



Maratha Vidya Prasarak Samaj's
ARTS AND COMMERCE COLLEGE, MAKHAMALABAD NASHIK

Tal: Nashik Dist: Nashik, Pincode: 422003

Affiliated to Savitribai Phule Pune University (ID No. PU/NS/AC/119/2008)

Contact No. : (0253)2530352

College Code: 0863

E-mail: acemnashik@gmail.com

Website: www.accmakhamalbad.ac.in

AISHE Code: C-41524

5.2.1 Average percentage of placement of outgoing students during the last five years

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Sr.No	Year	Number Of the Placement Outgoing Students	Page No.
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3	2018-19	8	21 to 36
4	2017-18	6	37 to 45
5	2016-17	5	46 to 55

5.2.1 Average percentage of placement of outgoing students during the last five years

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2020-21	Birari Nilesh Murlidhar	B.A	L & T Fiancial Limited, Brindavan CST Road, Kalina Santacruz (East), Mumbai 400 098, T + 912262125000, E customercare@Itfs.com	167,000
2019-20	Wagh Rakesh Balu	B.A	Saptarushi Kuries Pvt. Ltd., Off No 8/9, 1st Floor Anupam Apl, Above Ananda Loundary, New Pandit Colony, Nashik-422002, Telephone 0253 2316077, Email saptarushies@gmail.com	144,000
2019-20	Lahange Amar Ashok	B.A.	Paytm Services Private Limited, Skymark One, Shop No.1, Ground Floor, Tower-D, Plot No. H-10B, Sector 98, Noida, UP-201301 Phone: +91-120- 4770770 Fax: +91-120- 4770771 Customer Care: 0120-38883888	331,104
2019-20	Kumavat Sonika	B.A	Customer Services Associate, Croma, Unit No.1/2/101, Hari Prabha Solitario, Kulkarni Baug, Off College Road, Thatte Marg, Nasik, 422005	
2019-20	Leve Madhuri Subhash	B.A.	Assistant Teacher, Swami Vivekanand Soc., Nashik	37,200
2019-20	Ahire Sachin Ramesh	B.A	NMC Colony, Near Saptashrunji Mandir, Swami Vivekanand Nagar, Makhmalabad, Nashik, Email ID- ahiresachin668@gmail.com	
2018-19	Ugalmugle Dipak Popat	B.Com	Axix Bank, Nashik 101498/West/WCR017-Nagpur Circle-NGP/AXISB/HR/REC	170,568

2018-19	Dambale Blushan Balu	B.Com	RSPH & associate, Nashik 502. Rediance, Kotwalpark, Near Body Line Fitness Gym Oppvedmandir Trimbk Road, Tilakwadi, Nashik-422 002 Email:- pns1012@gmail.com, Mobile No-09370116766	
2018-19	Shinde Shubham Vilas	B.Com	RSPH & associate, Nashik 502. Rediance, Kotwalpark, Near Body Line Fitness Gym Oppvedmandir Trimbk Road, Tilakwadi, Nashik-422 002 Email:- pns1012@gmail.com, Mobile No-09370116766	
2018-19	Attar Tofic Ayyub	B.com	RSPH & associate, Nashik RSPH & associate, Nashik 502. Rediance, Kotwalpark, Near Body Line Fitness Gym Oppvedmandir Trimbk Road, Tilakwadi, Nashik-422 002 Email:- pns1012@gmail.com, Mobile No-09370116766	
2018-19	Thakar Ishwar Datta	B.Com	HDFC Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai-400069 Tel : 022- 7945 5000 Email ; hdb.hrcompliance@hdbfs.com	186,715
2018-19	Kumavat Vaishnavi	B.Com	Central Railway 5BN/RPSF/TPJ, Tiruchirappalli/SR	
2018-19	Tidke Sonali Arjun	B.A.	Creative Acedamy Pre-primary School, Makhmalabad	
2018-19	Kekan Aaditya Prakash	B.Com	Pingale Colony Makhmalabad, Nashik 422203	
2017-18	Doiphode Abhimanyu Vilas	B.A.	Bosch Ltd., Nashik C-142. Sector 63 .NOIDA, Hr Support No-0120-3384951,884	
2017-18	Shirsath Shubham Prakash	B.Com	HDFC Life 13' Floor, Londha Excelus. Apollo Mills Compound, N.M. Joshi Marg. Mahalaxmi, Mumbai-400 011	255,000
2017-18	Gangurde Pankaj Murlidhar	B.Com	RSPH & associate, Office No 502, Rediance Builinding, Next to Body Line Fitness Gym, Opposite Ved Mandir Trimbak Road, Nashik T-253-2316773, 2316774	
2017-18	Dusanis Gunjan Yogesh	B.Com	Daily Lokmat Newspaper New Congress House, Mahatma Gandhi Road Nashik 422001	

2017-18	Gode Pravin Vinayak	B.A	Shop Act Near Unian Bank,Panchvati,Nashik 422003	
2017-18	Gotarne Durgesh Sunil	B.A	Shop Act M.T.I.,Shivaji Nagar, Kanya Vidyalay Near,Pimpalgaon (B),Niphad,Nashik,422003	
2016-17	Raykar Kishor	B.A.	GlaxcoSmithklinePharmaceutical Ltd, Nashik	
2016-17	Valvi Kailas Damu	B.A.	Bruhan-Mumbai Municipal Corporation, Mumbai	18000-56900
2016-17	Pingle Nitin Shankar	B.Com	N. P. Consultancy, Director Email - npceconsultancynsk@gmail.com Mobile No.75077235245	
2016-17	Charaskar Pravin Dnyanesh	B.A.	District Home Guard office, 2Q2M+Q7C, Old Agra Rd, Shivaji Stadium, Shalimar, Nashik, Maharashtra 422003, Telephone 0253 257 8346	
2016-17	Bodke Rahul Aaba	B.Com	Main Road,H No 309/311/523, Near Maruti Mandir,Gavthan,Makhmalabad Road,Nashik,Maharashtra 422010	

Academic Year 2020-21

Birari Nilesch Murlidhar Appointment Letter



L&T Financial Services



Date: 12-Oct-2021

APPOINTMENT LETTER

Date of Joining – 11-Oct-2021

Niliesh Murlidhar Birari

Dear Niliesh,

Welcome aboard!

With reference to our Interview and discussions, we are pleased to appoint you as **FL IV** in **ML OFFICER** in our **MICRO LOANS** division of the Company. Your date of joining is **11-Oct-2021**. The following terms and conditions will be applicable to you:

1. PLACE OF POSTING:

Your posting will be presently at **DHULE**. However, during employment of the Company, you may be posted / transferred to any of the offices / projects / divisions / departments / units / subsidiaries / sister concerns of the Company, existing or to be set up at any other location in India or abroad, without any additional remuneration, in the interest of the Company without assigning any reasons.

2. COMPENSATION & BENEFITS:

Your Cost to Company [CTC] per Rs. **167,000/- (Rupees One Lac Sixty Seven Thousand only)**, which will be inclusive of Basic Salary, Allowances and such other elements as may be applicable from time to time. Compensation and career progression shall be dependent on performance / conduct and in no case shall be construed to be a matter of right.

You will be governed at all times by the policies, procedures and rules of the Company related to the salary, allowances, benefits and perquisites which are applicable to you. Further, the Company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

Your compensation review / increments and future prospects in the Company shall entirely depend on your performance and other relevant factors as Company may deem fit and in no case, they shall be automatic and / or a matter of right.

It is agreed between the Company and you that the incentive, payable if any, based on your performance and/or productivity is in lieu of any other bonus payable, including the bonus based on profits payable under any law. It is also expressly/ mutually agreed between the Company and you that the incentive payable if any, based on your performance and/or productivity shall be set off against the bonus payable based on profits under any law to the extent permissible under any law.

3. PROVIDENT FUND SCHEME :

You shall become a member of the Provident Fund immediately on joining and as per the rules in force from time to time. The Company contribution under this scheme is fixed at 12% of your basic with a matching compulsory contribution from you. You will be required to submit necessary forms to the Human Resources Department upon your joining.

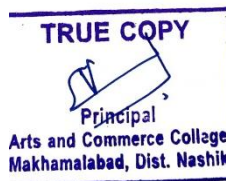
*L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.

L&T Finance Limited
(erstwhile known as Family Credit Ltd.)
Correspondence Address
Brindavan, CST Road, Kalina
Santacruz (East), Mumbai 400 098

Registered Office
7th Floor, Technopolis, A-Wing
Plot No 4, Block-BP, Sector-V
Salt Lake, Kolkata 700 091
CIN: U65910WB1993FLC060810

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number of years you will serve the Company after such training and providing for payment of liquidated damages by you to the Company proportionate to the years of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.

- ii) You will be required to comply with BYOD Policy (Bring Your Own Device Policy) of the Company and consequently, you will be allowed to bring personally owned devices (adhering to the Company's acceptable use policy) to the workplace and use the said devices to gain access to the application, network & IT resources of the Company. A onetime only advance shall be extended by the Company to you pursuant to the said policy, the amount of which shall be recovered from you prorated basis if your employment is terminated for any reason whatsoever within 728 days of your date of joining.
- iii) You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.
- iv) Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.
- v) You will intimate in writing to the Company any change of address within a week from change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served on you.
- vi) You will hand over the charge of Letter of Authority or Power of Attorney issued to you or any property / material of the Company in your possession at the time of cessation of your employment with the Company.
- vii) The present designation is subject to change depending upon work assignment from time to time.
- viii) You shall abide by the rules and regulations which the Company has at this level and shall undertake to sign such declarations that the Policy may demand from time to time.
- ix) Unless otherwise specified, any reimbursements, in the form of relocation expenses, will be fully recovered if your employment with the Company ceases within two years of joining. Any payment made, in the form of relocation expenses / notice pay or payment of sign-on bonus will be taxed as per income tax rules.
- x) The information and documents provided by you are subject to verification, and upon your acceptance of this appointment grant the Company the right to conduct such verification, including through external agencies. This would include but not be limited to, your employment history, educational / professional credentials, CIBIL & other background checks. You hereby agree, consent and authorize the Company to access, use and share such information provided by you, with internal and external agencies, for the purpose of carrying out verification at any and all points of time, whether during or after your employment with the Company. The Company has the policy of sharing all relevant employee employment information with applicable external agencies
- xi) Your appointment is also liable to termination in the event of the verification of your character, antecedents and testimonials are not found satisfactory. In case particulars

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L&T Financial Services



mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

- xii) In case you join the Company in the absence of the relieving order from your previous employer, you shall do so at your own risk and undertake to keep the Company indemnified for all loss / damage by your such act.
- xiii) Any dispute or difference or claims arising out of or in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Finance Limited, at its sole discretion. The arbitration proceedings shall be governed by the provisions of the Arbitration & Conciliation Act, 1996 and the Rules framed there under and any amendments thereto. The language of arbitration shall be English. The venue of arbitration shall be at Mumbai and courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India
- xiv) Any Dispute between yourself and the Company concerning with or relating to or arising out of this employment shall be subject to the jurisdiction in Greater Mumbai only.
- xv) Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not to share information regarding the same with any one.
- xvi) You shall not be entitled to any salary in the event you leave the Company within 20 working days of your joining.
- xvii) This appointment is subject to the rules, regulations and policies made by the Company and detailed in the HR manual or any other circular/intimation issued by the HR team as in force at present or as may be amended, altered, modified or extended from time to time and shall be binding upon you whether or not you have signed off on such amendment or modification .If acceptable to you, please carry a duplicate copy of this letter duly signed by you in token of your acceptance of offer on your date of joining.
- xviii) The risk management practices and/or policies applicable upon the Company could require the disclosure of information regarding bank account of employees working at employee grades FL I to FL IV in the Micro Loans business of the Company, and consequently you may be required to provide such information and/or declarations regarding the same. Failure or inability to disclose the above information and/or furnishing any incorrect or incomplete declaration shall be a violation of the Company's Code of Conduct. Such information may include information regarding financial transactions, if sought.

You are requested to initial (on all pages) and sign (in the space herein below) and return the enclosed copy in acceptance of the terms and conditions incorporated herein above

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With best wishes for your assignment,

Yours sincerely,

For L&T FINANCE LIMITED.

A handwritten signature in black ink, appearing to read 'Nilesh Dange'.

Nilesh Dange

Chief Human Resources Officer

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby sign in acceptance of the same.

NAME: _____

SIGNATURE: _____

DATE: _____

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Annexure I			
Name	Nilesh Murlidhar Birari		
Grade	FL IV	Designation	ML OFFICER

Sr. No.	Heads	Per Month (Rs.)	Per Annum (Rs.)
Monthly Components			
A.	Basic	5,567	66,800
	House Rent Allowance	3,340	40,080
	Leave Travel Allowance	3,666	43,988
	Sub-Total (A)	12,572	150,868
Statutory Benefits & Retirals			
B.	Provident Fund (Employer Contribution 12% of Basic)	668	8,016
	ESI (Employer Contribution of 3.25% of monthly gross)	409	4,903
	Gratuity (4.81% of Basic)	268	3,213
	Sub Total (B)	1,344	16,132
Total Fixed Pay (A + B)		13,917	167,000

Rs. One Lac Sixty Seven Thousand Only

You are also eligible to participate in the company's incentive schemes, through which you may earn incentive based on your performance. Please note the incentive payable in any accounting year under the scheme, will be inclusive of amount to be paid in lieu of any other bonus payable, including the bonus based on profits payable under any statutory law. Thus, you will be eligible for a minimum amount of 0per month and your maximum potential to earn incentive would be 5,270 per month. The Company reserves its rights to amend the incentive schemes from time to time.

In addition to the above, you will be covered under the following Group benefits:

1. Group Life Insurance Cover
2. Family Mediclaim Cover
3. Group Personal Accident Cover

For L&T FINANCE LIMITED.

Nilesh Dange
Chief Human Resources Officer

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Academic Year 2019-20

Wagh Rakesh Pay Sleep



Register Off - Off No. 8/9, 1st floor, Anupam Apt.,
Above Ananda Laundry, New Pandit Colony, Nashik - 422002.
Telephone 0253-2316077 Email saptarushikuries@gmail.com



Salary Slip for the Month of April - 2021

Employee Name: Wagh Rakesh Balu.

Designation: Back-Office Executive

Earnings	Amt. Rs.	Deductions	Amt. Rs.
Basic & DA	9000.00	P.F.	-
HRA	2000.00	E.S.I	-
Conveyance	1200.00	Loan	-
		Profession Tax	200.00
		TDS / IT	
Total Addition	12200.00	Total Deduction	200.00
		Net Salary	12000.00

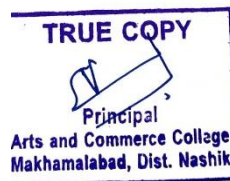
Amt. Paid – Rs. Twelve Thousand Only.

Paid By - Cash

Date : 05-05-2021

Auth. Sing.

For Saptarushi Kuries Pvt. Ltd.



Lahange Amar Appointment letter

Page No.01



Ref:APPT/00810732/2020

October 20, 2020

EMP Code 00810732
Amar Ashok Lahange
AT UMRAL KHURD POST PADE TAL DINDORI
UMRALE KHURD
NASHIK 422202

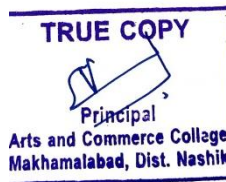
Dear Amar

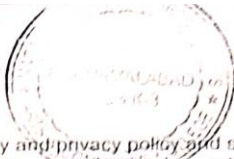
Kindly refer to our meetings and exchange of communication in connection with your employment with us. We wish to confirm your appointment as **Sales Executive** in **SG01 A** grade with our company "Paytm Services Private Limited", with effect from **September 18, 2020** and welcome you as a member of Paytm Services team.

The terms and conditions of your employment are listed below:

1. Your total CTC is Rs. **331104.00 (Three Lakh Thirty One Thousand One Hundred Four Rupees Only)** per annum. Out of this CTC Rs. **144000.00 (one lakh forty four thousand rupees Only)** per annum will be linked with your performance and target achievements. Any tax liabilities arising out of your earnings by you as per the Income Tax Act and Rules.
2. Your salary and other remuneration details are known to you only. Others within the organization will know your salary only on a need to know basis. You shall not divulge the details of your salary to anyone in the organization 'under any circumstances and breach of this clause shall be treated as 'cause' as defined in clause 23 of this letter. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.
3. You will render your services exclusively to Paytm Services on a full-time basis. You are not entitled to take up any other assignment or employment of any nature whatsoever, part time or otherwise, with any other company, organization or individual, which may involve personal input directly or indirectly in any way whatsoever.
4. You will be entitled to leaves as per the rules of the company.
5. You shall be governed by the Personnel Policies and Rules of Conduct of the Company. The Personnel Policies, Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses of the Company will be periodically updated and you will be bound by the terms of such updated policies/terms from time to time.

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6. You are bound by a strict confidentiality and privacy policy and shall not divulge to anyone verbally or otherwise any Company its affiliates and subsidiaries information, particulars or details of administrative/Business/organizational and of Company its affiliates and subsidiaries customers/clients, or any other matters which it may be your personal privilege to know by virtue of your being our employee. As used in this letter, 'Business' means the businesses carried on by the Company its affiliates and subsidiaries, or which may be carried out in future during the tenure of your association with the Company.

7. You are required to sign the Non-Disclosure Agreement which covers Invention Assignment, Confidentiality, Non-Compete and Non-Solicitation Clauses.

8. This is understood that the Company develops and markets application interaction, products and services, you agree that during the period of your employment and for a period of (12) months thereafter, you will not directly or indirectly (i) market or sell products or perform services such as are offered or conducted by the Company, its affiliates and subsidiaries during the period of your employment, to any customer or client of the Company particularly with respect to matters as involved/conducted by you and/or the concerned team in which you are working and/or related to such matters, during the period of your employment with the Company (ii) be employed with, or engage in, manage, operate, be connected with or acquire any interest in, as an advisor, agent, owner, partner, co-venture, principal, director, shareholder, tender or otherwise, any business competitive with the Company, its affiliates or subsidiaries, particularly with respect to matters as involved/conducted by you and/or concerned team in which you are working and related to such matters, during the period of your employment with the Company,), except that you may own, in the aggregate, not more than 1% of the outstanding shares of any publicly held corporation which is a competitive Business which has shares listed for trading on securities exchange registered with the securities and Exchange Commission or through the automatic quotation system of a registered securities association.

9. In case you are suggesting or confirming procurement or purchase or availment of material or services from your relatives, friends, associates, acquaintances directly or indirectly you will disclose the same to the management as part of purchase process. In case you fail to disclose the same and such non-disclosure puts the Company or its associates or subcontractors at a disadvantage or commercial loss, the company can take appropriate action against you. If you are aware of any unethical practices which are putting company or its associates or subcontractors under any commercial disadvantage you are expected to share this at codeofconduct@paytmservices.com.

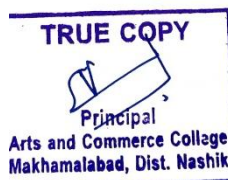
10. You must, at all times, comply with the applicable rules and regulations, honest conduct, high ethical business standards and commitment to the company. Organization will not tolerate any such incident wherein an employee is found to be involved in any unethical business dealing and benefiting himself/herself or helping someone with whom he/she is associated directly or indirectly or has vested interest for personal benefit/gains. Any breach will be viewed seriously and it may lead to severe disciplinary action and legal proceedings.

11. You have agreed that during your employment with Paytm Services you will disclose the details of any relative or partnership firm or sole proprietorship firm or companies in which you or your relative(s) may have any direct or indirect interest by virtue of being partner or employee or shareholder or otherwise who/which propose to enter or are already into any transaction/agreement with Paytm Services in connection with its business affairs. This disclosure shall be made by you forthwith, when information of such transaction/agreement comes to your notice.

12. As per the agreement, you agree that after the date hereof during employment with Paytm Services and for a period of 2 years after employment with Paytm Services you shall not, unless required by law, subpoena or court order, without the prior written consent of the Company, directly or indirectly,

a. Divulge to anyone, other than persons designated by the Company in writing, use or seek to benefit personally from any trade secrets, names of customers of or suppliers to the Company, business plans, marketing strategies, product costs, financial information of the Company, market strategies or other confidential information, or any ideas, designs creations, inventions, discoveries, improvements, devices, practices, processes, methods, or products of the Company (collectively, the "Protected Information") relating to the Business, whether patented or not patented or patentable, as to which you are informed and which shall not be generally known to the public or recognized as standard practice; or

b. Claim to have any right, title, or interest of any kind or nature whatsoever in or to any of the Protected Information.





13. This letter has been issued to you on the understanding that there is nothing in your past record which should have prevented our company to offer you employment. If, however, it is found that your past record is objectionable or if you have willfully suppressed any material, information or if any declaration given by you to the company is false, in such a case, you shall be liable for removal from service without any notice or compensation in lieu thereof.

14. You may be transferred to any Section/Department/Unit/subsidiary or Branch in India or abroad either existing or which may come into existence is justified.

15. Your appointment and continuance in the employment shall be subject to being medically fit for the Paytm Services' employment. Paytm Services may, upon in its sole discretion subject you to undergo medical examination from a Medical practitioner / Surgeon / Medical Officer acceptable to the Paytm Services, from time to time as per HR Department guidelines

16. Notwithstanding any of the clauses of this letter, the management reserves the right to terminate this engagement without giving any notice or assigning any reasons whatsoever during your probation period. You will be at liberty to resign from the services during probation period after giving 15 Days' notice in writing or subject to written approval from HR department on payment of equivalent salary. After confirmation in writing / successful completion of your probation period, management reserves the right to terminate this engagement after giving you 1 month notice or salary in lieu thereof without assigning any reason thereof. Similarly, you will be at liberty to resign from the services after giving 1 month notice in writing or subject to written approval from HR department on payment of equivalent salary to the organization in lieu thereof for the un-expired period of notice. During your notice period you shall not take any leave whether due to you or not without prior sanction. Any request for relieving from work before completion of notice period, would be subject to availability of alternate resource for taking proper handover of the work from you. Any unprofessional behavior or lackadaisical attitude during notice period will result in termination of your services.

17. You shall not divulge any confidential information, data, opinion, practices, usages, formulas, outside the Paytm Services to any person/firm/company/organization, etc by whatever nomenclature or utilize any of the Paytm Services' confidential information or any other information which you may possess or come across by reason of your association and employment with the Paytm Services.

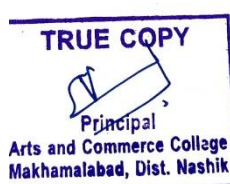
18. Your service will be on probation basis for a period of six (6) months and will automatically get confirmed once you complete the probation period. However, management may at its discretion extend your probationary period either during or at the end of your original or extended period(s). In case of extended probation period you would be covered under PIP (Performance Improvement Plan).

19. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause mentioned Clause 23, any expenses incurred by the company on your hiring such as relocation, accommodation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

20. The age of superannuation shall be 60 years. As such, you will automatically retire from and cease to be in the services of the Paytm Services on attaining the age of 60 years. Your age mentioned in the school certificate will be deemed the conclusive proof of your date of birth

21. In case you tender resignation from the services of the Paytm Services, you shall not discontinue / stop attending the Paytm Services / assigned work unless and until you are relieved from the services of the Paytm Services. In case you discontinue / stop attending the Paytm Services / assigned work after tendering the resignation but before the same is specifically accepted by the Paytm Services' HR department, you shall be liable for disciplinary action treating such absence as unauthorized and irregular

22. You will be liable to handover to the Paytm Services' nominated person / reporting authority the charge of the branch/department/section/ division/ team and also the letter of authority, power of attorney, electronic devices for fund transfer and such other privilege access for transfer / transmission / transactions if any, issued to you and also the property / material / valuable / others of the Paytm Services, which is / are held or have come in your possession, at the time of separation of your employment with the Paytm Services.



23. Notwithstanding the preceding clause, your employment may be terminated 'for cause' at any time without any notice. For the purpose of this agreement termination 'for cause' includes, but is not limited to, any of the following: (i) theft (ii) falsification of time or other employment records (iii) dishonest act(s) (iv) negligence (v) incompetence (vi) insubordination (vii) failure of follow work rules and policies (viii) excessive absenteeism or tardiness (ix) disloyalty (x) lack of clients, work or business.

24. In any proceedings to enforce or interpret this agreement, Paytm Services shall be entitled to recover its attorneys' and/or legal fees in addition to all other available relief from you.

25. You are authorized to incur reasonable and necessary expenses in authorized business related travels, lodging and other expenses in the performance of his/her duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent you submits vouchers or other documentation in accordance with the applicable policy. No personal expenses shall be borne or reimbursed by the Company.

26. You agree and acknowledge that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your salary, or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, over payments or any amount equivalent to proportionate salary in lieu of unserved notice period after your tendency of resignation and leaving the company without serving notice period or costs incurred by the Company suffers any damage, loss, claim or action arising directly or indirectly, from any act or omission by you in violation of this Agreement, any other Company policies or any applicable law, you shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

27. In the event of termination by the Company or in case of resignation by you as per, the Company may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period. During such garden leave the Company may require you to have no contact with all or any of the Company's or Group Companies' agents, employees, officers, customers, contractors, clients, distributors, suppliers, shareholders (direct or indirect) or its affiliates.

28. All notices or other communications required or permitted to be delivered or given hereunder shall be delivered to the intended recipient by prepaid post, by hand or email, at the address mentioned along with the Party's names in the beginning of this Agreement. You shall promptly intimate the Company in writing of any change in address. Any notice given or made under this Agreement will be taken to be duly give or made in the case of delivery in person, when delivered; in the case of delivery by post, 5 days after posting; and in case of email, immediately after the transmission.

29. In case of any dispute with regard to these agreement, the same shall be amicably settled between us failing which the Company shall have the discretion to appoint a sole arbitrator. Such arbitration shall be governed by the provisions of the India Arbitration and Conciliation Act, 1996 or any amendment thereto. The venue for arbitration shall be Delhi and the arbitration proceedings shall be in English. Any award passed by the arbitrator shall be final and binding on the parties and shall be enforceable in any court of law having competent jurisdiction.

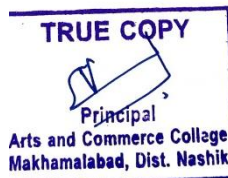
This is a system generated mail, by default we consider it as your acceptance on all the employment term.

We look forward to a productive and mutually beneficial relationship.

Yours sincerely,

Rohit Thakur

CHRO



Kumavat Sonika Offer Letter

22/22, 8:06 AM

Fwd: Job offer:: Customer Services Associate- Trainee:: Apprentice Nashik - bankar.prashant1887@gmail.com - Gmail



Fwd: Job offer:: Customer Services Associate- Trainee:: Appi



Sonika Kumawat <sonikakumawat0045@gmail.com>
to me

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

From: **Sonika Kumawat** <sonikakumawat0045@gmail.com>

Date: Tue, Sep 15, 2020, 1:47 PM

Subject: Re: Job offer:: Customer Services Associate- Trainee:: Apprentice Nashik

To: Abhinay Sonar <abhinay.sonar@croma.com>

Cc: Preeti Gupta <Preeti.Gupta@croma.com>, Parimal Hiwrale <Parimal.Hiwrale@croma.com>, COLLEGE

I accept the offer.

On Tue, Sep 15, 2020, 1:20 PM Abhinay Sonar <abhinay.sonar@croma.com> wrote:

Hi Sony,

Your profile is shortlisted for the position of "**Trainee - Customer Services Special**

You will be working with us as "**Apprentice**" under the government National Apprenticeship

During your apprenticeship program you will be periodically reviewed on predefined

Leaves-You will be eligible for **Need Based Leave** =18 for the period of 12 month period (12 months) if any leaves not availed will lapse.

Incentive- Group Incentive being paid (As per incentive policy).

This offer is subject to your being found medically fit and clearing the reference Check

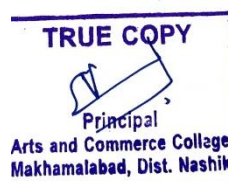
Request you to confirm on the acceptance of this offer.

Thanks & Regards,
Abhinay S. | Cluster – HR

No I
cc
[Find](#)

<https://mail.google.com/mail/u/0/#inbox/FMfcgzGkPcnvZxtVjWvSsVqntPtVvkC>

1/1



Leve Madhuri Appointment Letter

स्वामी विवेकानंद सोसायटी, नाशिक
 कला आणि वाणिज्य शाळा, देवतळा रोड, नाशिक, महाराष्ट्र, नाशिक.
 फोन नं. ०२५५१ - २५७७९१४, २५७९११२.

स्वामी विवेकानंद सोसायटी, नाशिक
 कला आणि वाणिज्य शाळा, देवतळा रोड, नाशिक, महाराष्ट्र, नाशिक.
 फोन नं. ०२५५१ - २५७७९१४, २५७९११२.
 नियुकी आहेत



दि. 09/06/2015.
 SVS/ 17 /2015-16.

श्री. माधुरी सुभाष लेगे, नाशिक.

तसेच असे आपण केल्या असल्या अनुषंगाने आपणामुळे कळविण्यात येते की, मंगळीत स्वामी विवेकानंद सोसायटीच्या अखिल मंडळीच्या संकल्प, बरिवान पेठ, नाशिक येथे उपशिक्षिका पदी दि. 15/06/2015 पासून पदावर नियुक्त झाली आहे.

१. आपली नियुक्ती ही दि. 15/06/2015 पासून राहिल.
२. मस काळावधीत आपणामुळे दरमहा रु. 3100/- इतके मानधन देण्यात येईल.
३. मस काळावधीत आपणामुळे आपली-नियुक्ती/मेवा-कोणतीही-सुचना/वोटीस-न-वेना-आपांचेअस-पुढ्यान-येईल.
४. आपली-मेवा-ही-संख्या-नामुदना-संख्या-आसून-आपणा-वरील-वपुन-मेवा-काळावधी-असल्यानंतर-आपणामुळे-मस-पदावर-कोणत्याही-संख्या-संख्या-वेना-नाही.
५. कामाच्या आवश्यकतेनुसार आपणामुळे व्यवस्थापनाने नेमून दिलेली वेगवेगळी कामे करावी लागतील.
६. आपली मेवा समाधानकारक न आढळल्यास कोणतीही आगाऊ वोटीस न देता आपल्या मेवा समाधान करण्यात येईल.
७. आवश्यकतेनुसार आपल्या मेवा या व्यवस्थापनाच्या घोशानुसार बदलीत पात्र राहतील.
८. आपणामुळे सेवाकालावधीत व कामावर अगत्यात काढेवोर खटलेचे पालन करावे लागेल.
९. कामावर अगत्यात किंवा कामाच्या गंढर्भात कोणतेही गैरवर्तन केल्यास आपली मेवा ही कोणतीही आगाऊ गुनना दित्वा कारण न देता समाधान करण्याचा अधिकार राखेला राहिल.
१०. वरील नमुद मेवा कालावधीपूर्वी जर आपल्याला आपली मेवा समाधान करावची असेल तर १ महिन्याची पूर्वसूचना देणे आवश्यक आहे अन्यथा १ महिन्याच्या मानधनाची रक्कम संश्लेषत जमा करावी लागेल.
१. वरील अटी व शर्ती आपणामुळे जशाच्या तशा मान्य व कथून असल्यास आपण ह्या पत्राच्या दुस-या पत्रावर नमा देण व गही कळून सदर प्रत, व्यवस्थापनास द्यावी.

आपणा कडून ३ दिवसांचे आत वरील अटी व शर्ती मान्य व कळुल असल्याचा खुलासा न आल्यास परंतुनचे नियुक्ती आदेशाचे दिवसांत टाळीत याची नोंद घ्यावी.

राचिव,
 स्वामी विवेकानंद सोसायटी
 नाशिक

अध्यक्ष,
 स्वामी विवेकानंद सोसायटी
 नाशिक.

स्वामी विवेकानंद सोसायटी,
 कला आणि वाणिज्य शाळा,
 देवतळा रोड, नाशिक, महाराष्ट्र, नाशिक.

TRUE COPY
 Principal
 Arts and Commerce College
 Makhamalabad, Dist. Nashik

Ahire Sachin Ramesh Shop Act

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०२०६००३१३७८७२९३								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१००७५६४५२००३								
३.	आस्थापनेचे नाव	:	आरोही ईवेंट्स AAROHI EVENTS								
४.	कामगारांची एकूण संख्या	:	२								
			<table border="1"> <tr> <th>पुरुष</th> <th>स्त्री</th> <th>इतर</th> <th>एकूण</th> </tr> <tr> <td>२</td> <td>०</td> <td>०</td> <td>२</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	२	०	०	२
पुरुष	स्त्री	इतर	एकूण								
२	०	०	२								
५.	अ) मालकाचे नाव	:	आहिरे सचिन रमेश AHIRE SACHIN RAMESH								
	ब) आस्थापनेचा पत्ता	:	प्लॉट नं १२, एन.एम.सी कॉलनी, नमन होटेल मार्गे, पेट रोड, मखमलाबाद, नाशिक, नाशिक, नाशिक, ४२२००३								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	इव्हेंट मॅनेजमेन्ट / EVENT MANAGEMENT								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १९-०९-२०२०

ठिकाण : Nashik

कार्यालयाचा पत्ता : Shop Inspector Office, Nashik Road, Address-Genoji Bhavan, Near Vasco Hotel, Nashik Road, District-Nashik.

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१००७५६४५२००३	२३.६०




Prop. Sachin Ahire
9172964115

Aarohi Events

EVENT PLANNER

We can make it happen...



NMC Colony, Near Saptashrungi Mandir, Swami
Vivekanand Nagar, Makhmalabad, Nashik.
✉ ahiresachin668@gmail.com



Academic Year 2018-19

Ugalmugale Dipak Appointment Letter



101498/West/WCR017:Nagpur Circle _NGP/AXISB/HR/REC
07-Aug-2021

Mr. Dipak Ugalmugale
Nashik, Maharashtra 422003
9623058794



LETTER OF APPOINTMENT

Dear Dipak Ugalmugale,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Liability**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,70,568.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

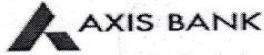
2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no





of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

8.2 Separation after Confirmation:

8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

8.3 Separation arrangement

8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

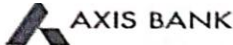
9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:





101498/West/WCR017:Nagpur Circle _NGP/AXISB/HR/REC
07-Aug-2021

Mr. Dipak Ugalmugale
,Nashik,Maharashtra422003
9623058794



LETTER OF APPOINTMENT

Dear Dipak Ugalmugale,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Liability**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

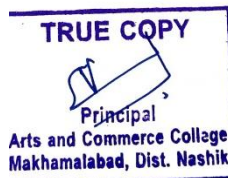
- 1.1 The annual fixed compensation payable to you will be INR **1,70,568.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no




Ugalmugale Dipak Pay Sleep

CTC Annexure		
Emoluments and Benefits for the grade of Business Development Executive (for Dipak Ugalmugale)		
COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	78,120.00	6,510.00
Basket of Allowance	60,000.00	5,000.00
Bank's PF Contribution	11,892.00	991.00
Gratuity *	3,756.00	313.00
Statutory Bonus	16,800.00	1,400.00
Total Fixed Pay	1,70,568.00	14,214.00
Benefits:		
Group Mediclaim Policy and Term Life Insurance	3,792.00	-
Total Fixed Pay + Value of Benefits	1,74,360.00	-

- Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

Details of Benefits		
Insurance Details		
Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Mediclaim Insurance Policy	1,50,000.00	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	25,00,000.00	Only employee is covered, a part of the annual premium is borne by the employee
The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.		
Mobile Benefit		
You will be eligible for mobile reimbursement (Including Data Service) as per company policy.		
Gratuity *		
You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.		
Provident Fund		
The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.		
Voluntary Provident Fund (VPF)		
The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.		
Other Benefits		
Performance Bonus / Annual Incentive Plan (as may be applicable)	Performance linked bonus pay / Annual Incentive Plan/ESOPs (as applicable), will be paid/given as per the Company's policy, subject to your being a confirmed employee as per the current year policy. The payouts will be based both on individual performance and organization's performance.	

TRUE COPY


Principal
Arts and Commerce Collage
Makhamalabad, Dist. Nashik

Dambale Bhushan Confirmation Letter

R S P H & Associates

Chartered Accountants

502, Radiance, Kotwal Park, Near Body Line Fitness Gym Opp Vaid Mandir

Timbak Road, Tilak Wadi, Nashik - 422 002

Email: - pns1012@gmail.com, Mobile :- 09370116766



Date - 30/01/2021

Confirmation Letter

This is to certify that **Mr. Bhushan Dambale** and **Mr. Pankaj Gangurde** working as an Accounts Assistant with RSPH & Associates since 10-05-2018 and 17-06-2019 respectively are been selected from Campus Placement conducted at MVP Arts and Commerce College Makhmalabad, Nasik and are found to be sincere, Hardworking, and an asset to the organization.

The Recruitment drive was conducted in collaboration with MVP Arts and Commerce College Makhmalabad, Nasik and RSPH & Associates, Kotwal Park Nasik and found to be resourceful.

For,

RSPH & Associates,

Paresh Prakash Sabadra

Principal Consultant




Shinde Shubham RSPH

 The Institute of Chartered Accountants of India (Setup by an Act of Parliament)	
1. Name	SHUBHAM VILAS SHINDE
2. Regn. No	WRO0764677
3. Name & Membership Number of Principal (Chartered Accountant) under whom receiving training.	SAMEER ARVIND JADHAV
M.No	139898
4. Date of Commencement of Articles training	27/Dec/2021
5. Date on which training is due to be completed	26/Dec/2024
	
	PHOTOGRAPH(PASSPORT SIZE)
	
	Signature of Student
Place: _____ Date: _____	
	(Signature of Principal with Rubber Stamp)

NOTE:

1. This Identity Card is valid only till the date mentioned in column 5. This card should be surrendered to the Principal on termination of training.
2. This card should be signed by the articled assistant and the employer at the prescribed places only and no where else. Under no circumstances, any rubber stamp and/or signature be affixed on the Photograph.


TRUE COPY

Principal
Arts and Commerce College
Makhmalabad, Dist. Nashik

Attar Tophik RSPH

 The Institute of Chartered Accountants of India (Setup by an Act of Parliament)	
1. Name	TOPHIK AYYUB ATTAR
2. Regn. No	WRO0764676
3. Name & Membership Number of Principal (Chartered Accountant) under whom receiving training.	SAMEER ARVIND JADHAV
M.No	139898
4. Date of Commencement of Articles training	06/Jan/2022
5. Date on which training is due to be completed	15/Oct/2024
Place:	_____
Date:	_____
	
	PHOTOGRAPH(PASSPORT SIZE)
	
	Signature of Student
	
	(Signature of Principal with Rubber Stamp)

NOTE:

1. This Identity Card is valid only till the date mentioned in column 5. This card should be surrendered to the Principal on termination of training.
2. This card should be signed by the articled assistant and the employer at the prescribed places only and no where else. Under no circumstances, any rubber stamp and/or signature be affixed on the Photograph.

TRUE COPY

Principal
Arts and Commerce Collage
Makhmalabad, Dist. Nashik

Thakar Ishwar Appointment Letter



HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

June 28, 2021

Ref:HDBFS/21-22/HRIC222297/Appt/I02656

Mr.Ishwar Datta Thakar,
Plot No.- 50, Link Road,
Swami Vivekanand Nagar,
Panchwati Makhmlabad,
Near Panchwati ,
Nashik-422003

Dear Mr.Ishwar Datta Thakar,

LETTER OF APPOINTMENT

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

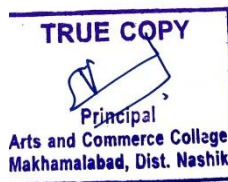
Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

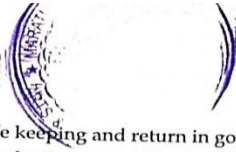
Terms and Conditions:

- Your duties and responsibilities will be explained to you on your joining the Company.
- Your initial place of posting will be at NASIK. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

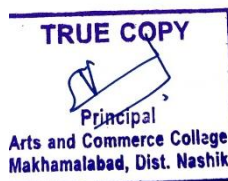
Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

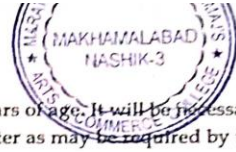
Page 1 of 5





- e) You will be responsible for the safe keeping and return in good condition as provided of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.





- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.
- t) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.





As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than July 13, 2021.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.

Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

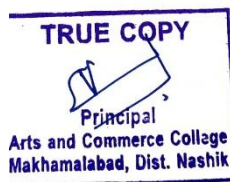
AGREED AND ACCEPTED

Mr.Ishwar Datta Thakar



Ref:HDBFS/21-22/HRIC222297/Appt/102656

Page 4 of 5

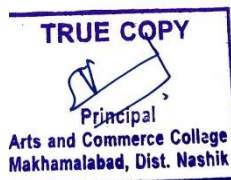


Thakar Ishwar Pay Sleep



Annexure A

		Compensation Breakup	
Name	MR.ISHWAR DATTA THAKAR		
Role	Corporate Sales Executive		
Grade	G7		
Location	Nasik		
Annual Compensation Break up			HDBFS Monthly
Basic	1,01,256		8,438
HRA	40,500		3,375
Conveyance Allowance	20,244		1,687
Provident Fund (Employer's contribution)	14,580		1,215
Gross Salary (A)	1,76,580		14,715
ESIC (Employer's contribution)----(B)	5,265		439
Gratuity----- (C)	4,870		406
Total Fixed Compensation (D=A+B+C)	1,86,715		15,560
Note:			
This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
SPECIAL NOTE			
PAN & AADHAAR are mandatory and have to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for PAN/AADHAAR number if you do not have the same.			
I accept the terms and conditions as mentioned in the Appointment letter.			
My tentative date of Joining will be _____			
Mr.Ishwar Datta Thakar		Date	
		Ref:HDBFS/21-22/HRIC222297/Appt/I02656	



Kumavat Vishvi Appontment Letter

CENTRAL RAILWAY

No. E/PCSC/Rect-CT/66/2019



To,

Km. Vaishnavi Shantaram Kumavat D/o Shantaram
R/O – Makhamalabadm P.No. 27, Guruprasad Bungalow, Dist - Nashik
State- Maharashtra

Sub: - Call for training of Constable Recruits in Railway Protection Force (RPF).

Ref: - Employment notification no. 01/2018.

You have been provisionally selected as Constable (Exe.) in Railway Protection Force (RPF) on the basis of your overall merit position, vacancy and option exercised by you against the Employment Notification No 01/2018 in pay matrix level 3 of 7th CPC. On successful completion of training and subject to fulfilment of other conditions, you will be appointed as a Constable in RPF by the Competent Authority.

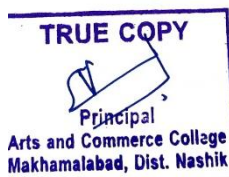
Since the initial training is scheduled to commenced from 25.11.2019 therefore, you are advised to report at 08:00 hrs at **5BN/RPSF/TPJ, Tiruchchirappalli/SR** for initial training for the post of Constable (Exe) in RPF. Failure to report on the due date may result in termination of your candidature. A copy of Term of Appointment is enclosed.

During the period of training you will be paid monthly stipend plus usual allowances as admissible as per extant Rules.

You are also advised to bring the following items with you:-

1. One Thali, Two Katories, One Spoon and One Tumbler (Glass/Steel).
2. Bedding (Summer and Winter) with white bed sheet and mosquito net.
3. All relevant original educational qualification documents.
4. Six (06) recent coloured passport size photographs.
5. Rs. 8000/- (Rupees Eight thousand) for depositing as mess security in the training mess.
6. The sufficient money for personal use till stipend is paid to you.

This is only a call letter for initial training for the post of Constable (Exe) in RPF, **NOT AN OFFER OF APPOINTMENT.**



Tidke Sonali Appointment Letter



Creative Academy Preschool

Appointment letter

Creative Academy Preschool,
Shanti Nagar Makhamalabad,
Nashik.

To,
Ms. Sonali Tidke

Sub-Post of LKG teacher.

Dear

I am pleased to inform you about your selection and teaching job confirmation for the post of LKG teacher for a level at creative academy preschool with the effect from 15 June 2019. all the terms and conditions and with other benefits are mentioned on the attached employment agreement from.

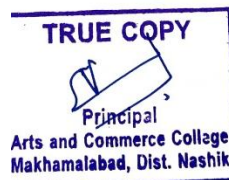
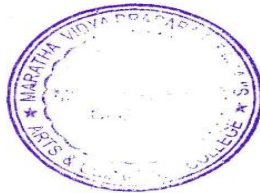
I congrats you and welcome you on behalf of all the teaching and administration staff of creative academy preschool. Now you are the family member of creative academy preschool staff and i hope that we together will work very hard to achieve the goals of our school.

Principal
Manisha Shirsath.

MRshirsath



Creative Academy Preschool



Keakan Aaditya Shop Act

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम
नमूना "ग"
(नियम ९ पहा)



सूचना दिल्याबाबत पावती



अर्जदाराने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	१९२०६००३१३३४३०९३								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०६४७३४११९०३								
३.	आस्थापनेचे नाव	:	श्री स्वामी समर्थ इन्टरप्रायजेस SHRI SWAMI SAMARTH ENTERPRISES								
४.	कामगारांची एकूण संख्या	:	०								
			<table border="1"> <tr> <td>पुरुष</td> <td>स्त्री</td> <td>इतर</td> <td>एकूण</td> </tr> <tr> <td>०</td> <td>०</td> <td>०</td> <td>०</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	०	०	०	०
पुरुष	स्त्री	इतर	एकूण								
०	०	०	०								
५.	अ) मालकाचे नाव	:	आदित्य प्रकाश केकाण ADITYA PRAKASH KEKAN								
	ब) आस्थापनेचा पत्ता	:	पिंगळे गल्ली, मखमलाबाद, नाशिक, नशीक (महानगरपालिका.), नाशिक, नाशिक, ४२२२०३								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	MULTI PURPOSE SERVICES								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

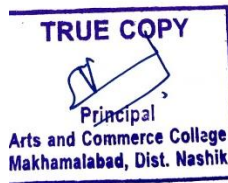
टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही.

दिनांक : २६-०८-२०१९

ठिकाण : Nashik

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Nashik Address- Udyog Bhavan, 8th Floor, Near ITI Signal, Satpur, Nashik - ४२२००७

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०६४७३४११९०३	२३.६०



Academic Year 2017-18

Abhimanue Doiphode Joining Order



SPECTRUM TALENT MANAGEMENT

Date: 14-Jul-20

Mr. Abhimanyu Vilas Doiphode
E. Code -BLBS099
Location: - Nasik

Subject: Offer Letter

Dear Abhimanyu,

We are pleased to appoint you in our organization as HVAC Technician with effect from 01-Aug-20 or the date of your reporting, whichever is later on the following terms & conditions: -

- That your Compensation Structure would be as per annexure - I.
- During the course of your tenure of employment, you will be deputed at Bosch Limited -Nasik to work with our client "Blue Star Limited", and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- That your appointment will initially starting from 01-Aug-20 to 31-Jul-21 after which depending on your performance or our requirement.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Your employment will stand terminated with the end / termination of contract or end date of the employment. The employment may also get terminated by giving 30 by either party or Basic salary in lieu of the same. In case you are found involved in any unethical practices your employment will stand terminated with immediate effect without giving any notice or payout in lieu of notice.
- Spectrum Talent Management Pvt. Ltd (STMPL), does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STMPL demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STMPL by reporting it to Email ID.
- Kindly sign the copy of this letter as a token of acceptance of this offer. A formal appointment letter will be issued to you shortly. We request you to carry the following documents at the time of your joining, which are mandatory for our records and are necessary for the completion of joining formalities:
 - Photo Copy of Class 10th Mark sheet.
 - Photo Copy of Class 12th Mark sheet.
 - Photo Copy of Graduation certificates of all years or a consolidated Mark sheet of the same.
 - Photo Copy of any Post graduate course/ Diploma/ Degree (if applicable).
 - If you are awaiting results, please carry the past year mark sheets and admit card for final year examination.
 - Supporting Documents of Past Experience (Experience Certificate/ Relieving Letter/ Appointment Letter/ Offer Letter) from all previous employers.
 - Photo Copy of Form 16/ 12 B/ Salary Certificate/ Pay Slips received from the previous organization (if applicable).

C - 142, SECTOR 63, NOIDA - 201301, HR SUPPORT NO. - 0120 - 3384951, 884
VISIT US : WWW.SPECTRUMTALENT.CO.IN helpdesk@spectrumtalentmanagement.com

RPO | Executive Search | Flexi-Staffing | Payroll



Shirsath Shubham Pay Sleep



Annexure-1

Date: Wednesday, 28 July, 2021
 Name: Shubham Prakash Shirsat
 Designation: Business Development Manager
 Location: Nasik - City Plaza
 Band: J2

CTC STRUCTURE		
COMPONENT	Per Annum	Per Month
(I) Fixed Pay		
Basic	76500	6375
House Rent Allowance	45900	3825
Other Allowance	26689	2224
Tablet Allowance	12000	1000
Bonus	24000	2000
Monthly Gross		15424
(II) Retirals & Other Benefits		
Provident Fund	13823	
Gratuity	3698	
Flexi Pay	37975	
(III) Valued Benefits		
ESIC	6015	
Group Insurance Benefit	8400	
Total Cost to Company	255000	

FLEXI ANNEXURE		
COMPONENT	Per Annum	Per Month
FLEXI		
LTA (Leave Travel Allowance)	6375	531
Fuel and driver	21600	1800
Children Education Allowance	2400	200
Mobile Handset Allowance	10000	833
NPS(National Pension Scheme)	7650	638

Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy. You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

Note: The Bonus/Advance Bonus component shown above would be paid as part of monthly salary. All payments made towards Bonus / Sales incentives/VPP paid will be in accordance with the Payment of Bonus Act.

HDFC Life Insurance Company Limited
Corporate & Registered Office:
 13th Floor, Lodha Excelus, Apollo Mills Compound,
 N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.
 CTN: L65110M8120901E C128245

+91 22 6751 6666
 1860-267-9999
Available Mon-Sat from 10am to 7 pm (local Charges apply)
 Do NOT prefix any country code e.g. +91 or 00.
 www.hdfclife.com



Consolidated ID: 0700915726

Issued By: Sameer Jadhav (02167407)

TRUE COPY

 Principal
 Arts and Commerce Collage
 Makhmalabad, Dist. Nashik

Gangurde Pankaj Appointment Letter

R S P H & Associates

Chartered Accountants
Office No 502, Radiance Building, Next to Body Line Fitness Gym, Opposite Ved Mandir,
Trimbak Road, Nashik T-253-2316773, 2316774, 09370116766



Appointment Letter

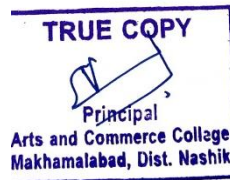
To,
Mr. Pankaj Gangurde
Address: Gandharwadi, Makhmalabad.
Nashik422003

Date: 15th June 2019

Dear Mr. Pankaj,

With reference to your application and subsequent interview with us, we are pleased to appoint you as "**Junior Accounts Assistant**" in our organization. Your joining date shall be **17th June 2019** and the details of roles and responsibilities shall be provided upon joining. However company reserves right to change the roles from time to time depending on the priorities of the company.

1. Your Gross salary will be **INR.2500/- (Two Thousand Five Hundred Only)** per month. Professional Tax /P.F./ ESIC if any will be deducted.
2. You will be under probation for a period of **3 (Three) months from the date of joining.** Based on your performance your services will be confirmed with the company in written after three months.
3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
4. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
5. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
6. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
7. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with



R S P H & Associates

Chartered Accountants

Office No 502, Radlance Building, Next to Body Line Fitness Gym, Opposite Ved Mandir,
Trimbak Road ,Nashik T-253-2316773,2316774, 09370116766



which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company

8. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

9. You will not engage yourself in any work or profession paid or unpaid or study course either full time or part time without prior written permission of the management.

10. The notice period for leaving/ terminating services shall be one months on either side. In case if you happen to be on leave during the notice period, it will be extended by the number of days of your absence

11. Presently the place of work will be in Nashik (Maharashtra), you will be working with **Accounts department** under RSPH & Associates in our country.

12. You will not utilize or disclose to any person or persons or competitors any data in any form, pass words, trade practices or know how of the company. If you found to be engaged in any activities which in the opinion of the management will be is detrimental to the interests / policies of the company the management will be at liberty to terminate your services without further notice.

13. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

14. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

15. You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

16. Policy Clauses (Non Negotiable):-

- Your Working Hours would be 10:00 am to 7:00 pm (Including half an hour lunch break)
- It should be noted that your daily work timings should be a minimum of 8 and a half hours.
- Birthday will be a Paid Leave, if you do not wish to take that leave one day salary will be added in that particular month salary.



RSPH & Associates

Chartered Accountants
Office No 502, Radiance Building, Next to Body Line Fitness Gym, Opposite Ved Mandir,
Trimbak Road, Nashik T-253-2316773, 2316774, 09370116766



- After Completion of 1 yr, you will be entitled to have 1 paid leave per month.
*****Exceptions:-**
- **Disclaimer –**
The Management reserves the right to modify the policy as and when required and make exceptions. In circumstances mentioned above.
- **Ownership –**
The Ownership of the Policy is with the HR and Administration Dept.

18. Inventions, Designs, Copyright and other Intellectual Property:

If at any time during the course of your employment you make, discover or participate in the invention or discovery of any intellectual property directly or indirectly relating to or capable of being used by the company, full details of the intellectual property shall immediately be disclosed in writing by you to the company and the intellectual property shall be the absolute property of the company. At the request and expense of the company, you shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the company desirable to enable the company to exploit the intellectual property to the best advantage (as decided by the company). You shall execute all documents and do all things which may, in the opinion of the company, be necessary or desirable for obtaining patent or other protection for the intellectual property and for vesting the same in the company.

For
RSPH & Associates

M. Pawar
CA Mayuri H. Pawar
(Authorized signatory)

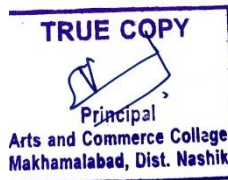


ACCEPTANCE:

I accept the company terms and conditions and confirm my acceptance.

P.M. Ganurde
Mr. Pankaj Ganurde
(Signature of Employee)
Date: - 15th June 2019
Place: Nashik

3



Dusanis Gunjan Deshdut Certificate

श्रीरंग प्रकाशन प्रा. लि. दैनिक देशदूत
मुख्य कार्यालय : न्यू मॉडर्न हाऊस, पल्लक पांथी रोड, नाशिक - ४२२ ००२. फोन : (०२५३) २५२५२५



:: प्रमाणपत्र ::

दिनांक : १४ ऑक्टोबर २०१९

गुंजन दुसानिस (एमजेएमसी द्वितीय वर्ष) एचपीटी अॅण्ड आरवायके महाविद्यालय नाशिक, यांनी दैनिक देशदूतच्या डिजिटल आवृत्तीत नवमाध्यमांसह प्रत्यक्ष कामाचा अनुभव घेतला. याकाळात त्यांनी वेबसाईट, सोशल मीडिया, ब्लॉग, फेसबुक लाईव्ह आदींसह वृत्तलेखन, वृत्तसंकलन यासंबंधी प्रशिक्षण घेतले. यासोबतच त्यांनी वेबसाईट समजून घेत, व्हिडीओ एडिटिंग तसेच सोशल मीडिया समजावून घेतला.

त्यांच्या भावी वाटचालीस हार्दिक शुभेच्छा!

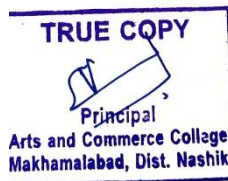


Balajinab

देशदूत डिजिटल.

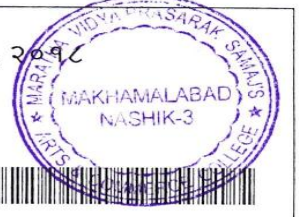
डॉ. वैशाली बालाजीवाले

कार्यकारी संपादक



Gode Pravin Shop Act

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ग"
(नियम ९ पहा)



सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०२०६००३१४६४८८८६					
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	११०२४२९८२००३					
३.	आस्थापनेचे नाव	:	कमलाई एन्टरप्राइजेस KAMLAI ENTERPRICES					
४.	कामगारांची एकूण संख्या	:	१					
			<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">पुरुष</td> <td style="width: 25%;">स्त्री</td> <td style="width: 25%;">इतर</td> <td style="width: 25%;">एकूण</td> </tr> <tr> <td>१</td> <td>०</td> <td>०</td> <td>१</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	१
पुरुष	स्त्री	इतर	एकूण					
१	०	०	१					
५.	अ) मालकाचे नाव	:	प्रवीण विनायक गोडे PRAVIN VINAYAK GODE					
	ब) आस्थापनेचा पत्ता	:	नियर युनियन बँक, पंचवटी, आशिक, नाशिक, नाशिक, नाशिक, नाशिक, ४२२००३					
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.							
७.	व्यवसायाचे स्वरूप	:	AGRICULTURE LICENCE SERVICE					
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:						

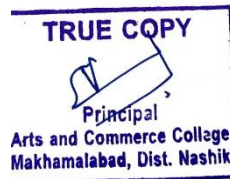
टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ११-११-२०२०

ठिकाण : Nashik

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Nashik Address- Udyog Bhavan, 8th Floor, Near ITI Signal, Satpur, Nashik - ४२२००७

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
११०२४२९८२००३	२३.६०



Gotarne Durgesh Shop Act



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ग"
(नियम ९ पहा)



सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०२०६००३१४७८२१६२								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१११६९८२५२००३								
३.	आस्थापनेचे नाव	:	महाराष्ट्र टेक्निकल आणि एज्युकेशनल इन्स्टिट्यूट MAHARASHTRA TECHNICAL AND EDUCATIONAL INSTITUTE								
४.	कामगारांची एकूण संख्या	:	४								
			<table border="1"> <tr> <td>पुरुष</td> <td>स्त्री</td> <td>इतर</td> <td>एकूण</td> </tr> <tr> <td>४</td> <td>०</td> <td>०</td> <td>४</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	४	०	०	४
पुरुष	स्त्री	इतर	एकूण								
४	०	०	४								
५.	अ) मालकाचे नाव	:	दुर्गेश सुनील गोतरणे DURGESH SUNIL GOTARNE								
	ब) आस्थापनेचा पत्ता	:	एम टी ई आई, शिवाजी नगर, कन्या विद्यालय शेजारी, पिंपळगाव बसवंत, पिंपळगाव बसवंत, निफाड, नाशिक, ४२२००३								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	EDUCATIONAL AND SERVICES								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

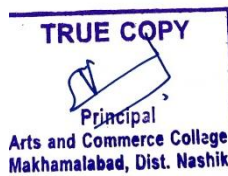
टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १५-१२-२०२०.

ठिकाण : Nashik

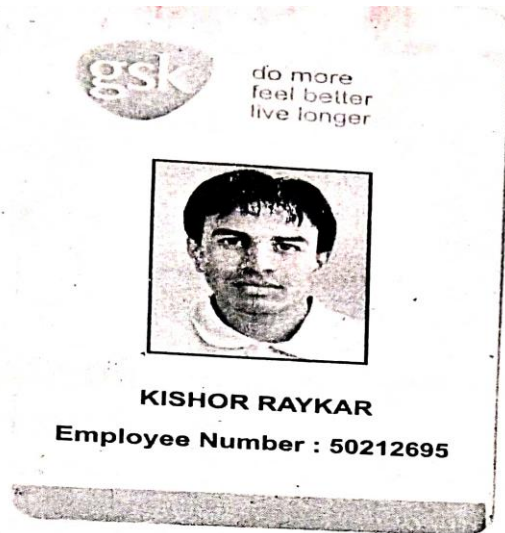
कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Nashik Address- Udyog Bhavan, ४th Floor, Near ITI Signal, Satpur, Nashik - ४२२००७

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
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Academic Year 2016-17

Raykar Kishor ID

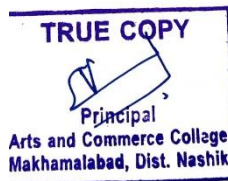
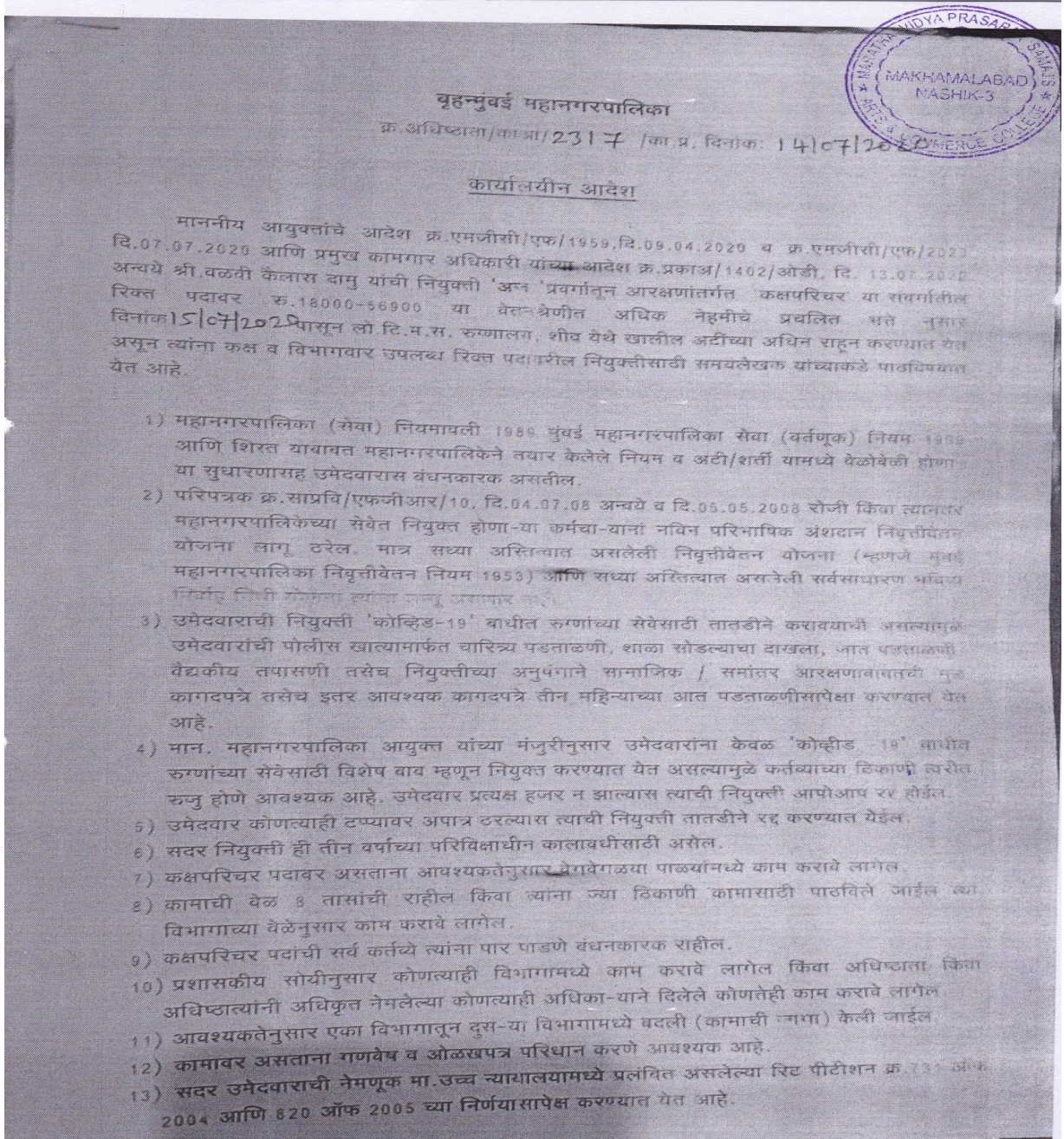


If found please return or report to:
Security dept,
Glaxo SmithKline Pharmaceuticals Ltd.
A-10, M.I.D.C., Ambad, Nashik - 422 010.
Tel. No. : 0253 2300 346 / 2300 404

1. For security & identity purpose, employee should carry this card at all times.
2. Lost or stolen card should be immediately reported to the HR Dept.
3. Replacing this card is chargeable from employee.
4. This card must be surrendered to HR dept immediately upon cessation of employment.
5. Attempting to record attendance of other workman's by using his/her card is misconducts as per Service Rules.
6. This card is not valid if ceased employment with the Company.

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Arts and Commerce Collage
Makhamalabad, Dist. Nashik

Valvi Kailas Official Order



भविष्यातदेखील मान्य करता येणार नाही.

सदर आदेश वरील दिनांका पासून किंवा आदेश स्वीकारलेल्या दिनांका पासून प्रभाव्य



०७/०७/२०

सहप्रमुख कर्मचारी अधिकारी
लो.टि.म.स.रुग्णालय, शीव.

- 1) श्री. वळवी कैलास दामु
2) मु.लि.(कामगार प्रस्ताव.)
3) मु.लि.(कामगार आस्थापना)

4) प्रमुख कामगार अधिकारी

5) लेखाधिकारी (लोटरु)

6) समयलेखक - ०७/०७/२०



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Makhamalabad, Dist. Nashik

Trancelated Copy

Greater Mumbai Municipal Corporation
Office orders



Hon'ble Commissioner's Order No. MGC / F / 1959, dt.09.04.2020 And No. 1402 / OD, dt Pursuant to 13/07/2020, appointment of Mr. Walvi Kailas Damu from "AJ" category to the vacant post in this category under reservation. As per the prevailing allowances in the salary scale of 18000-569000, from 15/07/2020 at L.T.M.S.

1) The Corporation (Services) Rules, 1989 Mumbai Municipal Corporation Services (Conduct) Rules, 1999 and the rules and conditions prepared by the Corporation regarding discipline will be binding on the candidate with these amendments from time to time.

2) Circular No. Sapravi / FGR / 10. According to d./07/08 and dt. The new Term Contribution Retirement Scheme will be applicable to the employees appointed in the service of the Corporation on or after 05/05/2008. However, the existing pension scheme (i.e. Mumbai Municipal Corporation Pension Rules 1953) and the existing general provident fund scheme will not apply to them.

3) As the appointment of the candidate is to be done immediately for the service of 'Covid-19' affected patients, the character verification, school dropout, caste verification, medical examination as well as the original documents related to social / parallel reservation and other necessary documents are being checked within three months. .

4) Value. As per the approval of the Municipal Commissioner, the candidates are being appointed as a special case only for the service of 'Covid 19' affected patients.

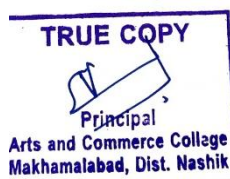
5) If a candidate becomes ineligible at any stage, his / her appointment will be canceled immediately.

6) The appointment will be for a probationary period of three years.

7) While in the post of room attendant, you have to work in different shifts as per requirement.

8) The working time will be eight hours or they will have to work according to the time of the department where they will be sent for work.

9) It will be mandatory for them to fulfill all the duties of the post of Clerk.





10) You have to work in any department as per administrative convenience or you have to do any work given by the superintendent or any officer appointed by the superintendent.

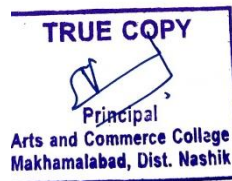
11) Transfer (work place) from one department to another as required.

12) It is necessary to wear uniform and identity card while working.

13) Appointment of the candidate Hon. Petition pending in the High Court. No. 731 of 2004 and 820 of 2005.

14) Since the selection of the candidate is only for the service of patients suffering from 'Covid-19', their appointment will be only in the hospital. Therefore, they will be required to work only in the hospital. Also, the request of the candidate to work in any other department will not be accepted in future also.

These orders will be effective from the above date or from the date the order is accepted.



Nitin Pingale Pay Sleep



Nitin S. Pingle
Director

- MPCB Certificate
- BMW Certificate
- Form "C" Apply
- Form "B" Certificate
- MTP/TL Apply
- Pest Control
- House Keeping
- Staff Placement
- Fire Safety Renewal
- Hospital Stationery
- MTP Report Submit

N. P. CONSULTANCY

☎ +91 7507235245

☎ +91 8855887502

✉ npconsultancynsk@gmail.com

SN	Flat/Door/block No.	Name of Premises/Building Village	Road/Street/ Lane	Area/Locality	City	Pin	State	District
1	At Post Main Road	Makhmalabad	Opp. NMC Office	Panchavati	Nashik	422003	MAHARASHTRA	NASHIK

Udyog Aadhaar Memorandum

1. Aadhaar Number: CMUFPB9460

2. PAN Number: NRIN SHANKAR PINGLE

3. Name of Entrepreneur: GENERAL

4. Social Category of Entrepreneur: Male

5. Gender: No

6. Physically Handicapped: N P CONSULTANCY SERVICES

7. Name of Enterprise: Proprietary

8. Type of Organization: Proprietary

9. Location of Plant Details

10. Official Address of Enterprise: AT. POST. MAIN ROAD MAKHAMALABAD, OPP. NMC OFFICE, PANCHAVATI, NASHIK
District: NASHIK State: MAHARASHTRA PIN: 422003
Mobile No: 7507235245 Email: npconsultancynsk@gmail.com

11. Date of commencement: 01/01/2019

12. Previous Registration details if any

13. Bank Details: IFS Code: BKID0000808 Bank Account: 080810110008533

14. Major Activity: SERVICES

SN	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit Code	Activity Type
1	70 - Activities of head offices; management consultancy activities	7020 - Management consultancy activities	70200 - Management consultancy activities	Services

17. Persons employed: 1

18. Investment (Plant & Machinery / Equipment's): 1 (Rs. In Lakhs)

19. District Industry Centre: NASHIK

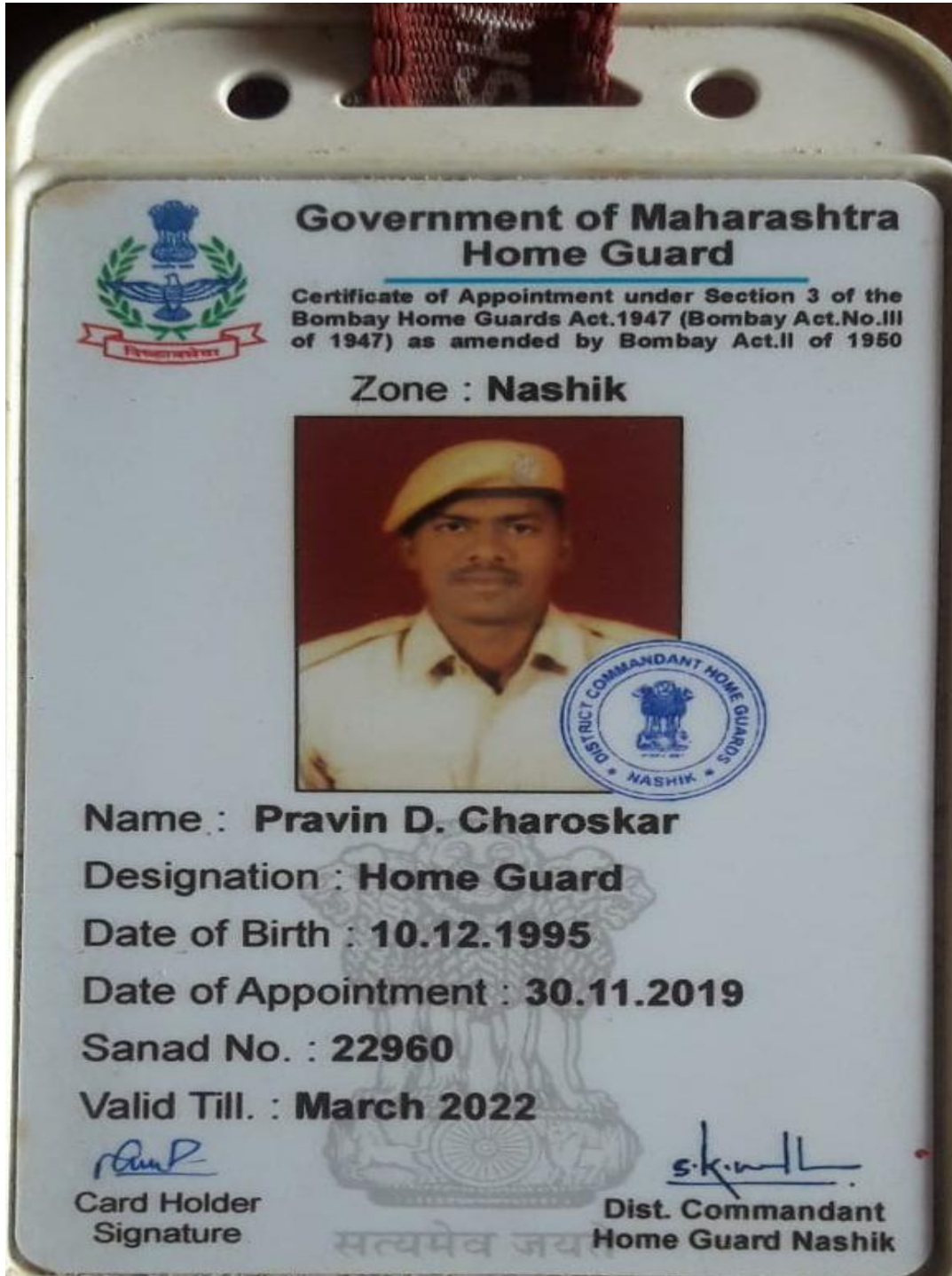
Declaration: I hereby declare that information given above is true to the best of my knowledge. Any information, that may be required to be verified, shall be provided immediately before the concerned authority.

MhMsmc Mobile App (Beta Version) is available now for download. <https://play.google.com/store/apps/details?id=mhsmc.mhsmc>

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Charoskar Pravin I Card



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Makhmalabad, Dist. Nashik

Bodke Rahul Shop Act



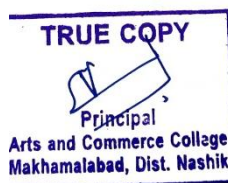
Government of India
Form GST REG-06
[See Rule 10(1)]

Registration Certificate

Registration Number : 27CLQPBI154DIZE

1.	Legal Name	RAHUL AABA BODKE			
2.	Trade Name, if any	AAROHI MOBILE SHOPEE			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	MAIN ROAD, H NO 309/311/523, NEAR MARUTI MANDIR, GAVTHAN, MAKHAMALABAD ROAD, Nashik, Maharashtra, 422010			
5.	Date of Liability				
6.	Period of Validity	From	03/08/2018	To	NA
7.	Type of Registration	Regular 			
8.	Particulars of Approving Authority	Centre			
Signature		Signature valid Digitally signed by S GOODS AND SERVICES TAX NETWORK 1 Date: 2018.08.03 11:30:23 IST			
Name		Rajesh Boaz Ezekiel			
Designation		Superintendent			
Jurisdictional Office		NASHIK			
9.	Date of issue of Certificate	03/08/2018			
Note: The registration certificate is required to be prominently displayed at all places of business in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 03/08/2018 by the jurisdictional authority.



Page No.2

Bodke Rahul

