020

OFFER LETTER FOR INTERNSHIP

Dear Anjali Arbind Mandal,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

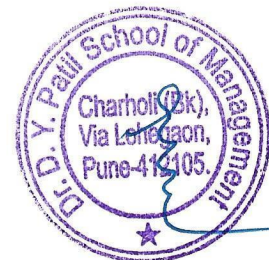
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 18TH August, 2020

OFFER LETTER FOR INTERNSHIP

Dear Arun Kantilal Awasthi,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

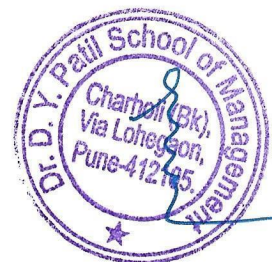
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 18TH August, 2020

OFFER LETTER FOR INTERNSHIP

Dear Rohit Yashwant Dhamdhare,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

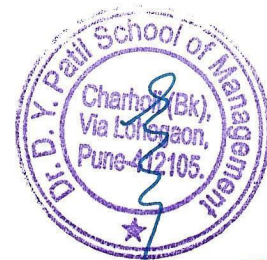
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 18TH August, 2020

OFFER LETTER FOR INTERNSHIP

Dear Rohan Rajendra Lonkar,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

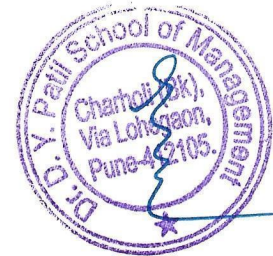
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Date: 18TH August, 2020

OFFER LETTER FOR INTERNSHIP

Dear **Sarika Dattatray Madke**,

Congratulations! We are pleased to confirm that you have been selected to work as a **Financial analyst Intern** with PPO, **FUNDSROOM INVESTMENT SERVICES**. We are delighted to offer you the following internship offer.

Position: Financial analyst

Stipend: As mentioned in the worksheet.

Work Location: Work from Home.

Duration: 45 Days

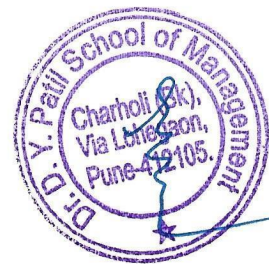
Benefits for the position include

For the Internship company will pay 15000 per month and PPO,
The Company shall pay you an annual fixed salary of INR 450,000 as set out in Annexure I.
Certification of Internship and LOR (performance-based).

We are confident that you will be able to make a significant contribution to the success of our company, looking forward to working with you.



Pooja Shedge
Business Manager



Confidential Document

Date: 03-February-2020

Name: Yash Jadhav

Address: 185, Dr. Babasaheb Ambedkar Housing Soc,

Alandi, Yerwada,

Pune- 411006

Subject: Appointment Letter

Dear Mr. Yash,

With reference to your application and the interviews you had with us, we have the pleasure of offering out appointment for the position of Associate in the **Operations Department** based on the following terms and conditions:

1. Commencement of employment

We confirm your appointment from **03-February-2020** in the capacity of Associate in **Band S5** with "METRO Global Business Services Pvt. Ltd" based in Pune. You shall join the Company on or before **03-February-2020**.

2. Annual Compensation

Your annual compensation (i.e. **Cost-to-Company/ CTC**) including benefits, allowances and variable compensation at target/ normative performance will be **Rs. Two Lakh Sixty One Thousand One Hundred and Seventy Two Only** (Details are mentioned in the Annexure)

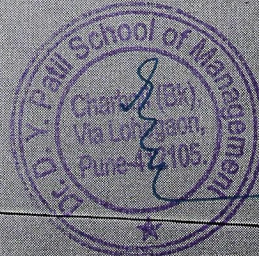
- The annual compensation will be pro-rated in your year of joining & leaving the Company and will be provided on a monthly basis by a direct credit to your salary bank account. The above annual compensation shall include any overtime worked occasionally or regularly
- The cut-off date for the Company's payroll cycle will be the 15th day of every calendar month. In case the joining date is after the twentieth of the month, your salary will be processed in the subsequent month's payroll cycle

Nitin

METRO GLOBAL BUSINESS SERVICES Private Limited

Registered Office:
6th Floor, Wing 2, Cluster D, EON Free Zone
Plot No. 1, S. No. 77, MIDC Kharadi Knowledge Park
Pune - 411014, Maharashtra, India
T + 91 20 7100-1500 F + 91 20 7100-1799
CIN: U74900PN2011PTC138620
www.metro-services.in

Additional Premises:
Tower A, 2nd Floor, Business @ Mantri Survey No. 197
Hissa No. 2+4 to 7B, Village Lohgaon, Taluka Haveli
Pune - 411014, Maharashtra, India
T +91 20 7100-1700



Bajaj Allianz Life Insurance Company Ltd.

Date: Dec. 9, 2019

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Akshay Gajananrao Ghormade,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 15th Dec. 2019,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Amit Kumar, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 12 Dec, 2019.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Gajananrao Ghormade

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.

Bajaj Allianz Life Insurance Company Ltd.

Date: Dec. 9, 2019

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Gokul Shridhar Morkhade,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 15th Dec. 2019,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Amit Kumar, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

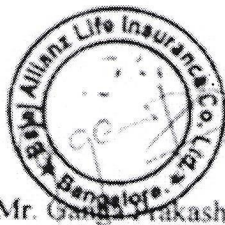
- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 12 Dec, 2019.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

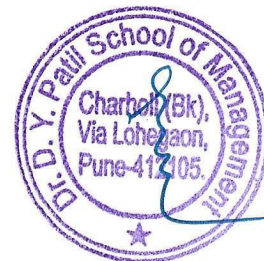
Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Gangadhar Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.

Bajaj Allianz Life Insurance Company Ltd.

Date: Dec. 9, 2019

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Hrutvik Jagannath Yadav,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 15th Dec. 2019,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Amit Kumar, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

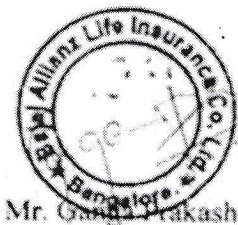
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We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

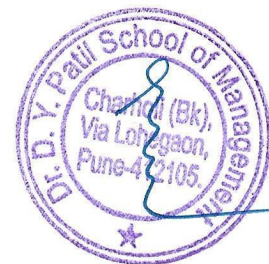
Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Gaurav Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.

Bajaj Allianz Life Insurance Company Ltd.

Date: Dec. 9, 2019

Subject: Offer Letter from Bajaj Allianz Life Insurance Company

Dear Sachin Gitaram Jadhav,

We are pleased to offer you a position at Bajaj Allianz Life Insurance Company as Sales Manager. After careful consideration of your qualifications, skills, and experience, we believe that you will be a valuable addition to our team.

Position: Sales Manager, Location: Pune, Start Date: 15th Dec. 2019,

Salary: 3.9 LPA + Incentives.

Your responsibilities will include, but are not limited to:

- List of Key Responsibilities: Establishing strong relationships with staff and clients. Ensuring all staff exercise good time management. Obeying agency regulations, guidelines, and policies, and ensuring staff do the same. Researching current industry/market trends and using knowledge for business improvement.

You will report directly to Amit Kumar, who will guide you through your training period and provide ongoing support as needed.

We offer a competitive salary package along with the following benefits:

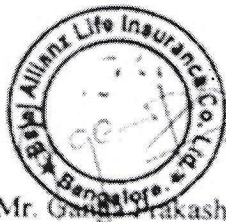
- Health Insurance, Life Insurance and Employee Assistance Program.

This offer is contingent upon the successful completion of a background check and other pre-employment screenings. Please review the attached documents, including the employment contract, and indicate your acceptance by signing and returning them by 12 Dec, 2019.

We are excited about the opportunity to welcome you to Bajaj Allianz Life Insurance Company and look forward to your contributions to our team.

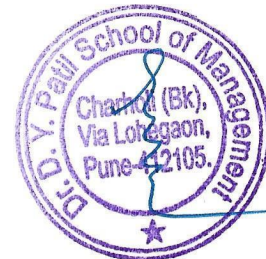
Congratulations once again on your new position, and we eagerly anticipate your positive response.

Sincerely,



Mr. Gangadhar Prakash

Business Development manager



2nd Floor Silver Line Arcade, Opp Pizza Hut #97/B60 Feet Road 6th Block, Koramangala, Bangalore, 560095, Tel 080-66180503 /503 Fax: 66180500.

Reg. Office: Shiv Plaza, GE Palace, Anand Nagar, Pune 411051.

Tel: 020 66026777, Fax: 020 66026789.



SUNDARAM FINANCE®
Enduring values. New age thinking.

December 27, 2019

Akshada Kantaram Sankpal

Dear Akshada,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 5th Jan 2020

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Suresh Kumar.

Location: SF Branch, Law College Road, Pune.

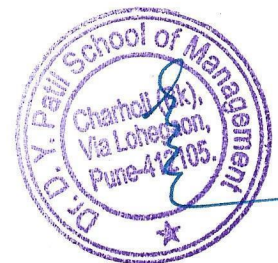
Please review this offer letter carefully and let us know if you have any questions or need further clarification. If you accept this offer, please sign and return this letter by 2nd Jan 2020 to confirm your acceptance of the terms.

We are excited about the prospect of having you join our team and look forward to working together. Once again, congratulations on your offer, and we hope for a mutually beneficial partnership.

Thanking you,

Yours truly,
for Sundaram Finance Limited

P N Srikant
Human Resource & Compliance Officer



Sundaram Finance Limited

Regd. Office: 21, Patullos Road, Chennai – 600 002, India PAN: AAACS4944A CIN: L65191TN1954PLC002429

+91 44 2852 1181 ✉ customercare@sundaramfinance.in 🌐 www.sundaramfinance.in





SUNDARAM FINANCE®
Enduring values. New age thinking.

December 27, 2019

Swati Balajirao Deshkhare

Dear Swati,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 5th Jan 2020

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Suresh Kumar.

Location: SF Branch, Law College Road, Pune.

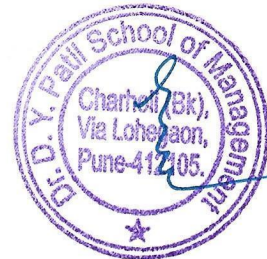
Please review this offer letter carefully and let us know if you have any questions or need further clarification. If you accept this offer, please sign and return this letter by 2nd Jan 2020 to confirm your acceptance of the terms.

We are excited about the prospect of having you join our team and look forward to working together. Once again, congratulations on your offer, and we hope for a mutually beneficial partnership.

Thanking you,

Yours truly,
for Sundaram Finance Limited

P N Srikant
Human Resource & Compliance Officer



Sundaram Finance Limited

Regd. Office: 21, Patullos Road, Chennai – 600 002, India PAN: AAACS4944A CIN: L65191TN1954PLC002429

+91 44 2852 1181 ✉ customercare@sundaramfinance.in 🌐 www.sundaramfinance.in





December 27, 2019

Hemalatha

Dear Hemalatha,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 5th Jan 2020

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Suresh Kumar.

Location: SF Branch, Law College Road, Pune.

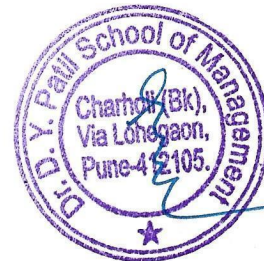
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December 27, 2019

Dada Dnyandeo Kachare

Dear Dada,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 5th Jan 2020

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Suresh Kumar.

Location: SF Branch, Law College Road, Pune.

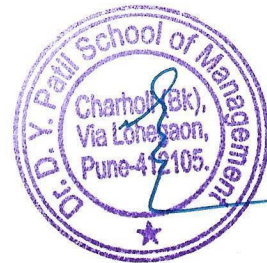
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Thanking you,

Yours truly,
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P N Srikant
Human Resource & Compliance Officer



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December 27, 2019

Piyush Prakash Lokhande

Dear Piyush,

We are thrilled to extend this offer of employment to you for the position of Customer Service Representative. After carefully considering your qualifications and experience, we believe that you will be an excellent addition to our team and contribute significantly to our company's success.

Below are the terms of your employment:

Position: Customer Service Representative

Start Date: 5th Jan 2020

Salary: 3,00,000 per Year.

Benefits: You will be eligible for Benefits, such as health insurance, retirement plans, etc.

Work Hours: 48 hours per week, from 10.00 AM to 6.00 PM

Reporting to: Supervisor/Manager's Name: Suresh Kumar.

Location: SF Branch, Law College Road, Pune.

Please review this offer letter carefully and let us know if you have any questions or need further clarification. If you accept this offer, please sign and return this letter by 2nd Jan 2020 to confirm your acceptance of the terms.

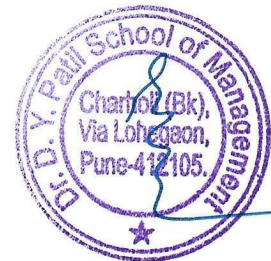
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Thanking you,

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P N Srikant
Human Resource & Compliance Officer



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