

## LETTER OF INTENT

Respected Prof. Ashok More Sir,

Date: 24/09/2024

We are pleased to announce that students from the 2025 graduating batch of Sapkal College of Engineering, Nashik have been selected for our Integrated Placement and Internship Program The Kiran Academy, Pune.

#	Name
1	Baria Jahanvi Tusharbhai
2	Lokesh Rajendra Jagtap
3	Gayatri Gokul Nagare
4	Diya Chauhan
5	Bhagyashri Subhash Sadgir
6	Pawar Bhagyashri Vishnu
7	Rutuja Pawar

Upon joining the Internship cum Placement program, students will receive a copy of the offer letter



The Kiran Academy



[www.thekiranacademy.com](http://www.thekiranacademy.com)

[www.javabykiran.com](http://www.javabykiran.com)

9075 777 1

Thundercube Pvt. L





## QSpiders 2025 Batch!!! Free Incubation-Internship placement integrated Boot camp program Final Selection List

3 messages

Hema <hema.r@qspiders.in>  
To: tpo.ignscoe@sapkalknowledgehub.org

Hello Sir/Mam,

Good Evening,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2025 passing Batch from your college.

We heartily congratulate students for getting offered & we officially welcome all the selected students to Q/J/PYSpiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & also please revert us with the date of joining.



### Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

#### INCUBATION OFFER LETTER

Date:

Dear Sir/Mam,

We are happy to inform you that Below 2025 passing batch Students from Kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE) of been Selected in our Incubation Screening Drive.

Full Name	Emails	Mobile	Degree College Name
Om Sudhir Khairnar	omkhairnar84@gmail.com	7875295727	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Ujwal Shriram Detha	ujwaldetha518@gmail.com	9370682720	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Roshan Vijay Pawar	roshanvpawar04@gmail.com	9860017548	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Mahesh Navnath Sanap	navnathsanap976@gmail.com	8010094741	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Sidharth Dilip Shirsath	sidharthshirsath2003@gmail.com	8149512253	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Pratik Bhatu Chaudhari	pratik.chaudhari15.03@gmail.com	9403020166	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Umesh Bhatu Bhadane	umeshbhadane2020@gmail.com	8767138593	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Unnati Sanjay Rajguru	unnatirajguru01@gmail.com	9689283878	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Pritesh Chavan	priteshsunilchavan@gmail.com	9604128287	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Bhagyashri vishnu pawar	pawarbhagyashri72@gmail.com	9561192357	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)
Bhagyashri Subhash Sadgir	bhagyashrisadgir05@gmail.com	9503527240	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)

#### NOTE:

- We do not charge for the complete Internship training which takes 2-3 Months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Test Engineer/Software Full Stack Developer/Python Engineer/Data Analyst (power BI/Tableau) /DEVOPS Engineer & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

#### RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)



10/25/24, 11:53 AM

Sapkal Knowledge Hub Mail - QSpiders 2025 Batch!!!! Free Incubation-Internship placement integrated Boot camp program ...

- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup> PU/C & Degree (T&H) Govt ID proof & 2 passport size photo.

Important: This letter is valid only on the above mentioned date of joining only. If you join on any other date, free training with placements will not be valid.

Thank & Regards

QSpiders Campus Connect Team

For Selected students anything in further information or Query contact only on below numbers according to college

State/Location :- Pune-9910776387/9990439984/9997795449

[Note: This mail is a final confirmation of your selection, No Commercial involved & students while reporting can take a photo show the mail confirmation to the respective concerns @ Q/JPTSpiders]



Thanks & Regards,

L Devika Rani Shelke  
Business Manager

QSpiders Campus Connect

E-Mail:- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | AP | Pune | Mumbai | Kolkatta | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |



Image001.png  
3K

Thu, Sep 26, 2024 at 10:15 AM

Ashok More <tpo.ignscoe@sapkalknowledgehub.org>

To: Hema <hema.r@qspiders.in>

Cc: Engineering College <gnt\_engineering@sapkalknowledgehub.org>

Dear Sir / Madam,

Greetings from KCT's Late G. N. Sapkal College of Engineering, Nashik!!!

Thanks for sharing the selected list.

Thanks & Regards,



Prof. Ashok D. More

Training & Placement Officer

Kalyani Charitable Trust's Late G. N. Sapkal College of Engineering,

Anjaneri, Sapkal Knowledge Hub, Nashik - 422213.

Mobile : +91-9607282333, 9049693425 Ph : 02594 - 220187 | Ext 2004

Mail : tpo.ignscoe@sapkalknowledgehub.org, more.ashokd@gmail.com

Web : http://www.sapkalknowledgehub.org/

#### VISION

To become a globally recognised engineering institute through innovation, research and quality education.

#### MISSION

To become a leading technical institution by achieving excellence in teaching-learning process and providing an environment helpful for nurturing innovation, creativity, team-spirit, moral ethics and leadership for the welfare of the society.

[Quoted text hidden]

Ashok More <tpo.ignscoe@sapkalknowledgehub.org>

Thu, Sep 26, 2024 at 10:42 AM

https://mail.google.com/mail/u/0/?ik=19b9e01d72&view=pt&search=all&permthid=thread-f:1811155024543305903&siml=msg-f:18111550245433... 2/3





10/25/24, 11:53 AM

Sapkal Knowledge Hub Mail - QSpiders 2025 Batch!!! Free Incubation-Internship placement integrated Boot camp program ...

To: neelamansh@gmail.com, Jagruti Shinde <jagruti.shinde@sapkalknowledgehub.org>  
Cc: Engineering College <eng\_engineering@sapkalknowledgehub.org>, "Dr. Nilesh Wankhade" <hodcomp.ignscoe@sapkalknowledgehub.org>, Bechin Dore <hodentc.ignscoe@sapkalknowledgehub.org>

Dear Sir / Madam,

Greetings from KCT's Late G. N. Sapkal College of Engineering, Nashik!!!

Forwarded for information and record.

Thanks & Regards,



Prof. Ashok D. More

Training & Placement Officer

Kalyani Charitable Trust's Late G. N. Sapkal College of Engineering,

Anjaneri, Sapkal Knowledge Hub, Nashik - 422213.

Mobile : +91-9607282333, 9049693425 Ph : 02594 - 220167 | Ext 2004

Mail : tpo.ignscoe@sapkalknowledgehub.org, more.ashokd@gmail.com

Web : <http://www.sapkalknowledgehub.org/>

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[Quoted text hidden]



Image001.png  
3K



## OFFER LETTER

Mr. Ujjwal Detha

Date: 22-Oct-2024

Dear Ujjwal,

Consequent to your interview with EAGLEBYTE SOLUTIONS PVT LTD, we are pleased to offer you a position of **Jr. Software Developer Intern – IT Platform** with EAGLEBYTE SOLUTIONS PVT.LTD. Your **Date of Joining** will be **02<sup>nd</sup> June 2025** and you have to confirm your date of joining within 24 hours of receiving this offer letter.

Other terms of your offer are as follows:

- Candidate will be for free internship for 6 months
- During this period if company finds your skills enhanced, your behavior & attendance is as per company policy and if there is project requirement there would be possibility of converting your free internship to pay roll of the organization.
- Whenever required you need to travel with team as it will be part of your job as per project requirement.
- Candidate needs to carry his personal system.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of EAGLEBYTE SOLUTIONS PVT LTD.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure A.

Please note that your joining is contingent upon submission of all the relevant documents mentioned in Annexure A.

The terms and conditions of your employment with EAGLEBYTE SOLUTIONS PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any EAGLEBYTE SOLUTIONS PVT LTD. directors, recruiter or any other EAGLEBYTE SOLUTIONS PVT LTD. representative. Additionally, you're signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Ujjwal, we welcome your decision of joining EAGLEBYTE SOLUTIONS PVT LTD, and I am sure that we will enjoy a mutually rewarding association.



📍 18, 3rd Floor, B Wing, Sai Meghdoot Apt., Near Kabra Saree, Pandit Colony, Nashik

Annexure A

Sub: Documents

Please Share with Signed Offer Letter		
Sr No	Particular	Yes/Pending
1	Updated Resume (self-attached)	
2	Copy of Accepted Offer Letter (signed on both pages)	
3	Photocopy of all Educational Mark sheet (self-attached)	
4	Photocopy of all Educational Diploma Certificate (self-attached)	
5	Relieving/Appointment letter (All Previous employment (self-attached)	
6	2 passport size photos	
7	Pan Card copy (self-attached)	
8	ID Proof (Driving license/ Voter ID/ Ration Card/ Passport/Aadhar Card) [self-attested]	

I, UJJWAL, accept the offer and will confirm my Date of Joining within a week of receiving this offer letter and willing to work from office.

MR. OM KATHE  
 EAGLEBYTE SOLUTION PVT LTD

UJJWAL DETHE



📍 18, 3rd Floor, B Wing, Sai Meghdoot Apt., Near Kabra Saree, Pandit Colony, Nashik



## OFFER LETTER

Mr. Pawan Game

Date: 22-Oct-2024

Dear Pawan,

Consequent to your interview with EAGLEBYTE SOLUTIONS PVT LTD, we are pleased to offer you a position of Jr. Software Developer Trainee – IT Platform with EAGLEBYTE SOLUTIONS PVT.LTD. Your Date of Joining will be 02<sup>nd</sup> June 2025 and you have to confirm your date of joining within 24 hours of receiving this offer letter.

Other terms of your offer are as follows:

- Your CTC (Fixed Gross Salary) will be Rs 3,20,000/- (Rs Three Lakh Twenty Thousand Only) per annum or Fixed Gross Salary will be Rs 26,666/- (Rs Twenty-Six Thousand Sixty-Six Hundred Only) per month.
- There will be stipend 5K per month for 6 months later completing probation and training period you will be starting with 3.2LPA. Kindly note stipend can be increase depends on your performance. If your performance is degraded then we should deduct amount in stipend.
- Whenever required you need to travel with team as it will be part of your job.
- As per company policy you will be in locking period with our organization for 12 months which will be starting after completing your probation period of 6 months basis on your performance.
- Candidate needs to carry his personal system.
- Please refer to the details of the salary break up in Annexure A.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of EAGLEBYTE SOLUTIONS PVT LTD.

You will be eligible for Paid Leaves of 12 days for Casual Leaves which is Per year & also additional Holiday List of the year will be shared with you at the time of joining. According to Government Rules We deduct 200 Rs/- per month for 11 consecutive months, and for the last month according to rules, we deduct 300 Rs/- as a professional tax.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Please note that your employment is contingent upon submission of all the relevant documents mentioned in Annexure B.

The terms and conditions of your employment with EAGLEBYTE SOLUTIONS PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any EAGLEBYTE SOLUTIONS PVT LTD.



📍 Nashik: F-18, B wing Sai Meghdoot Appt, Pandit Colony Lane No 05, Nashik - 422002.

📍 Pune: Survey No:114, Flat No.101, Homewoods Apartment, Bhumkar vasti,  
Near Bhumkar Chowk, Wakad, Pune-411057.

**EAGLEBYTE**  
SOLUTIONS PVT. LTD.

+91 97671 73933 / +91 90288 89915

contact@eaglebytesolutions.com | www.eaglebytesolutions.com

directors, recruiter or any other EAGLEBYTE SOLUTIONS PVT LTD. representative. Additionally, you're signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Pawan, we welcome your decision of joining EAGLEBYTE SOLUTIONS PVT LTD, and I am sure that we will enjoy a mutually rewarding association



📍 Nashik: F-18, B wing Sai Meghdoot Appt, Pandit Colony Lane No 05, Nashik - 422002.  
📍 Pune: Survey No:114, Flat No.101, Homewoods Apartment, Bhumkar vasti,  
Near Bhumkar Chowk, Wakad, Pune-411057.



Annexure A**TOTAL REMUNERATION WORKSHEET**

Name: PAWAN GAME

Designation: Jr. Software Developer Trainee-IT

Platform

Location: Nashik

**CONSOLIDATED SALARY, ALLOWANCES, REIMBURSEMENTS AND BENEFITS**

(All figures in Rs.)

Details	Monthly (Rs.)	Annually (Rs.)
Base Salary (including DA)	26,666	3,20,000
House Rent Allowance (Remote)	NA	NA
Telephone Allowance	NA	NA
Travel Allowance	NA	NA
Meal Allowance (M)	NA	NA
Petrol Allowance	NA	NA
Miscellaneous Allowance	NA	NA
Other Allowance	NA	NA
Bonus	NA	NA
Provident Fund Contribution(P)	NA	NA
Health Insurance (C)	NA	NA
Professional Tax (D)	200 (100 additional for last 12 <sup>th</sup> month)	2500
<b>GROSS SALARY (A)</b>	<b>26,666</b>	<b>3,20,000</b>
<b>Net Take Home Salary (E) = (A-C-D-B)</b>	<b>26,466</b>	<b>3,17,500</b>
Provident Fund	NA	NA
Employer Contribution (F)	NA	NA
Gratuity (G)	NA	NA
Project Variable Allowance (B)	NA	NA
<b>CTC Per Year (A+F+G+B)</b>	<b>26,666</b>	<b>3,20,000</b>
<b>CTC In Words</b>	<b>THREE LAKH TWENTY THOUSAND ONLY</b>	

I, PAWAN, accept the offer and will confirm my Date of Joining within a week of receiving this offer letter and willing to work from office.

As per company policy, contribution towards Provident Fund is not mandatory, if you want to contribute towards PF, company will adjust CTC accordingly.

MR. OM KATHE

EAGLEBYTE SOLUTION PVT LTD



PAWAN GAME

📍 Nashik: F-18, B wing Sai Meghdoot Appt, Pandit Colony Lane No 05, Nashik - 422002.

📍 Pune: Survey No:114, Flat No.101, Homewoods Apartment, Bhumkar vasti,  
Near Bhumkar Chowk, Wakad, Pune-411057.

Annexure B

Sub: Documents

Please Share with Signed Offer Letter		
Sr No	Particular	Yes/Pending
1	Updated Resume (self-attached)	
2	Copy of Accepted Offer Letter (signed on both pages)	
3	Photocopy of all Educational Mark sheet (self-attached)	
4	Photocopy of all Educational Diploma Certificate (self-attached)	
5	Relieving/Appointment letter (All Previous employment (self-attached)	
6	2 passport size photos	
7	Pan Card copy (self-attached)	
8	ID Proof (Driving license/ Voter ID/ Ration Card/ Passport/ Aadhar Card) [self-attested]	





## OFFER LETTER

Date: 22-Oct-2024

Mr. Mahesh Sanap

Dear Mahesh,

Consequent to your interview with EAGLEBYTE SOLUTIONS PVT LTD, we are pleased to offer you a position of Jr. Software Developer Intern – IT Platform with EAGLEBYTE SOLUTIONS PVT.LTD. Your Date of Joining will be 02<sup>nd</sup> June 2025 and you have to confirm your date of joining within 24 hours of receiving this offer letter.

Other terms of your offer are as follows:

- Candidate will be for free internship for 6 months.
- During this period if company finds your skills enhanced, your behavior & attendance is as per company policy and if there is project requirement there would be possibility of converting your free internship to pay roll of the organization.
- Whenever required you need to travel with team as it will be part of your job as per project requirement.
- Candidate needs to carry his personal system.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of EAGLEBYTE SOLUTIONS PVT LTD.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure A.

Please note that your joining is contingent upon submission of all the relevant documents mentioned in Annexure A.

The terms and conditions of your employment with EAGLEBYTE SOLUTIONS PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any EAGLEBYTE SOLUTIONS PVT LTD. directors, recruiter or any other EAGLEBYTE SOLUTIONS PVT LTD. representative. Additionally, you're signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Mahesh, we welcome your decision of joining EAGLEBYTE SOLUTIONS PVT LTD, and I am sure that we will enjoy a mutually rewarding association.





Annexure A

Sub: Documents

Please Share with Signed Offer Letter		
Sr No	Particular	Yes/Pending
1	Updated Resume (self-attached)	
2	Copy of Accepted Offer Letter (signed on both pages)	
3	Photocopy of all Educational Mark sheet (self-attached)	
4	Photocopy of all Educational Diploma Certificate (self-attached)	
5	Relieving/Appointment letter (All Previous employment (self-attached)	
6	2 passport size photos	
7	Pan Card copy (self-attached)	
8	ID Proof (Driving license/ Voter ID/ Ration Card/ Passport/Aadhar Card) (self-attested)	

I, MAHESH, accept the offer and will confirm my Date of Joining within a week of receiving this offer letter and willing to work from office.

MR. OM KATHE  
EAGLEBYTE SOLUTION PVT LTD

MAHESH SANAP





Neelam Nath &lt;neelamsnath@gmail.com&gt;

**Fwd: Update on Placement Drive and Next Steps**

2 messages

Fri, Dec 13, 2024 at 3:05 PM

Ashok More &lt;tpo.ignscoe@sapkalknowledgehub.org&gt;

To: neelamsnath@gmail.com

Cc: "Dr. Nilesh Wankhade" &lt;hodcomp.ignscoe@sapkalknowledgehub.org&gt;

Dear Sir / Madam,

Greetings from KCT's Late G. N. Sapkal College of Engineering, Nashik!!!

For information and record.

Thanks &amp; Regards,



Prof. Ashok D. More

Training &amp; Placement Officer

Kalyani Charitable Trust's Late G. N. Sapkal College of Engineering,  
Anjaneri, Sapkal Knowledge Hub, Nashik - 422213.

Mobile : +91-9607282333, 9049693425 Ph : 02594 - 220167 | Ext 2004

Mail : tpo.ignscoe@sapkalknowledgehub.org, more.ashokd@gmail.com

Web : <http://www.sapkalknowledgehub.org/>**VISION**

To become a globally recognised engineering institute through innovation, research and quality education.

**MISSION**

To become a leading technical institution by achieving excellence in teaching-learning process and providing an environment helpful for nurturing innovation, creativity, team-spirit, moral ethics and leadership for the welfare of the society.

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

From: Webitage Softwares &lt;hr@webitage.com&gt;

Date: Mon, Oct 28, 2024 at 11:14 AM

Subject: Update on Placement Drive and Next Steps

To: tpo.ignscoe@sapkalknowledgehub.org &lt;tpo.ignscoe@sapkalknowledgehub.org&gt;

Dear More Sir,

I hope this message finds you well.

I wanted to provide an update on the recent placement drive. We conducted interviews on Thursday and Friday and have shortlisted three promising candidates.



- 1) Diya Radheshyam Chauhan
- 2) Nikita Ganesh Deshmukh
- 3) Sagar Babasaheb Parhad

Our next step will be to arrange one-on-one discussions with these candidates.

We are planning to begin the training in the third week of November 2024, so we will proceed with further discussions with the selected candidates after Diwali to complete the process.

Thank you for your support. Happy Diwali to you and your loved ones!

Regards,  
Nirmala  
HR Executive  
Webitage Softwares  
www.webitage.com  
www.instagram.com/webitagesoftwares  
https://g.co/kgs/Pi5Taf8

Wed, Dec 18, 2024 at  
9:30 AM

HOD Computer Sapkal Knowledge Hub <hodcomp.lgnscoe@sapkalknowledgehub.org>  
To: Ashok More <tpo.lgnscoe@sapkalknowledgehub.org>  
Cc: neelamsnath@gmail.com

Thanks for the mail.  
Prof.(Dr.) N R Wankhade  
Head & Professor,  
Late G N Sapkal College of Engineering,  
Anjaneri, Nashik

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[Quoted text hidden]





Ref. No.: BS205

Date: 4th June 2024

Offer Letter

To,  
**Miss. Pradnya Patil**  
**61, Sanjay bhau nagar, mohadi upnagar, dhule-424311**

This is with reference to your application and the subsequent Interview you had with us. We are pleased to offer you the position of **Software Engineer** with a CTC of Rs **7,92,000** /-at our Pune Office.

The employment letter would be issued at the time of your joining subject to satisfactory reference checks. You are requested to submit the following documents at the time of your joining:

1. Original Mark Sheets of 10th, 12th, Graduation, Professional courses, and/or Diplomas - To be returned after verification and after taking a copy of the same.
2. Last two months' salary slips of the previous employer duly signed and stamped.
3. Previous company's relieving letter.
4. Experience certificates from all previous employers.
5. PAN card copy
6. Current address proof

After accepting the offer, please send us a copy of your resignation to the previous company duly received by them.

You are requested to report to our Pune office **601, Clover Hills Plaza, NIBM Undri Road, Pune, MH 411048** for your duties on **4th June 2024** i.e. **Tuesday at 10:00 AM** to HR.

Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.

With best wishes,

For **Byte Sigma Technologies Pvt. Ltd.**




**Shivani Maid**

**Senior HR Executive**



**Employee Sign**

**Byte Sigma Technologies Pvt. Ltd.**  
**601, Clover Hills Plaza, NIBM Undri Road,**  
**Pune, India - 411048.**

 **Info@bytesigma.com**

**CIN : U72900PN2020PTC19229**



## OFFER OF EMPLOYMENT

Dec 10, 2024

To,

Sidharth Shirsath  
Nand Nagar, Lasalgaon,  
Taluka Niphad,  
Nashik - 422306, Maharashtra

**Subject: Offer of employment as Project Trainee**

Hi Sidharth,

Congratulations! We are glad to invite you to be a part of an Elite Corps at "Bitwise"; Bitwisers are recognized among the industry as one of the most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

**So what's in it for you?**

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

CONFIDENTIAL



## 1. Compensation Details

1. You will be entitled to a designation of "Project Trainee" with annual compensation of INR 2.40 LPA (Lakhs per annum)  
Your date of Joining will be Dec 11, 2024
2. Post the successful completion of your graduation, you will be entitled to a designation of "Trainee Programmer" with annual compensation of INR 4 LPA (Lakhs per annum), you will be on probation for the first six (6) months from the start date of above-mentioned designation.
3. This annual compensation will be subject to statutory deduction if applicable.

## 2. Working Hours

You are expected to work for at least eight (8) hours a day, and up to forty-five (45) hours a week, from Monday to Friday. The Company may request you to work outside normal working hours as may be deemed necessary in case of any business exigency.

## 3. Other Terms and Conditions

All other terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment, and Confidentiality Agreement and Company policies which will be provided to you separately at the time of joining. This Offer Letter along with the Appointment Letter, Invention Assignment and Confidentiality Agreement, and Company Policies collectively form a part of your employment conditions.

## 4. Confidentiality

The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

## 5. Conditional Offer

This Offer Letter is conditional upon you:

- a) successfully graduating/ post graduating from your educational institution;
- b) executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining;
- c) clearing the background verification to the satisfaction of the Company, including but not limited to criminal, educational and reference checks; and
- d) submitting the relevant documents, as may be requested by the Company, on or before the Joining Date failing which the Company shall have the right to withdraw the offer at any time without any notice or compensation to you.

CONFIDENTIAL





## 6. Background Verification

Upon joining, the Company or Company's client may directly or through a third party, carry out a detailed background verification to validate the information, credentials and documents as mentioned in Company's My Next Hire portal, submitted by you to the Company. The Company reserves the right to terminate your employment without notice, at any point during the course of employment, if the Background Verification Report is found incongruent with the information and credentials provided by you. Additionally, in such an eventuality, the Company shall require you to refund the salary /remuneration paid including employee benefits availed amongst any other benefits, till such date.

## 7. Acceptance of Offer:

We would like to have your acceptance of this offer by **10-12-2024**.

## 8. Revocation of Offer

The Company may revoke this offer of employment any time before execution of the Appointment Letter. Similarly, after accepting this offer, if you do not intend to join the Company, you shall have a right to terminate this Offer Letter any time before two (2) weeks preceding the Joining Date. You understand that the Company expends its time, money and resources in the recruitment procedure and offers employment to only the promising candidates who are genuinely interested in joining the Company. In the event of such untimely and sudden revocation of the offer, the Company will be left with a sudden and unanticipated vacancy and will be required to incur similar expenses again.

We are eager for you to join us!

For BITWISE SOLUTIONS PVT. LTD.  
Sincerely,



Pavithra Sampath  
AVP – Talent Acquisition.

CONFIDENTIAL

## ANNEXURE A

	Annual In	Monthly In
Basic	168,000.00	14,000.00
HRA	17,088.00	1,424.00
Transport Allowance	9,600.00	800.00
Gross	194,688.00	16,224.00
Bonus	24,000.00	-
Company Contribution to PF	21,312.00	1,776.00
CTC	240,000.00	18,000.00

- Bonus will be paid proportionately during 2025 Diwali.

\*\*\*\*\*



CONFIDENTIAL



## WELCOME TO WIPRO

8 August, 2024

Dear Apoorva Bagul,

Resume ID - 25242671

Welcome to Wipro Limited and congratulations on your appointment as **Associate**.

For us at Wipro, success is the outcome of choice and expectations, and we are delighted that you have chosen to include Wipro in your career journey.

**Your terms of appointment are explained in detail in the Appointment Letter here. Please go through these and confirm your acceptance by selecting "Submit" on the offer form.**

We are excited to meet you in person during your onboarding session. At our specially designed Onboarding Day at our beautiful Pune campus, we will give you an overview of Wipro, our policies and practices, and all that you need to know to settle in and get started. Most of all, we look forward to introducing you to something close to our heart and our way of life - the Spirit of Wipro.

We are confident that you will strengthen Wipro's values by living the Wipro way of life every day. We wish you success and a happy working life at Wipro.

Best regards,  
For Wipro Limited.

A handwritten signature in black ink, appearing to read "Rajeev", written over a horizontal line.

Rajeev Menon  
Vice President Talent Acquisition



(We would like to emphasize that the offer of appointment is subject to completion of your reference check.) In case you need any clarifications regarding your job, salary, or any policy, please contact **Swapnil NIKAM** At [swapnil.nikam@wipro.com](mailto:swapnil.nikam@wipro.com).





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8 August, 2024

Apoorva Bagul

Morya Raj Park Phase 1, H building Flat no 20, Kaluram Shinde road, Keshav Nagar,  
Chinchwad ,Pune 411033  
Pune  
411033  
Maharashtra  
India

Dear Apoorva Bagul,

We are pleased to offer you a position in Wipro Limited (the "Company") on the following terms and conditions:

## 1. APPOINTMENT AND REPORTING

1.1. Designation Associate

1.2. SMU/GBL WIPRO ENTERPRISE FUTURING - DOP-Intelligent Service Fulfilment

1.3. SMU/GBL-Sector/Practice Europe - UK&Ireland

1.4. Band AA

1.5. Date of Joining 9 August, 2024

1.6. Reporting Manager Mohsin TAMBOLI mohsin.tamboli@wipro.com , or such other person as Company may decide at its sole discretion from time to time.

1.7. Location Pune

## 2. WITHDRAWAL/LAPSE OF THE OFFER

2.1 This offer of appointment is conditional and will be automatically withdrawn, lapse or stand terminated if:

2.1.1 You do not commence employment on the Date of Joining above or any alternative date communicated by the Company to you.

2.1.2 Any information provided by you is found to be incorrect or misrepresented or has been concealed.

2.1.3 Any documents furnished by you are found to be inaccurate, false or fabricated.





for a period of twelve (12) months after separation of your employment from the Company, you shall not accept any direct or indirect offer of employment or engagement in the same or similar role you held at the Company (including geographic responsibilities) from a Customer with whom you have interacted or worked in a professional capacity representing the Company during the twelve (12) months preceding the date of separation.

7.1.6 You understand that this Section is not meant to prevent you from earning a living or fostering your career and only to prevent you from gaining any unfair advantage from your knowledge of Confidential Information and proprietary information of the Company.

## 7.2 NON-SOLICITATION:

7.2.1 During your employment and for a period of twelve (12) months following the termination of your employment, you shall not, either directly or indirectly, solicit or encourage any current or Former Company Employee to terminate his or her employment with the Company. Nor shall you, either directly or indirectly, engage, hire, or retain any current or Former Company Employee to perform services of any type that the Company can render.

*"Former Company Employee" means an individual who has left the Company within a span of 180 days.*

7.2.2 Because the Company has expended considerable resources to build goodwill with its clients and customers, during your employment and for a period of twelve (12) months following the termination of your employment, you shall not contact, or cause to be contacted, directly or indirectly, or engage in any form of oral, verbal, written, recorded, transcribed, or electronic communication with any Customer with whom you have interacted (or had substantive exposure to) during the preceding twelve (12) months prior to the end of your employment with the Company for the purposes of conducting business that is competitive or similar to that of the Company, for the purposes of providing services that are the same or similar to those you provided while employed by the Company, or for the purpose of disadvantaging the Company's business in any way.

7.2.3 You acknowledge and agree that the Customers did not use or inquire of the Company's services solely as a result of your efforts, and that the efforts of other company personnel and resources are responsible for the Company's relationship with the Customers. You further acknowledge and agree that the identity of the Customers is not readily ascertainable or discoverable through public sources, and that the Company's list of its customers was cultivated with great effort and secured through the expenditure of considerable time and money by the Company.

7.2.4 For the purposes of Section 7, "Customer" shall mean all persons or entities that have used or inquired of the Company's services at any time during the one-year period preceding the termination your employment with the Company.

## 7.3 CONSENT:



7.3.1 Upon termination of your employment with the Company, you hereby grant consent to notification by the Company to your new employer about your obligations under these terms and conditions. Additionally, you agree that if you receive an offer of employment from a competitor of the Company during your employment with the Company or within 12 months of your last day with the Company, you will inform the Company immediately.

#### 7.4 RELIEF AND ONGOING OBLIGATIONS:

7.4.1 Your obligations under this Section 7 shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

7.4.2 You agree that violation of any terms under Sections 7 will cause irreparable harm to the Company in the event of violation of these sections, you shall, without prejudice to any other claim the Company may have under separate contracts with you, you agree to pay the Company such sums as would be equivalent to your gross remuneration earned by you during the last six (6) months of service with the Company to offset the immediate costs associated with your violation of this Agreement.

7.4.3 You also understand that the Company may, at its discretion, proceed against you for injunctive or other suitable reliefs to prevent or cure any breach or threatened breach thereof, but no action for any such relief shall be deemed to waive the right of the Company to an action for damages.

#### 8. ASSIGNMENT OF INTELLECTUAL PROPERTY

8.1. In connection with your employment and during the term of your employment, Intellectual Property which conceptualization, creation, development or conceived by you solely or jointly with others (whether or not during business hours) that is related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies and facilities, shall be deemed the exclusive property of the Company.

*"Intellectual Property" includes all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials).*

#### 9. PERSONAL INFORMATION

9.1. In order for the Company to fulfil one or more of its obligations, Company may process various categories of general Personal Data and any other relevant information that Company may require for the duration of the employment or contractual relationship. The Company may require to collect, use, share, transfer, disseminate or disclose your Personal data with other employees, affiliates, associates, subsidiaries, agents, vendors and/or for external purpose with any third party or any other person/partner, client, customer or authorized government agency, for a legitimate purpose. You explicitly give your consent to the Company as set out in Annexure III to this, your Personal Data for a legitimate and required purpose.





2.1.4 Any adverse finding emerges from your background verification conducted at any time by the Company.

2.1.5 You are found lacking the technical or other qualification or skills required to effectively perform your role.

2.1.6 You fail to meet the medical (physical or mental) fitness required for the role. The Company reserves the right to require medical examinations as deemed necessary.

### 3. COMPENSATION AND TAXES:

3.1. Your compensation is as detailed in the salary offer sheet provided in Annexure I.

3.2. You are entitled to the certain benefits as on the date of joining in accordance with the policies and programs of the Company which are applicable to you based on your role, department, location, and band. These programs and policies may be amended from time to time, at Company's sole discretion.

3.3. Increments and bonus/variable/incentive pay are contingent upon your performance and the Company's financial results.

3.4. You are solely responsible for paying any taxes, direct or indirect, federal/central, state or local, whether payable in India or elsewhere, on your compensation and benefits (including if applicable any Stock Options or Restricted Stock Units issued to you under Company plans). The Company shall deduct applicable withholding taxes.

3.5. Your retirement age in the company is 58 years unless extended in writing by the Company.

### 4. INITIAL POSTING AND TRANSFER

4.1. Your initial place of posting shall be as provided in Section 1. You acknowledge and agree that due to the nature of your role and the nature of business of the Company and the industry, you may be transferred /deputed to another location anywhere in your home country or in any other country and/or from one department to another and/or to client locations and/or to any other legal entity including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest, whether existing or which may be set up in future.

4.2. Upon transfer/deputation, your employment will be governed by the terms and conditions of service applicable to the new location/department/entity including compensation, working hours, holidays, leave and benefit and other applicable policies.

4.3. The Company operates 24x7 to support global customers and you may be required to work in varying shifts, including night shifts.

4.4. Additional duties may be assigned to you as per business requirements



4.5. You will be subject to the Company's Bench and Flexible Work Policies if applicable to you.

## 5. EMPLOYEE OBLIGATIONS

5.1. You are expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results commensurate with your role and the goals set by your reporting manager.

5.2. You shall not engage in activities (whether directly or indirectly) that have or will have an adverse impact on the reputation / image and business of the Company.

5.3. You will not engage in an outside activity, including but not limited to outside employment, if – (a) the activity interferes with your ability to fulfil your responsibilities to the Company; or (b) the activity violates the Company's conflict of interest policy; or (c) the activity is for or related to a competitor of the Company. Before beginning any outside employment or engaging in outside activity which may result in a potential conflict of interest, you shall obtain advance written approval from your HR manager. You are required to sign the conflict of interest declaration as set out in **Annexure II**.

5.4. You are obliged to familiarize yourself with and adhere to all Company policies including but not limited to the Code of Business Conduct, policies relating to conflict of interest, anti-bribery, gifts and business courtesies, data privacy and data protection, information security, ombuds grievance policy and employee handbook relating to dress code, workplace behaviour, attendance, etc. (together the "Policies") as they form an integral part of the terms of your employment with the Company.

5.5. You are required to complete within the timelines prescribed, mandatory trainings as required by the Company from time to time.

## 6. EMPLOYEE REPRESENTATIONS

6.1 You represent to the Company that:

6.1.1 All information provided in your application and to the Company is accurate and will remain so.

6.1.2 You possess the necessary qualifications and skill to perform your duties.

6.1.3. You were not a Government Official in the last 12 months before joining or have declared any such status (whether yourself or through your recruiter) to the Company.

*"Government Officials" means any officer or employee of a government or any department, agency, or instrumentality thereof, or of a public international organization, or any person acting in an official capacity for or on behalf of any such government or department, agency, or instrumentality, or for, or on behalf of any such public international organization.*





6.1.4 You are not engaged in any outside activities that conflict with your employment with the Company.

6.1.5 You are not bound by any non-compete or other restrictive agreements that would prevent you from working without limitation for the Company.

## 7. CONFIDENTIALITY, AND NON-SOLICITATION OBLIGATIONS

### 7.1 CONFIDENTIAL INFORMATION:

7.1.1 The Company has and will develop, compile and own certain proprietary techniques and Confidential Information that have great value in its business. Confidential Information includes not only information disclosed by the Company but also information developed or learned by you during the course of your employment with the Company. You acknowledge that the unauthorized use or disclosure of Confidential Information would be detrimental to the interests of the Company, whether or not such information is identified as Confidential Information by the Company and are to be kept in strictest confidence.

*"Confidential Information" shall mean and include without limitation "All information concerning databases, source code, object code, assemblers, generators, compilers, subroutine libraries and other computer programs, products, processes, formulas, trade secrets, innovations, inventions, discoveries, improvements, techniques, research or development and test results, specifications, data, know-how formats, marketing plans, business plans, strategies, forecasts, unpublished financial statement, budgets, projections, and customer and supplier identities, characteristics and agreements."*

7.1.2 You agree that at all times during or subsequent to your employment, you will hold in trust, keep confidential, not disclose to any third party, or make any unauthorized use of the Company's Confidential Information.

7.1.3 You further agree not to cause the transmission, removal or transport of Confidential Information from the Company's places or business or such other place of business specified by the Company, without prior written approval of the Company or such other authorized agent of the Company as designated in writing by the Company.

7.1.4 You shall not to use or disclose any Confidential Information, including trade secrets, proprietary information, copyright, trademark of any former employer or other person with whom you have an obligation of confidentiality. You shall not bring into the Company any pre-existing intellectual property of your past employer(s) or competitor(s) or any other third party(s) and use them in creation of work product for the Company.

7.1.5 You acknowledge that you will receive highly Confidential Information along with trade secrets as a result of your employment and that the Company has a legitimate business interest in preventing intentional or inadvertent disclosure of such information in a manner that would create competitive disadvantages. Beyond that, you acknowledge that, you will receive considerable compensation and access to knowledge, information and training, which is an investment the Company has a legitimate interest in protecting. Accordingly, you agree as follows: Where enforceable by local law, during the period of employment and



# TheKiranAcadem

[Training & Placement Institute]

## LETTER OF INTENT

Respected Prof. Ashok More Sir,

Date: 24/09/2024

We are pleased to announce that students from the 2025 graduating batch of Sapkal College of Engineering, Nashik have been selected for our Integrated Placement and Internship Program at The Kiran Academy, Pune.

#	Name
1	Baria Jahanvi Tusharbhai
2	Lokesh Rajendra Jagtap
3	Gayatri Gokul Nagare
4	Diya Chauhan
5	Bhagyashri Subhash Sadgir
6	Pawar Bhagyashri Vishnu
7	Rutuja Pawar

Upon joining the Internship cum Placement program, students will receive a copy of the offer letter.



The Kiran Academy



[www.thekiranacademy.com](http://www.thekiranacademy.com)

[www.javabykiran.com](http://www.javabykiran.com)

9075 777 12

Thundercube Pvt. Ltd.





## QSpiders 2025 Batch!!! Free Incubation-Internship placement integrated Boot camp program Final Selection List

Hema <hema.r@qspiders.in>  
To: tpo.ignscoe@sapkalknowledgehub.org

Hello Sir/Mam,

Good Evening,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2025. Please inform your college.

We heartily congratulate students for getting offered & we officially welcome all the selected students to QSPIDERS.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students. Also please revert us with the date of joining.



### Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

#### INCUBATION OFFER LETTER

Dated:

Dear Sir/Mam,

We are happy to inform you that Below 2025 passing batch Students from Kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE) are selected in our Incubation Screening Drive.

Full Name	Emails	Mobile	Deg	Col	Name
Om Sudhir Khairnar	omkhairnar84@gmail.com	7875295727	kalyani charitable trusts late g.n.sapkal	college of engineering(KCTLGNSCE)	
Ujwal Shriram Dethle	ujwaldethle518@gmail.com	9370682720	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Roshan Vijay Pawar	roshanvpawar04@gmail.com	9860017548	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Mahesh Navnath Sanap	navnathsanap976@gmail.com	8010094741	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Sidharth Dilip Shirsath	sidharthshirsath2003@gmail.com	8149512253	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Pratik Bhatu Chaudhari	pratik.chaudhari1503@gmail.com	9403020166	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Umesh Bhatu Bhadane	umeshbhadane2020@gmail.com	8767138593	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Unnati Sanjay Rajguru	unnatirajguru01@gmail.com	9689283878	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Pritesh Chavan	priteshsunilchavan@gmail.com	9804126287	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Bhagyashri vishnu pawar	pawarbhagyashri72@gmail.com	9581192357	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	
Bhagyashri Subhash Sadgir	bhagyashrisadgir15@gmail.com	9503527240	kalyani charitable trusts late g.n.sapkal	lege of engineering(KCTLGNSCE)	

#### NOTE:

- We do not charge for the complete internship training which takes 2-3 Months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Test Engineer/Software Full Stack Developer/Python Engineer/Data Analyst/power BI/Tableau/SQL/Python
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

Get...@S.K. Munde,

#### RULES:

1. ... for placement activities



## OFFER LETTER

Mr. Ujjwal Detha

2-Oct-2024

Dear Ujjwal,

Consequent to your interview with EAGLEBYTE SOLUTIONS PVT LTD, we are offering you a position of **Jr. Software Developer Intern – IT Platform** with EAGLEBYTE SOLUTIONS PVT LTD. Your **Date of Joining** will be **02<sup>nd</sup> June 2025** and you have to confirm your date of joining within 24 hours of receiving this offer letter.

Other terms of your offer are as follows:

- Candidate will be for free internship for 6 months
- During this period if company finds your skills enhanced, your behavior is as per company policy and if there is project requirement there is possibility of converting your free internship to pay roll of the organization.
- Whenever required you need to travel with team as it will be part of project requirement.
- Candidate needs to carry his personal system.

Your employment with our organization will be governed by the current and future rules and guidelines of EAGLEBYTE SOLUTIONS PVT LTD.

The offer letter is an intent of making an employment proposition and will be concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure A.

Please note that your joining is contingent upon submission of all the documents mentioned in Annexure A.

The terms and conditions of your employment with EAGLEBYTE SOLUTIONS PVT LTD. as stated in this offer of employment letter supersede any prior representations made verbally or in writing during any meetings or interviews with any EAGLEBYTE SOLUTIONS PVT LTD. recruiter or any other EAGLEBYTE SOLUTIONS PVT LTD. representative. Additionally, your signing of this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter.

Ujjwal, we welcome your decision of joining EAGLEBYTE SOLUTIONS PVT LTD. and we will enjoy a mutually rewarding association.





**OFFER LETTER**

Mr. Pawan Game

Date: 22-Oct-2024

Dear Pawan,

Consequent to your interview with EAGLEBYTE SOLUTIONS PVT LTD, we are pleased to offer you a position of **Jr. Software Developer Trainee – IT Platform** with EAGLEBYTE SOLUTIONS PVT.LTD. Your **Date of Joining** will be **02<sup>nd</sup> June 2025** and you have to confirm your date of joining within 24 hours of receiving this offer letter.

Other terms of your offer are as follows:

- Your CTC (Fixed Gross Salary) will be **Rs 3,20,000/-** (Rs Three Lakh Twenty Thousand Only) per annum or Fixed Gross Salary will be **Rs 26,666/-** (Rs Twenty-Six Thousand Sixty-Six Hundred Only) per month.
- There will be stipend 5K per month for 6 months later completing probation and training period you will be starting with 3.2LPA. Kindly note stipend can be increase depends on your performance. If your performance is degraded then we should deduct amount in stipend.
- Whenever required you need to travel with team as it will be part of your job.
- As per company policy you will be in locking period with our organization for 12 months which will be starting after completing your probation period of 6 months based on your performance.
- Candidate needs to carry his personal system.
- Please refer to the details of the salary break up in Annexure A.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of EAGLEBYTE SOLUTIONS PVT LTD.

You will be eligible for Paid Leaves of 12 days for Casual Leaves which is Pro-rata & also additional Holiday List of the year will be shared with you at the time of joining. According to Government Rules We deduct 200 Rs/- per month for 11 consecutive months, and for the last month according to rules, we deduct 300 Rs/- as a professional tax.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Please note that your employment is contingent upon submission of all relevant documents mentioned in Annexure B.

The terms and conditions of your employment with EAGLEBYTE SOLUTIONS PVT LTD are as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any EAGLEBYTE SOLUTIONS PVT LTD.



📍 Nashik: F-18, B wing Sai Meghdoot Apt. Pandit Colony Lane No 09, Nashik - 422002.



Ref No: BS205

Date: 4th June 2024

## Offer Letter

To  
 Miss. Pradnya Patil  
 (A) Sanjaybharanagar-mohad-udhagar-dhule-424311

It is with reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of Software Engineer with a CTC of Rs. 7,92,000/- All Inclusive Package.

The employment letter would be issued at the time of your joining subject to satisfactory reference checks. You are requested to submit the following documents at the time of your joining:

1. Original Mark Sheets of 10th, 12th, Graduation, Professional courses and/or Diplomas. (To be submitted after verification and after taking a copy of the same).

2. Last 6 months salary slips of the previous employer duly signed and stamped.

3. Previous company's relieving letter.

4. Experience certificates from all previous employers.

5. PAN card copy.

6. Current address proof.

With reference to the offer, please send us a copy of your resignation to the previous company duly received by them.

You are requested to report to our Pune office 601, Clover Hills Plaza, NIBM Undri Road, Pune, MH-411048 for your joining on 4th June 2024 i.e. Tuesday at 10:00 AM to HR.

Kindly send us the duplicate copy duly signed by you as a token of acceptance of our offer.

With best wishes

For Byte Sigma Technologies Pvt. Ltd.



Shivani Malvi

Senior HR Executive

Employee Sign

Byte Sigma Technologies Pvt. Ltd.

601, Clover Hills Plaza, NIBM Undri Road,

Pune, India - 411048



info@bytesigma.com

CIN: U72900PN2020PTC18278



## OFFER OF EMPLOYMENT

Dec 10, 2024

To,

Sidharth Shirsath  
Nand Nagar, Lasalgaon,  
Taluka Niphad,  
Nashik - 422306, Maharashtra

**Subject: Offer of employment as Project Trainee**

Hi Sidharth,

Congratulations! We are glad to invite you to be a part of an Elite Corps at "Bitwise"; Bitwisers are recognized among the industry as one of the most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future



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## 1. Compensation Details

- You will be entitled to a designation of "Project Trainee" with annual compensation of **INR 2.40 LPA** (Lakhs per annum)  
Your date of Joining will be Dec 11, 2024
- Post the successful completion of your graduation, you will be entitled to a designation of "Trainee Programmer" with annual compensation of **INR 4 LPA** (Lakhs per annum), you will be on probation for the first six (6) months from the start date of above-mentioned designation.
- This annual compensation will be subject to statutory deduction if applicable.

## 2. Working Hours

You are expected to work for at least eight (8) hours a day, and up to forty-five (45) hours a week, from Monday to Friday. The Company may request you to work outside normal working hours as may be deemed necessary in case of any business exigency.

## 3. Other Terms and Conditions

All other terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment, and Confidentiality Agreement and Company policies which will be provided to you separately at the time of joining. This Offer Letter along with the Appointment Letter, Invention Assignment and Confidentiality Agreement, and Company Policies collectively form a part of your employment conditions.

## 4. Confidentiality

The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

## 5. Conditional Offer

This Offer Letter is conditional upon you:

- successfully graduating/ post graduating from your educational Institution;
- executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining;
- clearing the background verification to the satisfaction of the Company, including but not limited to criminal, educational and reference checks; and
- submitting the relevant documents, as may be requested by the Company, on or before the Joining Date failing which the Company shall have the right to withdraw the offer at any time without any notice or compensation to you.

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## 6. Background Verification

Upon joining, the Company or Company's client may directly or through a third party, carry out a detailed background verification to validate the information, credentials and documents as mentioned in Company's My Next Hire portal, submitted by you to the Company. The Company reserves the right to terminate your employment without notice, at any point during the course of employment, if the Background Verification Report is found incongruent with the information and credentials provided by you. Additionally, in such an eventuality, the Company shall require you to refund the salary /remuneration paid including employee benefits availed amongst any other benefits, till such date.

## 7. Acceptance of Offer:

We would like to have your acceptance of this offer by **10-12-2024**.

## 8. Revocation of Offer

The Company may revoke this offer of employment any time before execution of the Appointment Letter. Similarly, after accepting this offer, if you do not intend to join the Company, you shall have a right to terminate this Offer Letter any time before two (2) weeks preceding the Joining Date. You understand that the Company expends its time, money and resources in the recruitment procedure and offers employment to only the promising candidates who are genuinely interested in joining the Company. In the event of such untimely and sudden revocation of the offer, the Company will be left with a sudden and unanticipated vacancy and will be required to incur similar expenses again.

We are eager for you to join us!

For BITWISE SOLUTIONS PVT. LTD.  
Sincerely,



Pavithra Sampath  
AVP – Talent Acquisition.

CONFIDENTIAL



**ANNEXURE A**

	Annual In	Monthly In
Basic	168,000.00	14,000.00
HRA	17,088.00	1,424.00
Transport Allowance	9,600.00	800.00
Gross	194,688.00	16,224.00
Bonus	24,000.00	-
Company Contribution to PF	21,312.00	1,776.00
CTC	240,000.00	18,000.00

- Bonus will be paid proportionately during 2025 Diwali.

\*\*\*\*\*

CONFIDENTIAL






**जळगाव शहर महानगरपालिका, जळगाव**  
 नवी पत्र, एम.जी. रोड, जळगाव- ४२५००१  
 फोन: ०२१७- २२२२२६१/६२/६३/६४/६५



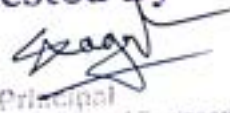
नाव: भावेश पंकज पटेल  
 हुद्दा: इन्टरनल  
 मो.नं.: ७५०७९६००८३

  
 उपायुक्त

जळगाव शहर महानगरपालिका, जळगाव



**Attested By**



Principal

Late G.N. Sapkal College of Engineering  
Anjaneri, Nashik-422 212



# AMRUT BUILDCON

Suryoday Colony, Savata Nagar, Cidco, Nashik, 422008,

Mob No.8888138688

Date : 05/04/2024

Mr.Bhavesh Kailas Bhoi

Subject : Offer Letter

Subsequent to your successful interview, we believe your skills and experience are an excellent match.

We are delighted to offer you fulltime employment for the position of "Site Supervisor" based at Nashik. The total remuneration offered for this role will be Rs.10000 (Rupees Ten Thousand Only)

If you accept this offer, your start date will be 3<sup>rd</sup> July 2024. Details and scope of your role will be provided to you as part of your onboarding.

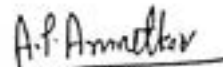
You are requested to submit the soft copy of below mentioned documents as part of your joining formalities :

1. All Educational Certificates
2. Passport size photographs -3 nos.
3. Documents of proof of residence.
4. Copy of Pancard
5. Copy of cancelled cheque leaf.

The formal letter of appointment containing details of the terms and conditions of the employment will be issued to you within a week of your joining us.

  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213

Amrut Buildcon

  
**A.P. Amalkar**  
Proprietor





# AMRUT BUILDCON

Suryoday Colony, Savata Nagar, Cidco, Nashik, 422008,

Mob No.8888138688

Date : 06/02/2024

Mr.Jayesh Balu Shewale

Subject : Offer Letter

Subsequent to your successful interview, we believe your skills and experience are an excellent match.

We are delighted to offer you fulltime employment for the position of "Site Supervisor" based at Nashik.The total remuneration offered for this role will be Rs.10000 (Rupees Ten Thousand Only)

If you accept this offer, your start date will be 2nd March 2024.Details and scope of your role will be provided to you as part of your onboarding.

You are requested to submit the soft copy of below mentioned documents as part of your joining formalities :

1. All Educational Certificates.
2. Passport size photographs -3 nos.
3. Documents of proof of residence.
4. Copy of Pancard
5. Copy of cancelled cheque leaf.

The formal letter of appointment containing details of the terms and conditions of the employment will be issued to you within a week of your joining us.

  
Prof.(Dr.) Sahebrao B. Bagal  
Principal

Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213.

Amrut Buildcon



Proprietor



# AMRUT BUILDCON

Suryoday Colony, Savata Nagar, Cidco, Nashik, 422008,  
Mob No.8888138688

Date : 10/09/2024

Mr.Dhiraj Ranjendra Patil

Subject : Offer Letter

Subsequent to your successful interview, we believe your skills and experience are an excellent match.

We are delighted to offer you fulltime employment for the position of "Site Supervisor" based at Nashik.The total remuneration offered for this role will be Rs.10000 (Rupees Ten Thousand Only)

If you accept this offer, your start date will be 9<sup>th</sup> Oct 2024.Details and scope of your role will be provided to you as part of your onboarding.

You are requested to submit the soft copy of below mentioned documents as part of your joining formalities :

1. All Educational Certificates
2. Passport size photographs -3 nos.
3. Documents of proof of residence.
4. Copy of Pancard
5. Copy of cancelled cheque leaf.

The formal letter of appointment containing details of the terms and conditions of the employment will be issued to you within a week of your joining us.

  
Prof.(Dr.) Sahebrao B. Bage  
Principal

Late G N Sapkal College of Engineering  
Anjaneri, Nashik-422 213

Amrut Buildcon



Proprietor





# AMRUT BUILDCON

Suryoday Colony, Savata Nagar, Cidco, Nashik, 422008,

Mob No.8888138688

Date : 06/02/2024

Mr.Sahil Sanjay Pagare

Subject : Offer Letter

Subsequent to your successful interview, we believe your skills and experience are an excellent match.


We are delighted to offer you fulltime employment for the position of "Site Supervisor" based at Nashik.The total remuneration offered for this role will be Rs.10000 (Rupees Ten Thousand Only)

If you accept this offer, your start date will be 2nd March 2024.Details and scope of your role will be provided to you as part of your onboarding.

You are requested to submit the soft copy of below mentioned documents as part of your joining formalities

1. All Educational Certificates.
2. Passport size photographs -3 nos.
3. Documents of proof of residence.
4. Copy of Pancard
5. Copy of cancelled cheque leaf.

The formal letter of appointment containing details of the terms and conditions of the employment will be issued to you within a week of your joining us.

  
Prof.(Dr.) Sahebrao B. Bage  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213

Amrut Buildcon

  
Proprietor



# AMRUT BUILDCON

Suryoday Colony, Savata Nagar, Cidco, Nashik, 422008,

Mob No.8888138688

Date : 03/06/2024

Mrs.Kirti Dnyaneshwar Bendkule

Subject : Offer Letter

Subsequent to your successful interview, we believe your skills and experience are an excellent match.


We are delighted to offer you fulltime employment for the position of "Site Supervisor" based at Nashik.The total remuneration offered for this role will be Rs.10000 (Rupees Ten Thousand Only)


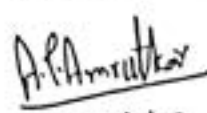
If you accept this offer, your start date will be 5<sup>th</sup> August 2024.Details and scope of your role will be provided to you as part of your onboarding.

You are requested to submit the soft copy of below mentioned documents as part of your joining formalities :

1. All Educational Certificates
2. Passport size photographs -3 nos.
3. Documents of proof of residence.
4. Copy of Pancard
5. Copy of cancelled cheque leaf.

The formal letter of appointment containing details of the terms and conditions of the employment will be issued to you within a week of your joining us.

  
Prof.(Dr.) Sahebrao B. Bagai  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213

 Amrut Buildcon  
  
Proprietor



SKYLONA INTERIORS  
INTERIORS & ARCHITECTURAL

208, VTP Marketplace, Undri, Pune

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Date : 20th June, 2024

Letter of Offer for Employment

Dear Mayur,

We are delighted to extend this offer of employment for the position of **Interior Designer** at **Skylona Interiors**. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be **20th June, 2024**.

Should you accept this offer letter, we would like to have your acceptance within 24 hours. In the meantime, please feel free to contact us via email or phone, if you have any questions.

We are all looking forward to having you on our team.

**Misbah**  
CEO & Founder  
Skylona Interior



**Prof. (Dr.) Sahebrao B. Bgal**  
Principal  
Late G. N. Sakhant College of Engineering  
Anjaneri, Nashik-422113

SKYLONA INTERIORS  
INTERIORS & ARCHITECTURAL

208, VTP Marketplace, Undri, Pune

---

Date : 20th June, 2024

Letter of Offer for Employment

Dear Mayur,

We are delighted to extend this offer of employment for the position of **Interior Designer** at **Skylona Interiors**. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be **20th June, 2024**.

Should you accept this offer letter, we would like to have your acceptance within 24 hours. In the meantime, please feel free to contact us via email or phone, if you have any questions.

We are all looking forward to having you on our team.

**Misbah**  
CEO & Founder  
Skylona Interior



**Prof. (Dr.) Sahebrao B. Bgal**  
(Principal)  
Late G.N.V.S. College of Engineering  
Anjaneri, Nashik-422133



# SKYLONA INTERIORS

INTERIORS & ARCHITECTURAL

208, VTP Marketplace, Undri, Pune

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## I. Position

### Job title

Your title will be **Interior Designer**

### Working schedule

This is a full-time position. Your regular weekly schedule will be 6 days a week. Each work day constitutes a minimum of 9 hours including given breaks to perform the services of the company. Saturdays and Sundays will be working days. You can take one weekly off as per your choice between Monday to Friday.

## Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation, and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at-will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you.)

## II. Compensation

### Salary

The Company will pay you a starting salary at the rate of **INR 4,20,000 (CTC) annually, i.e., inclusive of all allowances**, which is payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies. You will also be covered in the **Provident Fund** scheme as per government regulations.

### Tax withholding

All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

### Tax Filing

You shall be responsible for filing your tax and personal returns and comply with other requirements under the Indian Tax Law.

### Tax advice

You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

# SKYLONA INTERIORS

INTERIORS & ARCHITECTURAL

208, VTP Marketplace, Undri, Pune

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### III. Probation Policy

Your employment with the Company will be on probation for a period of **two (2) months** from your date of joining, which period may be either extended or reduced at the sole discretion of the Company based on your performance. Your employment will be confirmed upon successful completion of the probationary period unless otherwise communicated to you. Please understand, however, that completion of the Probation Period does not guarantee permanent employment. However, the company may choose to terminate your employment at any time, as per the terms and conditions of your employment offer by giving notice of 15 days.

### IV. Leave policy

You will be eligible for Leave (Casual / Privilege) = 24 working days (maximum) (Casual Leave- 7, Privilege - 17) in a calendar year (April to March). Paid time off is additional to bank holidays and days that the company does not operate.

### V. Privacy and Confidentiality

#### Privacy Agreement

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to, and dissemination of employee personal information will be in accordance with privacy legislation.

#### Conflict of Interest policy

While you are employed at this Company, you will not engage in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

#### Proprietary Information and Inventions Agreement

Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement. All the designs, budgets and documents created during your tenure in this company will be property of the company.

### VI. Termination Conditions

The Company reserves the right to terminate the employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

### VII. Notice Period

Employees who voluntarily resign from the Company are asked to provide at least one-month advance notice of their resignation. This notice should be in writing and should briefly state the reason for leaving and the anticipated last day of work. The employee needs to serve the Notice Period for One Month as per the company's policies. If you are in your Probation Period which is for the First 2 Months of employment the Notice Period to be served will be for 15 (Fifteen) Days. In case the employee decides to leave without serving the notice period or is asked to leave as a result of a violation of our policies, Fitelo reserves the right to reclaim the Notice Pay recovery i.e. One Month's Salary, and also if any performance



SKYLONA INTERIORS  
INTERIORS & ARCHITECTURAL

208, VTP Marketplace, Undri, Pune

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bonuses have been given to the employee in the last 6 months or hold the salary.

**VIII. Interpretation, Amendment, and Enforcement**

This letter agreement supersedes and replaces any prior agreements, representations, or understandings (whether written, oral, implied, or otherwise) between you and the Company and constitutes the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company. You may indicate your agreement with these terms and accept this offer by signing this agreement. Upon your acceptance of this employment offer, Fitelo will provide you with the necessary paperwork and instructions.

**\* Please Note –**

- *The contribution of both the parties (employer and employee) towards PF deduction shall form part of TCTC (Total Cost to Company)*
- *We have a BYOD (Bring Your Own Device Policy), All the new joiners should have their devices i.e. Laptops and Phones.*
- *\*\*Note- The deduction of LWF, EPF, ESI, Professional Tax and TDS etc. will be done as per Statutory Laws. Gratuity will be paid as per Gratuity Act.*



# Eaglehi-Tech Industrial Corporate Pvt. Ltd

Company Reg Number- U78300MH2024PTC427967

Company Pan - AAICE2729H

① Anand Plaza Complex CTS.No. 14822, LG-3 431001

② eaglehitcpvtltd@gmail.com ③ swamesamarth225@gmail.com

④ 8830087156 / 8380828447 / 7083578521

Reference Number: ETICPL/00028

Date: 15-05-2025.

## Offer Letter

**Employ Name: Avinash Dattu Mule**

**Welcome to M/S. ETIC Private Limited (DASPL), Chh-Sambhajinagar**

Thank you for exploring career opportunities with EHTIC-PL Chh-Sambhajinagar. You completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You selected for the position of "Trainee Engineer".

We have enthusiastically completed all processes to make our selection. There Fore, after completing our selection, we are recruiting Dhoot Automotive System Pvt. Ltd Farola through Eagle Hi-Tech Industrial Corporate Pvt. Ltd Chh-Sambhajinagar.

Your appointment would be subject to the following terms and conditions:

### • **COMPENSATION**

Your annual cost to the company (CTC) will be INR 1,81,100/- (Rupees One Lakh Eighty One Thousand One Hundred rupees only) and After 3 to 6 months, depending on the performance of the employee, his salary will include additional ESIC (medical facility) and PF (provident fund) which will be credited to your pension, which will increase your salary savings and hospital facilities. And after completing one year, your salary will increase according to your performance in the coming March. Also, if you work overtime, his salary will also increase.

**Bus Transportation:** The Company also provides bus transportation for employees, split 50/50 between you and the company.

### • **Business Hours**

Eight to ten hour shifts per day with a 30 minute break from 11:00 AM to 1:00 PM are available to enjoy the full range of canteen meals. Due to business requirements, you may be required to work extended hours and, if necessary, Sundays and major holidays.

### • **After joining**

### ① **Chhtrapati Sambhajinagar Office :**

Dudh Dairy Signal, Jalna Road, Anand Plaza Front Of Amarpreet Hotel,  
Darga Road, Chh. Sambhajinagar 431001







# Eaglehi-Tech Industrial Corporate Pvt. Ltd

Company Reg Number- U78300MH2024PTC427967

Company Pan - AAICE2729H

① Anand Plaza Complex CTS.No. 14822, LG-3 431001

② eaglehitcpvtltd@gmail.com ③ swamesamarth225@gmail.com

④ 8830087156 / 8380828447 / 7083578521

Only attendance will be required after joining after successfully completing the joining formalities and submitting all the documents as mentioned. There will be a holiday on Sunday and 4 days of holidays during Diwali.

A) Permanent Account Number (PAN) Card. You are required to submit a copy of your PAN card along with other joining forms immediately after joining. As per Indian Income Tax rules, PAN number is mandatory for processing salary.

B) Aadhaar Card a) Permanent Account Number (PAN) Card .You are required to submit a copy of your PAN card along with other joining forms immediately after joining. As per Indian Income Tax Rules, PAN number is mandatory for processing salary. b) Aadhaar Card

c) Standard X- and XII- Mark sheets d) Degree Certificate and Mark sheets for all semesters .e) Post Graduate Degree Certificate and Mark sheets for all semesters (if you are a Post Graduate)

1) Previous employment records, i.e. Experience Certificates, Relieving Letter, Salary Slip (last 6 months), Bank Statement (last 6 months). g) Passport. h) 2 Photographs

(Note: All employees will have to follow the rules as per the company rules. And the working hours may change from shift to shift depending on the company's workload. All these rules have to be followed.)

Office Contact No:- 8799881417.8380828447

- **Joining Date: 30 - Jun - 2025.**
- **Electronic Division.**

Thanking you,

**Mr. Suresh Aute. (Hr-Head)**

**Eagle Hi-Tech Industrial Corporation Pvt. Ltd**

**Chh-Sambhajinagar- 431001.**

**Mob.No:- 8830087156.**

**M.ID: [eaglehitcpvtltd@gmail.com](mailto:eaglehitcpvtltd@gmail.com)**



① **Chhtrapati Sambhajinagar Office :**

Dudh Dairy Signal, Jalna Road, Anand Plaza Front Of Amarpreet Hotel,

Darga Road, Chh. Sambhajinagar 431001



# Eaglehi-Tech Industrial Corporate Pvt. Ltd

Company Reg Number- U78300MH2024PTC427967

Company Pan - AAICE2729H

① Anand Plaza Complex CTS.No. 14822, LG-3 431001

② eaglehitecpvtltd@gmail.com ③ swamesamarth225@gmail.com

④ 8830087156 / 8380828447 / 7083578521

Reference Number: ETICPL/00028

Date: 15-05-2025.

## Offer Letter

Employ Name: Rutuja C Pawar

Welcome to M/S. ETIC Private Limited (DASPL), Chh-Sambhajinagar

Thank you for exploring career opportunities with EHTIC-PL Chh-Sambhajinagar. You completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You selected for the position of "Trainee Engineer".

We have enthusiastically completed all processes to make our selection. There Fore, after completing our selection, we are recruiting Dhoot Automotive System Pvt. Ltd Farola through Eagle Hi-Tech Industrial Corporate Pvt. Ltd Chh-Sambhajinagar.

Your appointment would be subject to the following terms and conditions:

- **COMPENSATION**

Your annual cost to the company (CTC) will be INR 1,81,100/- (Rupees One Lakh Eighty One Thousand One Hundred rupees only) and After 3 to 6 months, depending on the performance of the employee, his salary will include additional ESIC (medical facility) and PF (provident fund) which will be credited to your pension, which will increase your salary savings and hospital facilities. And after completing one year, your salary will increase according to your performance in the coming March. Also, if you work overtime, his salary will also increase.

**Bus Transportation:** The Company also provides bus transportation for employees, split 50/50 between you and the company.

- **Business Hours**

Eight to ten hour shifts per day with a 30 minute break from 11:00 AM to 1:00 PM are available to enjoy the full range of canteen meals. Due to business requirements, you may be required to work extended hours and, if necessary, Sundays and major holidays.

- **After joining**

① **Chhtrapati Sambhajinagar Office :**

Dudh Dairy Signal, Jalna Road, Anand Plaza Front Of Amarpreet Hotel,  
Darga Road, Chh. Sambhajinagar 431001







# Eaglehi-Tech Industrial Corporate Pvt. Ltd

Company Reg Number- U78300MH2024PTC427967

Company Pan - AAICE2729H

① Anand Plaza Complex CTS.No. 14822, LG-3 431001

② eaglehiticpvtltd@gmail.com ③ swamesamarth225@gmail.com

④ 8830087156 / 8380828447 / 7083578521

Only attendance will be required after joining after successfully completing the joining formalities and submitting all the documents as mentioned. There will be a holiday on Sunday and 4 days of holidays during Diwali.

A) Permanent Account Number (PAN) Card. You are required to submit a copy of your PAN card along with other joining forms immediately after joining. As per Indian Income Tax rules, PAN number is mandatory for processing salary.

B) Aadhaar Card a) Permanent Account Number (PAN) Card .You are required to submit a copy of your PAN card along with other joining forms immediately after joining. As per Indian Income Tax Rules, PAN number is mandatory for processing salary. b) Aadhaar Card c) Standard X- and XII- Mark sheets d) Degree Certificate and Mark sheets for all semesters .e) Post Graduate Degree Certificate and Mark sheets for all semesters (if you are a Post Graduate)

1) Previous employment records, i.e. Experience Certificates, Relieving Letter, Salary Slip (last 6 months), Bank Statement (last 6 months). g) Passport. h) 2 Photographs

(Note: All employees will have to follow the rules as per the company rules. And the working hours may change from shift to shift depending on the company's workload. All these rules have to be followed.)

Office Contact No:- 8799881417.8380828447

- **Joining Date: 30 - Jun - 2025.**
- **Electronic Division.**

Thanking you,

Mr. Suresh Aute. (Hr-Head)

Eagle Hi-Tech Industrial Corporation Pvt. Ltd

Chh-Sambhajinagar- 431001.

Mob.No:- 8830087156.

M.ID: [eaglehiticpvtltd@gmail.com](mailto:eaglehiticpvtltd@gmail.com)



## ① Chhtrapati Sambhajinagar Office :

Dudh Dairy Signal, Jalna Road, Anand Plaza Front Of Amarpreet Hotel,  
Darga Road, Chh. Sambhajinagar 431001



Jagruiti Shinde &lt;jagruiti.shinde@sapkalknowledgehub.org&gt;

## Fwd: Nhava Sheva Freeport Terminal Private Limited (NSFT)! Pool Campus Drive

1 message

Sat, Aug 17, 2024 at 3:54 PM

Ashok More <tpo.ignscoe@sapkalknowledgehub.org>  
 To: Jagruiti Shinde <jagruiti.shinde@sapkalknowledgehub.org>  
 Cc: Sachin Borse <hodentc.ignscoe@sapkalknowledgehub.org>

Dear Sir / Madam,

Greetings from KCT's Late G. N. Sapkal College of Engineering, Nashik!!!

Forwarded for record and information.

Thanks &amp; Regards,



Prof. Ashok D. More

Training &amp; Placement Officer

Kalyani Charitable Trust's Late G. N. Sapkal College of Engineering,  
 Anjaneri, Sapkal Knowledge Hub, Nashik - 422213.

Mobile : +91-9607282333, 9049693425 Ph : 02594 - 220167 | Ext 2004

Mail : tpo.ignscoe@sapkalknowledgehub.org, more.ashokd@gmail.com

Web : <http://www.sapkalknowledgehub.org/>

### VISION

To become a globally recognised engineering institute through innovation, research and quality education.

### MISSION

To become a leading technical institution by achieving excellence in teaching-learning process and providing an environment helpful for nurturing innovation, creativity, team-spirit, moral ethics and leadership for the welfare of the society.

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

From: Prasad Prabhakar Kulkarni &lt;prasad.kulkarni@siem.org.in&gt;

Date: Sat, Aug 17, 2024 at 10:40 AM

Subject: Re: Nhava Sheva Freeport Terminal Private Limited (NSFT)! Pool Campus Drive

To: Indrajit Sonawane <tpo@pvgcoenashik.org>, adkemaresh <adke.mahesh@kbtcoe.org>, Dhanraj Deshpande <dhanraj.deshpande@ges-coengg.org>, Jaspreet Kaur Kohli <placement\_joe@bkc.met.edu>, Pankaj Kapse (TPO SNJB) <tpocoe@snjb.org>, KVNNEER TPO <kvnneertpo2011@gmail.com>, Lalit Patil <headtpo@sndcoe.ac.in>, Nilesh Ghuge <nileshghuge@gmail.com>, Ashok More <tpo.ignscoe@sapkalknowledgehub.org>, vijay sarode <vijay.sarode@ggsf.edu.in>

Dear Sandip Foundation Placement Team,



I hope this message finds you well.

Following our recent campus drive on 12th August 2024, I am pleased to inform you that the selection process has been completed. The list of selected candidates below for your reference.

S.No	Name	Qualification	Specialization	Result	College	Location	Dept
1	Jayesh Meghani	GET	Electrical	Selected	SITRC	Outstation	Engineering
2	Saliq Maniyar	GET	Mechanical	Selected	KBTCOE	Outstation	Engineering
3	Shubham Gaikwad	DET	Electronics & Tele Communication	Selected	Sapkal	Outstation	Engineering
4	Tanuja Pagar	GET	Electronics & Tele Communication	Selected	KBTCOE	Outstation	Engineering
5	Nitin Ahire	GET	Mechanical	Selected	SOET	Outstation	Engineering
6	Kunal Pandey	GET	Mechanical	Selected	APJ Abdul Kalam, Indore	Outstation	Engineering
7	Rushikesh Kotwal	GET	Electronics & Tele Communication	Selected	Sapkal	Outstation	Engineering
8	Sachin Kumavat	GET	Electronics & Tele Communication	Selected	SIEM	Outstation	Engineering
9	Jagruti Thoke	GET	Electronics & Tele Communication	Selected	SITRC	Outstation	OTHERS
10	Rupesh Barhate	GET	Electronics & Tele Communication	Selected	SITRC	Outstation	Operations
11	Pankaj Chaudhari	GET	Mechanical	Selected	SITRC	Outstation	Operations
12	Vishal Shirsath	GET	Mechanical	Selected	SITRC	Outstation	Operations
13	Sudarshan S Gadag	GET	Mechanical	Selected	Sandip Polytechnic	Outstation	Operations
14	Shrikant Prasad	GET	Mechanical	Selected	SOET	Outstation	Operations
15	Ganesh Sarovar	GET	Electrical	Selected	SITRC	Outstation	Operations
16	Prathamesh Ugale	DET	Mechanical	Selected	SIEM	Outstation	Operations

To provide the students with a better understanding of the job and the environment, we have scheduled a **Port Visit** on **20th August 2024**. We believe this visit will offer valuable insights and help them get acquainted with the operational aspects of our company.

#### Details of the Port Visit:

**Date:** Tuesday, 20th August 2024

**Meeting Point:** Belapur Railway Station

**Time:** 10:00 AM

**Duration:** 10:00 AM to 3:00 PM

**Return:** The company bus will drop the students back at Belapur Station by 3:00 PM, and they can proceed to return to Nashik.





Jagruti Shinde &lt;jagruti.shinde@sapkalknowledgehub.org&gt;

## Fwd: QSpiders 2025 Batch!!! Free Incubation-Internship placement integrated Boot camp program Final Selection List

Ashok More &lt;tpo.ignscoe@sapkalknowledgehub.org&gt;

To: neelamsnath@gmail.com, Jagruti Shinde &lt;jagruti.shinde@sapkalknowledgehub.org&gt;

Cc: Engineering College &lt;igns\_engineering@sapkalknowledgehub.org&gt;, "Dr. Nilesh Wankhade" &lt;hodcomp.ignscoe@sapkalknowledgehub.org&gt;, Sachin Borse &lt;hodentc.ignscoe@sapkalknow...

Dear Sir / Madam,

Greetings from KCT's Late G. N. Sapkal College of Engineering, Nashik!!!

Forwarded for information and record.

Thanks &amp; Regards,



Prof. Ashok D. More

Training &amp; Placement Officer

Kalyani Charitable Trust's Late G. N. Sapkal College of Engineering,

Anjaneri, Sapkal Knowledge Hub, Nashik - 422213.

Mobile : +91-9607282333, 9049693425 Ph : 02594 - 220167 | Ext 2004

Mail : tpo.ignscoe@sapkalknowledgehub.org, more.ashokd@gmail.com

Web : http://www.sapkalknowledgehub.org/

### VISION

To become a globally recognised engineering institute through innovation, research and quality education.

### MISSION

To become a leading technical institution by achieving excellence in teaching-learning process and providing an environment helpful for nurturing innovation, creativity

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

From: Hema &lt;hema.r@qspiders.in&gt;

Date: Wed, Sep 25, 2024 at 1:43 PM

Subject: QSpiders 2025 Batch!!! Free Incubation-Internship placement integrated Boot camp program Final Selection List

To: tpo.ignscoe@sapkalknowledgehub.org

Hello Sir/Mam,

Good Evening,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2025 passing Batch from your college.

We heartily congratulate students for getting offered &amp; we officially welcome all the selected students to Q/J/PYSpiders.

Below mentioned students in the offer letter are the Final selects &amp; Please communicate the same with students &amp; also please revert us with the date of joining.



Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd



### INCUBATION OFFER LETTER

Dated

Dear Sir/Mam,

We are happy to inform you that Below 2025 passing batch Students from Kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGN5CE) of been Selected in our Incubation Screening Drive.

Full Name	Emails	Mobile	Degree College Name
-----------	--------	--------	---------------------



Om Sudhir Khairnar	omkhairnar84@gmail.com	7875295727	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	elec
Ujjwal Shriram Detha	ujwaldetha518@gmail.com	9370682720	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Roshan Vijay Pawar	roshanvpawar04@gmail.com	9860017548	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Mahosh Navnath Sanap	navnathsanap976@gmail.com	8010094741	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Sidharth Dilip Shirsalkh	sidharthshirsalkh2003@gmail.com	8149512253	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Pratik Bhatu Chaudhari	pratik.chaudhari15.03@gmail.com	9403020166	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Umesh Bhatu Bhadane	umeshbhadane2020@gmail.com	8767138593	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Unnati Sanjay Rajguru	unnatirajguru01@gmail.com	9689283878	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	electr
Pratesh Chavan	prateshaumichavan@gmail.com	9604128287	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Bhagyashri vishnu pawar	pawarbhagyashri72@gmail.com	9561192357	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	
Bhagyashri Subhash Sadgir	bhagyashrisadgir05@gmail.com	9503527240	kalyani charitable trusts late g.n.sapkal college of engineering(KCTLGNSCE)	

**NOTE:**

- We do not charge for the complete Internship training which takes 2-3 Months
- We do not charge you for any interviews and placement activity conducted at our end
- The training includes: Software Test Engineer/Software Full Stack Developer/Python Engineer/Data Analyst (power BI/Tableau) /DEVOPS Engineer & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

**RULES:**

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup> PUC & Degree (If Not), 1 Govt ID proof & 2 passport size photo.

Important - This letter is valid only on the above mentioned date of joining only. If you join on any other date, free training with placements will not be valid.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college

Location - Pune-9810776367/8890439684/8807795448

Note: This mail is a final confirmation of your selection. No Commercial involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ QSpiders



Thanks & Regards,

L. Devika Rani Shelke  
Business Manager

QSpiders Campus Connect

E-Mail: devikarani.l@qspiders.com

www.qspiders.com | www.spiders.com

Bengaluru | Mysore | Chennai | Hyderabad | AP | Pune | Mumbai | Kolkata | Chandigarh |



9/26/24, 1:00 PM

Sapkal Knowledge Hub Mail - Fwd: QSpiders 2025 Batch!!! Free Incubation-Internship placement integrated Boot camp program Fi...

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |



image001.png  
3K





## LETTER OF INTENT

Respected Prof. Ashok More Sir,

Date: 24/09/2024

We are pleased to announce that students from the 2025 graduating batch of Sapkal College of Engineering, Nashik have been selected for our Integrated Placement and Internship Program at The Kiran Academy, Pune.

#	Name
1	Baria Jahanvi Tusharbhai
2	Lokesh Rajendra Jagtap
3	Gayatri Gokul Nagare
4	Diya Chauhan
5	Bhagyashri Subhash Sadgir
6	Pawar Bhagyashri Vishnu
7	Rutuja Pawar

Upon joining the Internship cum Placement program, students will receive a copy of the offer letter.



The Kiran Academy



[www.thekiranacademy.com](http://www.thekiranacademy.com)

[www.javabykiran.com](http://www.javabykiran.com)

☎ 9075 777 1

Thundercube Pvt. L

**OFFER LETTER**

Date: 26-02-2025

Dear Tejas Suryawanshi,

We are pleased to offer you the position of Execution & Maintenance Engineer at TRENEX ENERGY. Your monthly salary will be 20,000 INR, with an additional incentive of 500 INR per installation executed.

We believe your skills and expertise will contribute significantly to our projects, ensuring efficient execution and maintenance of solar installations.

**Work Location & Hours:**

Location: Nashik, Maharashtra

Working Hours: Monday to Saturday, 9:30 AM - 6:30 PM

**Key Responsibilities & Terms:**

1. Ensure smooth execution of solar installations, maintenance, and troubleshooting.
2. Coordinate with teams for on-time project completion and client satisfaction.
3. Maintain high safety and quality standards in all operations.
4. Report project updates and issues to the management regularly.
5. Incentives will be paid based on successful project execution.
6. This offer includes a 3-month probation period, subject to performance review.
7. Any misconduct, negligence, or policy violation may lead to termination.

**Contact Information:**

For any queries, please contact:

HR Team - Trenex Energy

Email: [hr@trenexenergy.com](mailto:hr@trenexenergy.com)

Phone: +91 98765 43210

We look forward to working with you and welcoming you to our team.

Best Regards,

HR Team

TRENEX ENERGY



**Prof.(Dr.) Sahebrao B. Bagal**  
Principal

Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213





# Authentic

Encon Pvt. Ltd.

Date :- 3rd March 2025

Mr. Aditya Chaudhan

Contact No: 9284225637

Email ID: adityachaudhan900@gmail.com

Employee Code: AEPL2025/21/084

## EMPLOYEE NONDISCLOSURE AGREEMENT

This agreement (the "Agreement") is entered into by Authentic Encon Pvt. Ltd. ("Company") and Mr. Aditya Chaudhan ("Employee") (S/O D/O Sanjay) holding employee code no. AEPL2025/21/084 and residing at N-32-N5-12/6, Swami Vivekanand Nagar, Rane Nagar, CIDCO, Nashik, Maharashtra - 422009 (India)

In consideration of the commencement of Employee's employment with Company and the compensation that will be paid, Employee and Company agree as follows:

### 1. Company's Trade Secrets

In the performance of Employee's job duties with Company, Employee will be exposed to Company's Confidential Information. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes, but is not limited to:

(a) Technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;

(b) Information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;

(c) Information concerning Company's employees, including salaries, strengths, weaknesses, and skills;

(d) Information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use; and

(e) Any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business.

### 2. Nondisclosure of Trade Secrets

The Employee shall keep Company's Confidential Information, whether or not prepared or developed by Employee, in strictest confidence. The Employee will not disclose such information to anyone outside Company without Company's prior written consent. Nor will Employee make use of any Confidential Information for Employee's own purposes or the benefit of anyone other than Company. Also, for any reason, if you leave Company or you are been terminated

However, Employee shall have no obligation to treat as confidential any information which:

(a) Was in Employee's possession or known to Employee, without an obligation to keep it confidential, before such information was disclosed to Employee by Company;

(b) Is or becomes public knowledge through a source other than Employee and through no fault of Employee, or

503, 5<sup>th</sup> Floor, Samarway Silver, Besides Royal Orchid Hotel, Purnanada Circle, Akota, Vadodra - 390010, Gujarat, India  
M +91 9772722249 | E info@authentic-staffing.com | W www.authentic-staffing.com | CIN U74910GJ2020PTC112021

Branch - UAE

Authentic Global Management Consultant FZE

Post Box 41224, Ras Al Khaima, United Arab Emirates (UAE) | M +971 553299984, +91 9824183569  
W www.agmfc.ae



Prof. (Dr.) Saheb B. Bagali  
Principal  
Late G. N. Sagkal College of Engineering  
Anjaneri, Nashik-422 212



# Authentic

Encon Pvt. Ltd.

(c) Is or becomes lawfully available to Employee from a source other than Company.

### 3. Confidential Information of Others

The Employee will not disclose to Company, use in Company's business, or cause Company to use, any trade secret of others.

### 4. Return of Materials

When Employee's employment with Company ends, for whatever reason, Employee will promptly deliver to Company all originals and copies of all documents, records, software programs, media and other materials containing any Confidential Information. The Employee will also return to Company all equipment, files, software programs and other personal property belonging to Company.

### 5. Confidentiality Obligation Survives Employment

Employee's obligation to maintain the confidentiality and security of Confidential Information remains even after Employee's employment with Company ends and continues for so long as such Confidential Information remains a trade secret.

### General Provisions

(a) Relationships: Nothing contained in this Agreement shall be deemed to make Employee a partner or joint venture of Company for any purpose.

(b) Severability: If a court finds any provision of this Agreement invalid or unenforceable, the remainder of this Agreement shall be interpreted so as to best to effect the intent of Company and Employee.

(c) Integration: This Agreement expresses the complete understanding of the parties with respect to the subject matter and supersedes all prior proposals, agreements, representations, and understandings. This Agreement may not be amended except in a writing signed by both Company and Employee.

(d) Waiver: The failure to exercise any right provided in this Agreement shall not be a waiver of prior or subsequent rights.

(e) Injunctive Relief: Any misappropriation of any of the Confidential Information in violation of this Agreement may cause Company irreparable harm, the amount of which may be difficult to ascertain, and therefore the Employee agrees that Company shall have the right to apply to a court of competent jurisdiction for an order enjoining any such further misappropriation and for such other relief as Company deems appropriate. This right is to be in addition to the remedies otherwise available to Company.

(f) Indemnity: The Employee agrees to indemnify Company against any and all losses, damages, claims or expenses incurred or suffered by Company as a result of the Employee's breach of this Agreement.

(g) Attorney Fees and Expenses: In a dispute arising out of or related to this Agreement, the prevailing party shall have the right to collect from the other party its reasonable attorney fees and costs and necessary expenditures.

(h) Governing Law: This Agreement shall be governed in accordance with the laws of the State of Gujarat.

(i) Jurisdiction: The Employee consents to the exclusive jurisdiction and venue of the federal and state courts located in Gujarat in any action arising out of or relating to this Agreement. The Employee waives any other venue to which the Employee might be entitled by domicile or otherwise.

Authentic Encon Pvt. Ltd.

503, 5<sup>th</sup> Floor, Samanvay Tower, Besides Royal Orchid Hotel, Mughalwada Circle, Akota, Vadodra - 390020, Gujarat, India  
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W www.agmc.ae

Prof.(Dr.) Sahebrao B. Bagal  
Principal

Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213







**Authentic**  
Encon Pvt. Ltd.

(j) Successors & Assigns. This Agreement shall bind each party's heirs, successors and assigns. The Company may assign this Agreement to any party at any time. The Employee shall not assign any of his or her rights or obligations under this Agreement without Company's prior written consent. Any assignment or transfer in violation of this section shall be void.

#### 7. Notice of Immunity

The Employee is provided notice that an individual shall not be held criminally or civilly liable under any federal or state trade secret law for the disclosure of a trade secret that is made (i) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney; and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal. An individual who files a lawsuit for retaliation by an employer for reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual (i) files any document containing the trade secret under seal; and (ii) does not disclose the trade secret, except pursuant to court order.

#### 8. Signatures

The Employee has carefully read all of this Agreement and agrees that all of the restrictions set forth are fair and reasonably required to protect Company's interests. The Employee has received a copy of this Agreement signed by the

#### Employee

Signatures:

Print Name: Mr. Aditya Chaudhari (AEPL2025/21/084)

Date: 05/03/2025

#### Company

Print Name: Authentic Encon Pvt. Ltd.

Date: 3rd March 2025

Signatures:

Yours faithfully,  
For Authentic Encon Pvt. Ltd.

#### Authorized Signatory

Authentic Encon Pvt. Ltd.

503, 5<sup>th</sup> Floor, Samanway Silver, Besides Royal Orchid Hotel, Meghmaluda Circle, Akola, Vadodara-390020, Gujarat, India.  
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W www.agmfc.ae

Prof.(Dr.) Sahebrao B. Bagat  
Principal

Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213



Mr. Dukale Mahesh Sanjay,  
S/o. Dukale Sanjay Gangadhar  
At Post - Zadi, Malegaon,  
Maharashtra.  
Mobile No : 9665172510

Dear Mr. Dukale Mahesh Sanjay,

**Sub: Contractual Employment – Junior Engineer - Electrical**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you fixed period of appointment as "Junior Engineer - Electrical" in organization, on Contractual basis subject to the following terms & conditions.

1. This contractual appointment will take effect from the date of your joining duty, which should be on or before 03.03.2025 and your present place of posting would be A.MISP - NASHIK & JALGAON.
2. During the period of contract, you shall be paid a Gross Salary of Rs.28000/- Per Month.

Basic	50%	-----	14000.00
Project Allowance	10%	-----	1400.00
Conveyance Allowance	20%	-----	2800.00
Medical Allowance	20%	-----	2800.00
Education Allowance	10%	-----	1400.00
Uniform Allowance	10%	-----	1400.00
Bonus	10%	-----	1400.00
Washing Allowance	20%	-----	2800.00
<b>TOTAL GROSS</b>		-----	<b>28000.00</b>

In addition to the above, you shall be provided "Bachelor Accommodation" at the Project Site as per eligibility. You shall also be paid "Mess Allowance of Rs.3,000/- (Rupees Three thousand only) per month.



Contd..2.

**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213



You will be required to use your own two wheeler for official purpose and this is a pre-requisite for the contractual employment. You will be paid Rs.750/- (Rupees Seven Hundred and Fifty Only) per month towards vehicle maintenance expenses. In addition, you will be reimbursed fuel expenses for official use of vehicle on actuals as per company policy calculated on mileage of 50 km per liter.

3. You will not have any right to seek regular employment/ benefits which are applicable for our regular employees.
4. You will be reporting to the Project Incharge, or any other person nominated by him in this regard for the performance of your duties.
5. The Management reserves the right to discontinue / terminate your services with one month notice either side, at any time during the period of contract.
6. You will not have any right to claim regular employment, even if there are vacancies similar to the post held by you in the company.
7. You will behave and conduct your-self in an orderly manner and shall not remain absent from the place of work without prior permission in writing.
8. During the period of employment, you shall not secure any other employment, engage in any profession or trade or pursue any course of study or work part time, without the management's prior consent in writing.
9. During the period of employment, you will maintain high standard of loyalty, efficiency and integrity.
10. During the period of employment and even after you leave the services of the company, you shall strictly maintain confidentiality and not reveal any confidential information, trade secrets, etc. relating to the business of the company and any breach of this clause shall render you liable for liquidated damages to the company.
11. The Management shall be entitled to transfer you from one Project Site. / Department to another or one job to another, at its sole discretion.
12. You will devote your full-time attention to the interests of the company and will not engage yourself in any other work either paid or in an honorary capacity.



  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213

13. Your appointment is made on the basis of the particulars given in your application for employment such as qualification, date of birth etc. In case any information given by you is found to be false or incorrect, your appointment will be deemed void ab initio and you shall be liable for termination without any notice or compensation.
14. Your address as given in the application shall be deemed to be correct and all communication sent to you at this address shall be deemed to have been served upon you. In the event of any change in your residential address, the same should be immediately communicated in writing to the HR & Personnel Department within three days of such change, which will be recorded in your personal file.
15. You will be governed by the Rules, Regulations and office orders in force, framed by the Company from time to time in relation to your service conditions / those applicable to employees appointed on contract basis / fixed term basis, which will form part of your terms of employment. You will also be covered under PF, ESI and other statutory provisions as applicable for your contractual employment.
16. Your contract of employment will be ceased as on the date of completion of the present project work or on completion of 11 (Eleven) months from your date of joining whichever is earlier, unless your contract of employment has been renewed in writing for further period.
17. You should fill-up the prescribed form and give the particulars and data correctly and truthfully and it shall be considered that your appointment is based on such information.
18. Your contract of emplacement would be subject to, you being declared medically and physically fit by the medical authority to whom you will be directed by the company for the purpose at any time as may be necessary for your working.

We are sending this letter to you in duplicate. Please sing the duplicate copy of this letter as a token of your acceptance.

For NCC Limited

  
(Authorized Signatory)



Received & Accepted



Signature : \_\_\_\_\_  
Name : \_\_\_\_\_  
Date : \_\_\_\_\_



**Prof.(Dr.) Sahebrao B. Bagat**  
Principal  
Late G. N. Sapkal College of Engineering,  
Anjaneri, Nashik-422 212

**NCC Limited**

CIN: L72200TG1990PLC011146

NCC House, Madhapur, Hyderabad 500 081 T +91 40 2326 8888 F +91 40 2312 5555 ncclimited.com



Date: - 27<sup>th</sup> February, 2024  
Ref.#: 14/HRD/Offer/02/2023-24

To,  
Mr. Aditya Bhaurao Dhanwate  
Jay Row House, A-7, Near MNP School No-22,  
Ashok Nagar, Satpur, Nashik 422012

**Subject – Offer Letter**

Dear Mr. Aditya,

We are pleased to offer you employment at Teknocrat's Control Systems (I) Pvt. Ltd. We feel that your skills and background will be valuable assets to our team.

- As per our discussion position offered to you will be, **Estimation Engineer – Electrical**, Location: Nasik.
- After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization.
- You will be receiving Rs. 22000.00 (Rs. Twenty-Two Thousand) Gross Salary per month.
- An appointment letter will be issued with required details & Salary structure after your joining.
- Kindly acknowledge this letter by confirming your acceptances along with committed date of joining
- Please provide the original and Photocopies of the of the following documents for the Joining formalities
  - a) Four Copies of latest color Passport size photograph
  - b) Copies of Academics
  - c) Pan Card
  - d) Proof of Address and Aadhar Card
  - e) Your PF Account / UAN No. with Last Employer
  - f) Relieving Letter/s of Previous Organization
  - g) Medical test Report – from designated Hospital by Teknocrat's
- We request you to kindly forward us copy of Resignation letter submitted to your existing employer duly accepted for our reference and record within 7 days from acceptance of this letter.
- The offer and appointment with the company stand cancelled in case of negative reference check related to your past experience, Salary with bank statement, education certificate. In this case company will not pay any compassion Like salary TA/DA reimbursement etc.
- In case of any quires, please feel free to contact Mr. Ravindrasingh Rajput- 9881043003.

For Teknocrat's Control Systems (I) Pvt. Ltd. **Prof.(Dr.) Sahebrao B. Bagal**  
Principal

Late G. N. Sapkal College of Engineering  
Nashik-422 213



**Amar Vaidya/ Nilesh Salgaonkar**  
Founder Director

Teknocrat's Control Systems (I) Pvt. Ltd.

Head Office : B-61, NICE Area, MIDC, Satpur, Nashik . India - 422 007. Ph. : +91 253 6602766, 6603022

Email : marketing@teknocrats.com

CIN : U31900MH 2003PTC139520

GSTIN No : 27AABCT8846M1ZN

To,  
Mr. Tejas Sathe  
Plot No-30, Makhamalabad Link Rd,  
Behind New Market Peth Rd,  
Shree Samarth Nagar,  
Nashik, Maharashtra. Pin code- 422004  
Mobile - 7378741973

### Offer Letter

In pursuance to the interview that we had with you, we are pleased to offer you the position of "Trainee Engineer – Electrical Design" with Technoshell Automations Pvt. Ltd. at our Nashik unit. We trust that your knowledge, skill and experience will be among our most valuable assets.

Your annual Cost to Company (CTC) and salary details are as discussed during final interview and it will be provided to you in printed format on your actual joining date.

This offer is valid for acceptance until end of July 5<sup>th</sup>, 2024.

This is a letter of Intent. A formal Appointment Letter shall issue to you on joining office on or before October 01, 2024.

In addition, this offer letter stands valid on your Pre – Employment- Medical fitness and its certificate, submission of satisfactory documents as required by personnel department and satisfactory reference check.

Should you accept this job offer, as per company policy, you will be eligible to receive the following benefits, beginning on your joining date:

- Employee Provident Fund & Gratuity as per Law.
- ESIC if applicable as per Law.
- Medi-claim if applicable as per company policy.
- Annual Paid Holidays and Paid leave as per company policy.
- Annual Festival Bonus

You will be located at our Nashik unit. However, you will be responsible for handling domestic & International Electrical Design & related work of Technoshell Group of Companies; also, your service is transferable to any other company's location, within India and/or overseas, at the discretion of management.

To accept this offer letter, and confirm joining date. Upon your acceptance, an employment application form will be sent to you along with new employee joining checklist.

We, at Technoshell Automations, hope that you will accept this job offer and look forward welcoming you on board. Your immediate reporting will be to Mr. Swapnil Sonawane – Manager- Electrical Design. Please feel free to call HR department, for your questions & concerns, if any. You may also call the board-number mentioned on the letterhead, during normal business hours except Saturday, request to speak to either one.

For Technoshell Automations Pvt Ltd

  
Mr. Tareen Shaikh  
(Director)

  
Received & Accepted  
Name & Signature





CN092412662

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : Lucy Electric India Pvt. Ltd. (E09222700134)
- with Telephone no. & E-mail address : H-21, MIDC Ambad, Nashik, NashikNashik, Maharashtra
- : 0253-2381510  
: amit.singhi@lucyelectric.com
2. (a) Name of Apprentice (Block Letters) : KIRAN JAYRAM BARHE (A0820120711)  
(b) Father's/Mother's /Spouse's Name : Jayram Dashrath barhe
3. Address of apprentice : Adharwad, Maharashtra, Nashik, 422402, A  
: dharwad,  
: Nashik, Maharashtra
4. Gender : Male
5. Date of Birth : 05-01-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes  
(b) Name of the Category : Obc
7. Educational Qualification (Highest) : Diploma
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Production Engineer
9. Apprenticeship Training duration (Total) : 360 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 05-09-2024 to 30-08-2025
10. Apprenticeship Training Location : LUCY ELECTRIC INDIA PVT LTD  
(a) Name and address of facility where Basic Training is to be provided : N/A  
(b) Name and address of the facility where On-the-job Training is to be provided : Lucy Electric India Pvt. Ltd.  
LUCY ELECTRIC INDIA PVT LTD  
Nashik  
Maharashtra
11. (a) Date of execution of contract : 05-09-2024  
(b) Age of Apprentice on the date of execution of contract : 22 years, 8 months and 0 days
12. Is the establishment opting for benefits under NAPS\*? : No  
\*If yes, Annexure 2 to this contract will also be applicable.



**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount



Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	19000	19000	0
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

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

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

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A  
(b) Relationship with the Apprentice : N/A
15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes  
(b) Name of TPA (if applicable) : Yuvashakti Foundation
16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

Signature of the  
Employer with seal

Signature of Apprentice

Signature of Guardian





FOR OFFICE USE ONLY

Contract Registration No. : CN092412662  
(To be given by the Office of the Apprenticeship Adviser)  
(Mandatory only for Registered Trades)

Auto-Approved

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



## Annexure 1 Contract of Apprenticeship Training

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

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

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





## Annexure -2 | Covenants and conditions specific to NAPS scheme

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



CN092457029

Model Contract of Apprenticeship Training for Major/Minor Apprentices

1. Name and Registered Address of Establishment : MAHINDRA AND MAHINDRA LIMITED (E05202701564)  
with Telephone no. & E-mail address : MAHINDRA & MAHINDRA LIMITED 89, MIDC, SATPUR,  
NASHIK Nashik, Maharashtra  
: 0253-6605883  
mahankumar\_pos@mahindra.com
2. (a) Name of Apprentice (Block Letters) : PREM ROHIDAS BHAVAR (A0821164764)  
(b) Father's/Mother's /Spouse's Name : Rohidas Bhavar
3. Address of apprentice : At Post Gangapur, Govardhan, Gangapur, G  
: ovardhan, Maharashtra, Nashik, 422222, G  
: ovardhan,  
: Nashik, Maharashtra
4. Gender : Male
5. Date of Birth : 08-10-2000
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes  
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : Diploma
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Automotive Maintenance Technician-Electrical
9. Apprenticeship Training duration (Total) : 720 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 02-09-2024 to 22-08-2026
10. Apprenticeship Training Location : MAHINDRA & MAHINDRA LTD.  
(a) Name and address of facility where Basic Training is to be provided : N/A  
(b) Name and address of the facility where On-the-Job Training is to be provided : MAHINDRA AND MAHINDRA LIMITED  
MAHINDRA & MAHINDRA LTD,  
Nashik  
Maharashtra
11. (a) Date of execution of contract : 22-09-2024  
(b) Age of Apprentice on the date of execution of contract : 23 years, 11 months and 14 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.

**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount





Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	20000	20000	0
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

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

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

14. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Yuvashakti Foundation

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

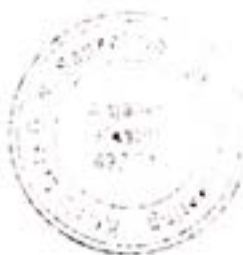
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.



Signature of the  
Employer with seal

Signature of Apprentice

Signature of Guardian



FOR OFFICE USE ONLY

Contract Registration No.

: CN092457029

(To be given by the Office of the Apprenticeship Adviser)  
(Mandatory only for Registered Trades)

Auto-Approved

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





## Annexure 1 Contract of Apprenticeship Training

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

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

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



## Annexure -2 | Covenants and conditions specific to NAPs scheme

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





CN112409919

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : MAHINDRA AND MAHINDRA LIMITED (E05202701564)
- with Telephone no. & E-mail address : MAHINDRA & MAHINDRA LIMITED 89, MIDC, SATPUR,  
NASHIK Nashik, Maharashtra
- : 0253-6605883  
mahankumar.p@mahindra.com
2. (a) Name of Apprentice (Block Letters) : SATISH LAXMAN BHAGAT (A102424998)  
(b) Father's/Mother's/Spouse's Name : Satish
3. Address of apprentice : null, ra ,sangoan po Kalamba bodake, null  
: I, null, Maharashtra, Washim, 444507, null  
: II,  
: Washim, Maharashtra
4. Gender : Male
5. Date of Birth : 07-12-1998
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes  
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : Diploma
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Automotive Maintenance Technician-Electrical
9. Apprenticeship Training duration (Total) : 720 Days  
(a) Duration of Basic Training : 2 Weeks  
(b) Period of On-the-Job Training : From 14-10-2024 to 03-10-2026
10. Apprenticeship Training Location : MAHINDRA & MAHINDRA LTD.  
(a) Name and address of facility where Basic Training is to be provided : N/A  
(b) Name and address of the facility where On-the-Job Training is to be provided : MAHINDRA AND MAHINDRA LIMITED  
MAHINDRA & MAHINDRA LTD.  
Nashik  
Maharashtra
11. (a) Date of execution of contract : 05-11-2024  
(b) Age of Apprentice on the date of execution of contract : 25 years, 10 months and 29 days
12. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.

**\*For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

**For Non-DBT cases- Full stipend will be paid by the employer**

13. Monthly stipend amount



Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2 (25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	20000	20000	0
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

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

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

14. (a) Name and Address of Guardian in Case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Yuvashakti Foundation

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



Signature of the  
Employer with seal

Signature of Apprentice

Signature of Guardian



FOR OFFICE USE ONLY

Contract Registration No. : CN112409919  
(To be given by the Office of the Apprenticeship Adviser)  
(Mandatory only for Registered Trades)

Auto-Approved

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





## Annexure 1 Contract of Apprenticeship Training

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

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

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



## Annexure -2 | Covenants and conditions specific to NAPs scheme

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





SINCE 1974

**JYOTI STRUCTURES LIMITED**  
Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai - 400053  
Corporate Identity No: LA5200MH1974PLC017494

Date: 18-11-2024

Ref: - JS/HR/Offer/450/2024-25

Mr. Omkar Jalindar Gade  
Flat No-8, Gokuldham,  
Samarth Nagar, Makhmalabad Link Road,,  
Nashik, MH-422 003.

Sub: Offer Letter

Dear Mr. Omkar,

With reference to the discussion we had with you, we are pleased to offer you the position "Graduate Engineer Trainee" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.

You are requested to join by 19<sup>th</sup> November 2024 upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Accepted by

Prasanna Kalkar  
HR Department



Omkar Jalindar Gade





SINCE 1974

**JYOTI STRUCTURES LIMITED**  
Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH11974PLC017494

Ref: - JS/HR/Offer/451/2024-25

Date: 18-11-2024

Mr. Sachin Bhausaheb Rikame  
Vichur Gavali,  
Madsangavi,  
Nashik, MH-422 003.

Sub: Offer Letter

Dear Mr. Sachin,

With reference to the discussion we had with you, we are pleased to offer you the position "Graduate Engineer Trainee" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.

You are requested to join by 10<sup>th</sup> December 2024 upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

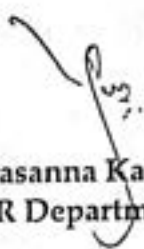
Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Accepted by

  
Prasanna Kalkar  
HR Department



Sachin Bhausaheb Rikame

# CTC Breakup

Name - Omkar Jalindar Gade  
Structure for 3.90 L  
Graduate Engineer Trainee

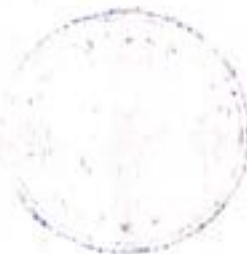
32,500

3,90,000

T-III  
Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	16,900	2,02,800
HRA %age	10	
HRA amount	1,690	20,280
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	12,110	1,45,320
Gross	30,700	3,68,400
PF Employer Contribution	1,800	21,600
Cost to the Company	32,500	3,90,000

Note- Any Statutory deduction as & when applicable, shall be deducted.







SINCE 1974

**JYOTI STRUCTURES LIMITED**  
Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH1974PLC017494

Ref: - JS/HR/Offer/451/2024-25

Date: 18-11-2024

Mr. Sachin Bhausaheb Rikame  
Vichur Gavali,  
Madsangavi,  
Nashik, MH-422 003.

Sub: Offer Letter

Dear Mr. Sachin,

With reference to the discussion we had with you, we are pleased to offer you the position "Graduate Engineer Trainee" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.

You are requested to join by 10<sup>th</sup> December 2024 upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Prasanna Kalkar  
HR Department



Accepted by

Sachin Bhausaheb Rikame



# CTC Breakup

Name - Sachin B Rikame  
Structure for 3.90 L  
Graduate Engineer Trainee

32,500

3,90,000

T-III  
Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	16,900	2,02,800
HRA %age	10	
HRA amount	1,690	20,280
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	12,110	1,45,320
<b>Gross</b>	<b>30,700</b>	<b>3,68,400</b>
PF Employer Contribution	1,800	21,600
<b>Cost to the Company</b>	<b>32,500</b>	<b>3,90,000</b>

Note- Any Statutory deduction as & when applicable, shall be deducted.





SINCE 1974

**JYOTI STRUCTURES LIMITED**  
Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH1974PLC017494

**Date: 18-11-2024**

**Ref: - JS/HR/Offer/449/2024-25**

**Mr. Khatik Tahir Zama Md Yusuf**  
H No- 4, Near Datta Mandir Abhiyanta Nagar,  
Kamatwada Trimurti Chowk CIDCO,  
Nashik, MH-422 008.

**Sub: Offer Letter**

**Dear Mr. Tahir,**

With reference to the discussion we had with you, we are pleased to offer you the position "**Graduate Engineer Trainee**" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.


You are requested to join by **19<sup>th</sup> November 2024** upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

  
**Prasanna Kalkar**  
HR Department



**Accepted by**

**Khatik Tahir Zama Md Yusuf**

### CTC Breakup

Name - Khatik Tahir Zama  
Structure for 3.90 L  
Graduate Engineer Trainee

32,500

3,90,000

T-III  
Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	16,900	2,02,800
HRA %age	10	
HRA amount	1,690	20,280
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	12,110	1,45,320
<b>Gross</b>	<b>30,700</b>	<b>3,68,400</b>
PF Employer Contribution	1,800	21,600
<b>Cost to the Company</b>	<b>32,500</b>	<b>3,90,000</b>

Note- Any Statutory deduction as & when applicable, shall be deducted.







SINCE 1974

## JYOTI STRUCTURES LIMITED

Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH1974PLC017494

Ref: - JS/HR/Offer/450/2024-25

Date: 18-11-2024

Mr. Omkar Jalindar Gade  
Flat No-8, Gokuldham,  
Samarth Nagar, Makhmalabad Link Road,,  
Nashik, MH-422 003.

Sub: Offer Letter

Dear Mr. Omkar,

With reference to the discussion we had with you, we are pleased to offer you the position "Graduate Engineer Trainee" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.

You are requested to join by 19<sup>th</sup> November 2024 upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Prasanna Kalkar  
HR Department



Accepted by

Omkar Jalindar Gade

## CTC Breakup

Name - Omkar Jalindar Gade  
Structure for 3.90 L  
Graduate Engineer Trainee

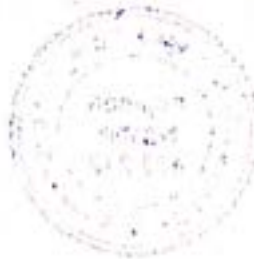
32,500

3,90,000

T-III  
Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	16,900	2,02,800
HRA %age	10	
HRA amount	1,690	20,280
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	12,110	1,45,320
<b>Gross</b>	<b>30,700</b>	<b>3,68,400</b>
PF Employer Contribution	1,800	21,600
<b>Cost to the Company</b>	<b>32,500</b>	<b>3,90,000</b>

Note- Any Statutory deduction as & when applicable, shall be deducted.





SINCE 1974

## JYOTI STRUCTURES LIMITED

Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH1974PLC017494

Ref: - JS/HR/Offer/451/2024-25

Date: 18-11-2024

Mr. Sachin Bhausaheb Rikame  
Vichur Gavali,  
Madsangavi,  
Nashik, MH-422 003.

Sub: Offer Letter

Dear Mr. Sachin,

With reference to the discussion we had with you, we are pleased to offer you the position "Graduate Engineer Trainee" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.

You are requested to join by 10<sup>th</sup> December 2024 upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Prasanna Kalkar  
HR Department



Accepted by

Sachin Bhausaheb Rikame



# CTC Breakup

Name - Sachin B Rikame

Structure for 3.90 L

Graduate Engineer Trainee

32,500

3,90,000

T-III

Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	16,900	2,02,800
HRA %age	10	
HRA amount	1,690	20,280
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	12,110	1,45,320
Gross	30,700	3,68,400
PF Employer Contribution	1,800	21,600
Cost to the Company	32,500	3,90,000

Note- Any Statutory deduction as & when applicable, shall be deducted.



SINCE 1974

## JYOTI STRUCTURES LIMITED

Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH1974PLC017494

Ref: - JS/HR/Offer/449/2024-25

Date: 18-11-2024

Mr. Khatik Tahir Zama Md Yusuf  
H No- 4, Near Datta Mandir Abhiyanta Nagar,  
Kamatwada Trimurti Chowk CIDCO,  
Nashik, MH-422 008.

Sub: Offer Letter

Dear Mr. Tahir,

With reference to the discussion we had with you, we are pleased to offer you the position "Graduate Engineer Trainee" with a Cost to Company (CTC) of Rs.3,90,000/- (Rupees Three Lakh Ninety Thousand Only) per year, payable in equal monthly installments.

You are requested to join by 19<sup>th</sup> November 2024 upon receiving the Offer letter, at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers, UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Prasanna Kalkar  
HR Department



Accepted by

Khatik Tahir Zama Md Yusuf

### CTC Breakup

Name - Khatik Tahir Zama  
 Structure for 3.90 L  
 Graduate Engineer Trainee

32,500

3,90,000

T-III  
 Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	16,900	2,02,800
HRA %age	10	
HRA amount	1,690	20,280
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	12,110	1,45,320
<b>Gross</b>	<b>30,700</b>	<b>3,68,400</b>
PF Employer Contribution	1,800	21,600
<b>Cost to the Company</b>	<b>32,500</b>	<b>3,90,000</b>

Note- Any Statutory deduction as & when applicable, shall be deducted.







## OFFER LETTER

Date: January 21, 2025

To,  
**MR. MAYUR ABAJI SONAWANE**  
Add.: Gangapur Road, Nashik  
Mob.: 9112078990  
E-Mail: [sonwanemayur679@gmail.com](mailto:sonwanemayur679@gmail.com)

Dear Sir/ Madam,

We are pleased to confirm your Appointment for the post of Production Trainee Engineer

You are requested to rejoin from February 03, 2025 at 11:00 AM at our Company.

Your reporting authority will be Mr. Atul Sonar

In case of any quires, you may contact Mr. Abhijeet Bhawe (Manager – H.R.) on 93708-81611

Please bring following document to complete joining formalities on  
Or your can email the documents to [hr@primegraphite.com](mailto:hr@primegraphite.com)

Mon, 3 Feb, 2025

1. 2 – Photographs (Passport Size)
2. Copy of Aadhar Card (Self, & Family Members)
3. Copy of PAN Card (Self)
4. Cancelled Cheque or Bank Passbook
5. 3 Months Bank Statement reflecting Last Drawn Salary
6. Residence Proof (Permanent Address)
7. Educational Documents
8. Relieving Letter of Previous Employer (If applicable)



Brief Terms & Conditions of Employment in Annex "A" enclosed with letter.

In order to accept this offer please provide signed received copy of resignation in previous organization along with signed copy of this Offer of Employment.

We take this opportunity to welcome you and looking forward to a very fruitful and mutually rewarding association with you.

For,

**ASHGRAPH TECHNOLOGIES PVT. LTD.**

**ACCEPTANCE**

**ABHIJEET BHAWE**  
Section Head – H. R.

**MAYUR ABAJI SONAWANE**

## **Annex "A": Terms & Conditions of Employment (Summary):**

- 1 You will be on a Trainee Period for 1 Year and on probationary period for 6 Month from the date of commencement of your service and as per Management decision.
- 2 Your job location at E-13, MIDC Ambad, Nashik
- 3 You should sign Non-Disclosure Agreement (NDA) for confidentiality and Code of Conduct. Not to take up employment with the competitor of the company for a period of three years from the date of leaving.

### **Resignation Policy:**

- 4 Expected to provide advance notice before leaving, submit a written resignation letter expressing gratitude and the last working day, and cooperate during the transition period.
  - a. Notice period for below Team Leaders is 30 days (25 working days)
  - b. Notice period for Team Leaders and above is 60 days (50 working days)
  - c. The company may decide to reduce the Notice period on case-by-case basis.

### **Leave Benefits:**

- 5 The employee shall entitled to weekly off day & National holidays.
- 6 Paid Leave Period of company is from Jan to Dec. Based on you present day till Jan leave will be allotted and if you are working from Jan to Dec. total 5 Sick Leaves, 5 Casual Leaves, 13 Privileged leaves will be allotted. So in all total 23 paid leaves as per company's existing policy.
- 7 Earned leave days are calculated as per Govt. Policy
- 8 Leave encashment for balanced leaves can be claimed at Next year's month of March only.

### **Other Benefits:**

- 9 The Diwali Bonus Leaves & Other facilities & Provident Fund shall be paid as per the prevalent laws applicable, and on pro rata basis

**(This summary is only for Offer Letter, Detailed appointment letter will be issued after upon joining based on your acceptance of Offer Letter)**

ACCEPTANCE

---

MAYUR ABAJI SONAWANE



Date **21-01-2025**

Name : MAYUR ABAJI SONAWANE  
Reporting : Mr. Atul Sonar  
Designation : Trainee Engineer

Branch : Nashik  
Joining Date : 03-02-2025  
Department : Production

Particulars	Gross	
	Monthly	Yearly
Basic + DA	10,000	1,20,000
HRA	3,502	42,024
Conveyance	3,502	42,024
<b>Gross Salary (A)</b>	<b>17,004</b>	<b>2,04,048</b>
ER EPF @ 12%	1,200	14,400
ER ESIC @3.25%	553	6,636
Leave (As per Govt Rules)	1,086	13,036
Annual Diwali Bonus *Prorata Basis (As per Govt Rules)	1,417	17,004
<b>Total (B)</b>	<b>4,256</b>	<b>51,076</b>
Performance Incentive (C & D) if Applicable	3,000	36,000
Attendance Bonus if Applicable	1,000	12,000
Retention Bonus if Applicable	-	-
Mobile if Applicable	-	-
Joining Bonus if Applicable	-	-
Other Rewards if Applicable	-	-
<b>Total (C)</b>	<b>4,000</b>	<b>48,000</b>
<b>Monthly CTC (A+B+C)</b>	<b>25,260</b>	<b>3,03,124</b>
<b>Annual CTC</b>		<b>3,03,124</b>

1. This is maximum limit. Actual will depend on Company and individual performance.
2. Subject to your availed leave, Annual Leave Encashment can be reduced.
3. Subject to applicable Rules & Regulations, Attendance & Company policy.

ACCEPTANCE

**MAYUR ABAJI SONAWANE**





## OFFER LETTER

Date: January 21, 2025

To,

**MR. MILIND ASHOK BHADANE**

Add.: At Post Borkund Tal. & Dist. Dhule 424308

Mob.: 9307238898

E-Mail: [bhadanemilind7@gmail.com](mailto:bhadanemilind7@gmail.com)

Dear Sir/ Madam,

We are pleased to confirm your Appointment for the post of

Production Trainee Engineer

You are requested to rejoin from February 03, 2025 at 11:00 AM at our Company.

Your reporting authority will be Mr. Atul Sonar

In case of any quires, you may contact Mr. Abhijeet Bhawe (Manager – H.R.) on 93708-81611

Please bring following document to complete joining formalities on

Mon, 3 Feb, 2025

Or you can email the documents to [hr@primegraphite.com](mailto:hr@primegraphite.com)

1. 2 – Photographs (Passport Size)
2. Copy of Aadhar Card (Self, & Family Members)
3. Copy of PAN Card (Self)
4. Cancelled Cheque or Bank Passbook
5. 3 Months Bank Statement reflecting Last Drawn Salary
6. Residence Proof (Permanent Address)
7. Educational Documents
8. Relieving Letter of Previous Employer (If applicable)



Brief Terms & Conditions of Employment in Annex "A" enclosed with letter.

In order to accept this offer please provide signed received copy of resignation in previous organization along with signed copy of this Offer of Employment.

We take this opportunity to welcome you and looking forward to a very fruitful and mutually rewarding association with you.

For,

**ASHGRAPH TECHNOLOGIES PVT. LTD.**

**ACCEPTANCE**

**ABHIJEET BHAVE**  
Section Head – H. R.

**MILIND ASHOK BHADANE**

## **Annex "A": Terms & Conditions of Employment (Summary):**

- 1 You will be on a Trainee Period for 1 Year and on probationary period for 6 Month from the date of commencement of your service and as per Management decision.
- 2 Your job location at E-13, MIDC Ambad, Nashik
- 3 You should sign Non-Disclosure Agreement (NDA) for confidentiality and Code of Conduct. Not to take up employment with the competitor of the company for a period of three years from the date of leaving.

### **Resignation Policy:**

- 4 Expected to provide advance notice before leaving, submit a written resignation letter expressing gratitude and the last working day, and cooperate during the transition period.
  - a. Notice period for below Team Leaders is 30 days (25 working days)
  - b. Notice period for Team Leaders and above is 60 days (50 working days)
  - c. The company may decide to reduce the Notice period on case-by-case basis.

### **Leave Benefits:**

- 5 The employee shall entitled to weekly off day & National holidays.
- 6 Paid Leave Period of company is from Jan to Dec. Based on you present day till Jan leave will be allotted and if you are working from Jan to Dec. total 5 Sick Leaves, 5 Casual Leaves, 13 Privileged leaves will be allotted. So in all total 23 paid leaves as per company's existing policy.
- 7 Earned leave days are calculated as per Govt. Policy
- 8 Leave encashment for balanced leaves can be claimed at Next year's month of March only.

### **Other Benefits:**

- 9 The Diwali Bonus Leaves & Other facilities & Provident Fund shall be paid as per the prevalent laws applicable, and on pro rata basis

**(This summary is only for Offer Letter, Detailed appointment letter will be issued after upon joining based on your acceptance of Offer Letter)**

ACCEPTANCE

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MILIND ASHOK BHADANE





Date 21-01-2025

Name : MILIND ASHOK BHADANE

Branch : Nashik

Reporting : Mr. Atul Sonar

Joining Date : 03-02-2025

Designation : Trainee Engineer

Department : Production

Particulars	Gross Monthly	: 17,004	Yearly
Basic + DA	10,000		1,20,000
HRA	3,502		42,024
Conveyance	3,502		42,024
<b>Gross Salary (A)</b>	<b>17,004</b>		<b>2,04,048</b>
ER EPF @ 12%	1,200		14,400
ER ESIC @3.25%	553		6,636
Leave (As per Govt Rules)	1,086		13,036
Annual Diwali Bonus *Prorata Basis (As per Govt Rules)	1,417		17,004
<b>Total (B)</b>	<b>4,256</b>		<b>51,076</b>
Performance Incentive (C & D) if Applicable	3,000		36,000
Attendance Bonus if Applicable	1,000		12,000
Retention Bonus if Applicable	-		-
Mobile if Applicable	-		-
Joining Bonus if Applicable	-		-
Other Rewards if Applicable	-		-
<b>Total (C)</b>	<b>4,000</b>		<b>48,000</b>
<b>Monthly CTC (A+B+C)</b>	<b>25,260</b>		<b>3,03,124</b>
<b>Annual CTC</b>			<b>3,03,124</b>

1. This is maximum limit. Actual will depend on Company and individual performance.

2. Subject to your availed leave, Annual Leave Encashment can be reduced.

3. Subject to applicable Rules & Regulations, Attendance & Company policy.

ACCEPTANCE



MILIND ASHOK BHADANE





## OFFER LETTER

To,

Date: January 21, 2025

**MR. ABHISHEK DINKAR KHULE**

Add.: B 4, Vaishnav Vihar Society, Sansari Gaon Devlali Camp, Nashik Road, Nashik 422 101

Mob.: 8668956717

E-Mail: [abhikhule4@gmail.com](mailto:abhikhule4@gmail.com)

Dear Sir/ Madam,

We are pleased to confirm your Appointment for the post of

Production Trainee Engineer

You are requested to rejoin from February 03, 2025 at 11:00 AM at our Company.

Your reporting authority will be Mr. Atul Sonar

In case of any quires, you may contact Mr. Abhijeet Bhawe (Manager – H.R.) on 93708-81611

Please bring following document to complete joining formalities on  
Or you can email the documents to [hr@primegraphite.com](mailto:hr@primegraphite.com)

Mon, 3 Feb, 2025

1. 2 – Photographs (Passport Size)
2. Copy of Aadhar Card (Self, & Family Members)
3. Copy of PAN Card (Self)
4. Cancelled Cheque or Bank Passbook
5. 3 Months Bank Statement reflecting Last Drawn Salary
6. Residence Proof (Permanent Address)
7. Educational Documents
8. Relieving Letter of Previous Employer (If applicable)



Brief Terms & Conditions of Employment in Annex "A" enclosed with letter.

In order to accept this offer please provide signed received copy of resignation in previous organization along with signed copy of this Offer of Employment.

We take this opportunity to welcome you and looking forward to a very fruitful and mutually rewarding association with you.

For,

**ASHGRAPH TECHNOLOGIES PVT. LTD.**

**ACCEPTANCE**

  
**ABHIJEET BHAVE**  
Section Head – H. R.

**ABHISHEK DINKAR KHULE**

## **Annex "A": Terms & Conditions of Employment (Summary):**

- 1 You will be on a Trainee Period for 1 Year and on probationary period for 6 Month from the date of commencement of your service and as per Management decision.
- 2 Your job location at E-13, MIDC Ambad, Nashik
- 3 You should sign Non-Disclosure Agreement (NDA) for confidentiality and Code of Conduct. Not to take up employment with the competitor of the company for a period of three years from the date of leaving.

### **Resignation Policy:**

- 4 Expected to provide advance notice before leaving, submit a written resignation letter expressing gratitude and the last working day, and cooperate during the transition period.
  - a. Notice period for below Team Leaders is 30 days (25 working days)
  - b. Notice period for Team Leaders and above is 60 days (50 working days)
  - c. The company may decide to reduce the Notice period on case-by-case basis.

### **Leave Benefits:**

- 5 The employee shall entitled to weekly off day & National holidays.
- 6 Paid Leave Period of company is from Jan to Dec. Based on you present day till Jan leave will be allotted and if you are working from Jan to Dec. total 5 Sick Leaves, 5 Casual Leaves, 13 Privileged leaves will be allotted. So in all total 23 paid leaves as per company's existing policy.
- 7 Earned leave days are calculated as per Govt. Policy
- 8 Leave encashment for balanced leaves can be claimed at Next year's month of March only.

### **Other Benefits:**

- 9 The Diwali Bonus Leaves & Other facilities & Provident Fund shall be paid as per the prevalent laws applicable, and on pro rata basis

**(This summary is only for Offer Letter, Detailed appointment letter will be issued after upon joining based on your acceptance of Offer Letter)**

ACCEPTANCE

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ABHISHEK DINKAR KHULE





Date **21-01-2025**

Name : ABHISHEK DINKAR KHULE  
Reporting : Mr. Atul Sonar  
Designation : Trainee Engineer

Branch : Nashik  
Joining Date : 03-02-2025  
Department : Production

Particulars	Gross Monthly	Yearly
Basic + DA	10,000	1,20,000
HRA	3,502	42,024
Conveyance	3,502	42,024
<b>Gross Salary (A)</b>	<b>17,004</b>	<b>2,04,048</b>
ER EPF @ 12%	1,200	14,400
ER ESIC @3.25%	553	6,636
Leave (As per Govt Rules)	1,086	13,036
Annual Diwali Bonus *Prorata Basis (As per Govt Rules)	1,417	17,004
<b>Total (B)</b>	<b>4,256</b>	<b>51,076</b>
Performance Incentive (C & D) if Applicable	3,000	36,000
Attendance Bonus if Applicable	1,000	12,000
Retention Bonus if Applicable	-	-
Mobile if Applicable	-	-
Joining Bonus if Applicable	-	-
Other Rewards if Applicable	-	-
<b>Total (C)</b>	<b>4,000</b>	<b>48,000</b>
<b>Monthly CTC (A+B+C)</b>	<b>25,260</b>	<b>3,03,124</b>
<b>Annual CTC</b>		<b>3,03,124</b>

1. This is maximum limit. Actual will depend on Company and individual performance.
2. Subject to your availed leave, Annual Leave Encashment can be reduced.
3. Subject to applicable Rules & Regulations, Attendance & Company policy.

ACCEPTANCE



ABHISHEK DINKAR KHULE





SINCE 1974

## JYOTI STRUCTURES LIMITED

Corporate Office: Valecha Chambers  
6th Floor, New Link Road Oshiwara  
Andheri (West) Mumbai -400053  
Corporate Identity No: L45200MH1974PLC017494

Ref: - JS/HR/Offer/044/2025-26

Date: 22-04-2025

Mr. Vaibhav Gangode  
10, Shubh Galaxy Appt,  
Shramik Nagar, Satpur,  
Nashik-422 012.

**Sub: Offer Letter**

Dear Mr. Vaibhav,

With reference to the discussion, we had with you, we are pleased to offer you the position of "Diploma Engineer Trainee" with salary as per mutual agreement of a Rs.3,00,000/- (Rupees Three Lakhs Only) per year, payable in equal monthly installments.

You are requested to join by 24<sup>th</sup> April 2025 upon receiving the letter of offer at Company's Factory office Nashik, Maharashtra, failing which, this offer will remain automatically withdrawn. At the time of joining, you will be given a detailed Appointment letter.

Kindly submit copies of certificates of your educational qualification, experience, school leaving certificate, PAN card, Aadhar card, Bank Account Details, Relieving letter from previous employers (If applicable), UAN Card, three copies of color photograph at the time of joining.

Please acknowledge receipt within one day after receipt of this Offer letter and send one copy duly signed, as a token of your unconditional acceptance via email.

We look forward to having you in our team on a long-term association.

Thanking you,  
Yours faithfully,  
For Jyoti Structures Ltd.

Accepted by

  
Prasanna Kalkar  
HR Department



Vaibhav Gangode

## CTC Breakup

Name - Vaibhav Gangode  
CTC Structure for 3.00 L  
Diploma Engineer Trainee

25,000

3,00,000

T-II

Trainee

Salary Heads	INR Per Month	INR Per Annum
Basic 52% of monthly gross	13,000	1,56,000
HRA %age	10	
HRA amount	1,300	15,600
Convey. Allow.	-	-
Medical Allow.	-	-
Washing Allow.	-	-
Other Allow.	9,140	1,09,680
<b>Gross</b>	<b>23,440</b>	<b>2,81,280</b>
PF Employer Contribution	1,560	18,720
<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>

Note- Any Statutory deduction as & when applicable, shall be deducted.

