



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

## 5.2: Student Progression

5.2.1 .1: Percentage of placement of outgoing students and students progressing to higher education during the last five years

HEI Input

2022-23	2021-22	2020-21	2019-20	2018-19
60	65	60	N.A.	N.A.

**Note:** For A.Y.2018-19 and 2019-20, final year batch is not existing as the college H.E.I. incepted in 2018-2019



**PRINCIPAL**  
JSPM's  
Jayawantrao Sawant  
Commerce & Science College  
Hadapsar, Pune - 411 028.



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

## INDEX

Sr. No.	Year	Name of student who has been placed	Name of the employer with contact details	Pay package at appointment (In INR per No. annum)
1	2022-23	Badgujar Ritesh Bhalchandra	Flynaut SaaS Private limited	400000
2	2022-23	Sahil Gautam kamble	Bhandari and Associates	126000
3	2022-23	Shinde Swapnil Shivaji	Bhairavnath sugar Works Ltd.	138000
4	2022-23	Sing Muskan Ajit	Imperial College of engineering and Research Centre	120000
5	2022-23	Patil Laxmi Kishor	Cygnat Public School	126000
6	2022-23	Thombare Prathamesh	Bhairavnath sugar Works Ltd.	180000
7	2022-23	Prajyot Pandurang Pilane	Jayawant Multistate Credit Cooperative Society Ltd	150000
8	2022-23	Thakur Pranav Pramod	Bhairavnath sugar Works Ltd.	138000
9	2022-23	Ganesh Vitthal Shinde	Giriraj Builders and Developers	120000
10	2022-23	Jayesh Jayawant Mhase	Jayawant Multistate Credit Cooperative Society Ltd	150000
11	2022-23	Kapare Pratik Ganesh	Transport business	400000
12	2022-23	Devkar Yash Mohan	Family Business	1400000
13	2022-23	Akshay Sanjay Kopnar	Testibite Eatables Ltd	240000
14	2022-23	Ashok Sidaram Sagare	Giriraj Builders and Developers	180000
15	2022-23	Choudhary Rashmita Akash	Bhiwarabai Institute of Technology and research	120000
16	2022-23	Pritish Sanjay Gore	Jayawant Multistate Credit Cooperative Society Ltd	126000
17	2022-23	Tejaswini Sutar	Wipro	300000
18	2022-23	Nilesh Sonawane	Jayawant Multistate Credit Cooperative Society Ltd	150000
19	2022-23	Shinde Tejas Rahul	Bhandari and Associates	126000
20	2022-23	Phule Pranav	Kautilya institute of management and research	120000
21	2022-23	Vhane Aishwarya Gopal	Blossom Public School	126000
22	2022-23	Shinde Shivam Vijay	Bhairavnath sugar Works Ltd.	156000





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

23	2022-23	Desai Ganesh Ramesh	Bhandari and Associates	126000
24	2022-23	Devare Gaurav Bhaskar	Jayawant Multistate Credit Cooperative Society Ltd	126000
25	2022-23	Gayatri Awchar	Upgrade institute	216000
26	2022-23	Sakshi Rakesh Shitole	Giriraj Builders and Developers	180000
27	2022-23	Aditya Alhat	Radiant cash management services	216000
28	2022-23	Aryan Thakur	Bhandari and Associates	150000
29	2022-23	Ahirrao Tejas	Jayawant Multistate Credit Cooperative Society Ltd	126000
30	2022-23	Akruti Singh	Giriraj Builders and Developers	144000
31	2022-23	Bibave Nimish Sachin	Bhairavnath sugar Works Ltd.	180000
32	2022-23	Aniket Rajendrakumar Dubal	Jayawant Multistate Credit Cooperative Society Ltd	126000
33	2022-23	Shaikh Adil Ayub	Bhairavnath sugar Works Ltd.	138000
34	2022-23	Shweta Dnyaneshwar Doiphode	Rajashree Shahu college of Pharmacy	126000
35	2022-23	Chorage Rohan Rajesh	Bhandari and Associates	150000
36	2021-22	Gadekar Vivek Popat	Giriraj Builders and Developers	180000
37	2021-22	Mane Aditya santosh	Bhairavnath sugar Works Ltd.	138000
38	2021-22	Geetanjali Padalkar	Imperative pvt ltd	180000
39	2021-22	Salunkhe Srushti	Bhagwant Institute of Technology	126000
40	2021-22	Panchal Venkatesh	EXL Services.com	228000
41	2021-22	Hande Aniket Rajendra	Padmabhushan Dada Patil Institute of Technology	120000
42	2021-22	Dewasi Pradeep Jitendra	Bhandari and Associates	120000
43	2021-22	Thakur Vinay Sundarsingh	Jayawant Multistate Credit Cooperative Society Ltd	144000
44	2021-22	Bhintade Pravin Somnath	Giriraj Builders and Developers	180000
45	2021-22	Pawar Omkar Pratap	Bhairavnath sugar Works Ltd.	138000
46	2021-22	Vinit Tupe	Family Business	360000
47	2021-22	Panchal sandip ganpati	Blossom Public School	180000
48	2021-22	Gaikwad Aditya Yashwant	Bhandari and Associates	120000
49	2021-22	Mishra Abhishekh	SMG storage private limited	255276
50	2021-22	Nahvale Suraj Santosh	Jayawant Multistate Credit Cooperative Society Ltd	120000



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

51	2021-22	Kate Mayur Rohidas	Imperial College of engineering and Research Centre	144000
52	2021-22	Awchar Komal	WNS Pvt ltd	274218
53	2021-22	Subugade Vishal Anil	Jayawant Multistate Credit Cooperative Society Ltd	120000
54	2021-22	Gaikwad Mayur Dattatray	Giriraj Builders and Developers	120000
55	2021-22	Salunkhe Prasad Tukaram	Bhairavnath sugar Works Ltd.	156000
56	2021-22	Sirvee Sunita	Family Business Jewelry shop	350000
57	2021-22	Sasane Amey Anil	Bhandari and Associates	120000
58	2021-22	Tejas Sathe	Disha computers	312000
59	2021-22	Chavan Nikita	Rajashree Shahu college of Pharmacy	126000
60	2021-22	Wadkar Vishal kailas	Bhairavnath sugar Works Ltd.	138000
61	2021-22	Ukirade Ganesh Dattatray	Jayawant Multistate Credit Cooperative Society Ltd	144000
62	2021-22	Rutik Devade	The Insight Partner Pvt Ltd	312000
63	2021-22	Wadkar sakshi Gulabrao	Jayawant Multistate Credit Cooperative Society Ltd	120000
64	2021-22	Phand Adesh Somnath	Bhandari and Associates	144000
65	2021-22	Varma sanskar Vijaykumar	Bhairavnath sugar Works Ltd.	180000
66	2021-22	Prajakta Raut	KIDZEE Preschool.	126000
67	2021-22	Role Adarsh Sangappa	Jayawant Multistate Credit Cooperative Society Ltd	144000
68	2021-22	Jadhav Jaya Raju	Prodigy Public School	126000
69	2021-22	Prafull Desai	Genpact pvt Ltd	226000
70	2021-22	Shewale Kunal Ganpat	Kautilya institute of management and research	120000
71	2021-22	Shinde Aditya Arjun	Jayawant Multistate Credit Cooperative Society Ltd	120000
72	2021-22	Shitole Akshay Nandkumar	Bhairavnath sugar Works Ltd.	138000
73	2021-22	Kharat Atul Harishchandra	Mi Lifestyle Marketing Global PVT LTD	180000
74	2021-22	Kulkarni Sahil Kailas	Bhandari and Associates	144000
75	2020-21	Patait Pratiksha Mohan	Cygnat Public School	120000
76	2020-21	Chavan Jayesh Anil	Cube27	540000
77	2020-21	Devkar Yash Rajesh	Jayawant Multistate Credit Cooperative Society Ltd	120000
78	2020-21	Biradar Megha Bhausaheb	Torrent gas	320000
79	2020-21	Sarak Aditya Balu	Family Business	300000
80	2020-21	Kunjir Gayatri Anant	Bhandari and Associates	120000





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com. MBA, Ph.D.  
PRINCIPAL

College Code: PU/PN/CS/485/2018

81	2020-21	Jadhav Ritesh Bhima	Kautilya institute of management and research	120000
82	2020-21	Surwase Aakash Shrimant	Sales Officer at Nemus Pharmaceutical Ltd.	216000
83	2020-21	Mansi Hingane	Villo poonawala hospital	180000
84	2020-21	Chavan Omkar kailash	Bhairavnath sugar Works Ltd.	180000
85	2020-21	Kolpe Pratik B	dairy business	400000
86	2020-21	Tiwari Amit Vinay	Jayawant Multistate Credit Cooperative Society Ltd	120000
87	2020-21	Hemangi Zagde	H.V desai eye hospital	186000
88	2020-21	Poman Swapnil rajendra	Giriraj Builders and Developers	144000
89	2020-21	Tambe Nikita Arvind	Bhiwarabai Institute of Technolgy and research	120000
90	2020-21	Priyanka Sidram Agawale	Olympus school	168000
91	2020-21	Maid Yashraj Santosh	Bhairavnath sugar Works Ltd.	156000
92	2020-21	Reddy Nidhi	Sai Shree Hospital	180000
93	2020-21	Gote Yuvraj Goraksh	Business	320000
94	2020-21	Sable Vaibhav Ramesh	Bhandari and Associates	120000
95	2020-21	Shrivastav Neha Dinesh	Senior Business Associate	330000
96	2020-21	Mali Ajit Pramod	Jayawant Multistate Credit Cooperative Society Ltd	144000
97	2020-21	Gore Shubham Arjun	Ujjivan small finance bank	240000
98	2020-21	Veer Abhishek Mukund	Giriraj Builders and Developers	120000
99	2020-21	Jagtap Aditya Santosh	Project Coordinator - Aptara Company	279576
100	2020-21	Gambhire Komal Aabasaheb	Blossom Public school	120000
101	2020-21	Patil Apurva Deepak	JUNO Campus	336000
102	2020-21	Nare Shubham Keru	Bhandari and Associates	144000
103	2020-21	Mane Prajakta Netaji	Riverview City Constructions Limited	240000
104	2020-21	Kshirsagar Amruta Bharat	Curega Healthcare Pvt Ltd	180000
105	2020-21	Kale Sharad Namdev	Jayawant Multistate Credit Cooperative Society Ltd	144000
106	2020-21	Choudhary Dimple Chenaram	Simply Brilliant Preschool	180000
107	2020-21	Jagtap Prashant Ashok	Bhairavnath sugar Works Ltd.	138,000
108	2020-21	Kudale Rutika Balasheb	Padmabhushan Dada Patil Institute of Technology	120000
109	2020-21	Jadhav Akash Sampat	Aditive (India) Private Limited	2,94,050
110	2020-21	Dubey Rohan Jagatnarayan	Bhandari and Associates	144000
111	2020-21	Raju Mallappa Gogi	Jayawant Multistate Credit	144000



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com. MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

			Cooperative Society Ltd	
112	2020-21	Varsha Sale	Turning Pro Network (OPC)PVT Limited	168000
113	2020-21	Landge Sachin Vasant	Bhairavnath sugar Works Ltd.	138000
114	2020-21	Sounndarya Rajesh Suryabhan	Bhagwant Institute Of Technology	120000
115	2020-21	Surve Tejal Eknath	Aadhaar Facilitation centre	180000
116	2020-21	Kathure Pratiksha Shivaji	Jayawant Multistate Credit Cooperative Society Ltd	120000
117	2020-21	Machale Shivani Santosh	Bhandari and Associates	120000
118	2020-21	Sapkal Shrushti Ashok	Giriraj Builders and Developers	180000
119	2020-21	Bhosale Akshata	Uber India PVT LTD.	192000

**Note:** Due to size limitation only few proofs are uploaded.



**PRINCIPAL**  
JSPM's  
Jayawantrao Sawant  
Commerce & Science College  
Hadapsar, Pune - 411 028.



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018

M.Com. MBA, Ph.D,  
PRINCIPAL

# A.Y.2022-23





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



**Flynaut SaaS Private Limited**  
[www.flynautsaas.com](http://www.flynautsaas.com)

**RITESH BADGUJAR**

**MAY 09, 2024**

**Sub: Joining of Employment for the position of Java Full Stack Developer.**

**DEAR RITESH,**

We are pleased to extend an offer for the position of **Java Full Stack Developer** at **Flynaut SaaS**. After careful consideration of your qualifications and experience, we believe that you will be a valuable addition to our team.

We are impressed by your technical expertise, problem-solving skills, and strong understanding of back-end development. Your experience as **Java Full Stack Developer** aligns perfectly with our requirements, and we are confident that your contributions will play a significant role in driving our company's success.

**We are excited to offer you the following terms and conditions:**

**Position:** Java Full Stack Developer

**Start Date:** May 10, 2024

**Salary:** Four Lakh Per Annum

*A ₹15000 stipend will be provided for the first two months of training, as stated in the offer letter.*

**Working Hours:** 45 hours per week

By accepting this offer, you acknowledge that you will be joining our team on **MAY 10, 2024**. Please ensure that you have all the necessary documents ready for the completion of the onboarding process. You will be contacted by our HR department to guide you through the necessary paperwork and provide you with any additional information you may need.

We have a supportive and collaborative work environment, and we encourage creativity, innovation, and continuous learning. We are confident that you will find ample opportunities to grow both professionally and personally while working with our talented team.





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

We look forward to your positive response and joining our team at **Flynaut SaaS**. If you have any questions or require any further information, please do not hesitate to reach out to Poonam at [hrdept@flynautsaas.com](mailto:hrdept@flynautsaas.com).

Once again, congratulations on your appointment as a **Java Full Stack Developer** at **Flynaut SaaS**. We are thrilled to have you join our team and contribute to our ongoing success. We are confident that your skills and dedication will make a significant impact on our projects and help us achieve our goals.

Thank you for considering this opportunity, and we eagerly anticipate your acceptance of our offer.

Yours faithfully,  
**Flynaut SaaS Private Limited**  
Poonam  
Human Resources Department

I am pleased to accept your employment.

Signature: \_\_\_\_\_ Date Of Joining: **MAY 10, 2024**



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

SAIRAM TRANSPORT SERVICE			
Shop No. 8, Ubalenagar, Pune-Nagar Road, Near Avanti Motors, Wagholi Pune-412207 Mob no. 9755668966/9049275656 E-Mail: ramdasKapare376@gmail.com			
INVOICE			
To, M/s. Krishna Enterprises Flat No 1 Success Chamber, Talegaon Chakan Road, Near Sevadhani Hospital Talegaon Dabhade Tal- Maval Dist- Pune 41507 GST IN No. 27AVXPG1163C1ZL State-Maharashtra, State Code- 27		Invoice No. 1 Invoice Date: 31/01/2024 Bill for the Month of Jan 2024 RCM: Yes	
Sr. No.	Particulars	SAC CODE	Amount In Rs.
1	Being Bill on Account of Services Provided in your Company During the Transport Charges the Month of Jan 2024		121000.00
Total Amount Before CGST SGST			121000.00 0.00 0.00
Amount in word: One Lakh Twenty One Thousand Only			Total Invoice Value: 121000/-
Sairam Transport Service Details Name: Ramdas Daddu Kapare Pan No. BEZPK8003G GSTIN NO. 27BE12PK8000G1Z7		Sairam Transport Service Bank Details: Bank Name: Union Bank Of India Wagholi Branch Current Account Number: 17461100000584 IFSC CODE:UBIN0577669	
Receiver's Signature & Stamp For SAIRAM TRANSPORT SERVICE  Proprietor		For Sairam Transport Service  Authorized Signature (Ramdas D. Kapare)	

**Ramdas Kapare**  
Mo : 9860333792  
9049275656

|| Shree Ganesh ||

**Ganesh Kapare**  
Mo : 9689445656  
9011373767



## SAIRAM TRANSPORT SERVICE

Daily Service : Solapur, Latur, Nanded, Kolhapur, Sangli,  
Ratnagiri, Sawantwadi, Satara, Goa, Bangalore, Chennai, Cochin

**All Over Maharashtra Fullload Service.**

Office : Awhalwadi Road, Next to Sai Genset Co.,  
Opp. Mahavir Complex, Wagholi, Tal. Haveli, Dist. Pune - 412 207. (MH)  
Ph.No.: 020 - 65293094 Email : g.kapare@yahoo.in



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018



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

सूचना दिल्याबाबत पावती



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

१.	पावती क्रमांक	:	२४३१०००३१८९२९४५५								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०५९४४६३२४०३								
३.	आस्थापनेचे नाव	:	दुर्वाक भेळ DURVANK BHEL								
४.	कामगारांची एकूण संख्या	:	५								
			<table border="1"> <tr> <td>पुरुष</td> <td>स्त्री</td> <td>इतर</td> <td>एकूण</td> </tr> <tr> <td>४</td> <td>१</td> <td>०</td> <td>५</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	४	१	०	५
पुरुष	स्त्री	इतर	एकूण								
४	१	०	५								
५.	अ) मालकाचे नाव	:	प्रणय मोहन देवकार PRANAY MOHAN DEVKAR								
	ब) आस्थापनेचा पत्ता	:	सिटी हॉटेल, पूर्ण साखळ रोड, गिगर सोलीटेर सोसायटी, फुरसुंगी, फुरसुंगी, हवेली, पुणे, ४१२३०८								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबाबत कार्यालयास पाठविलेल्या सूचना पत्राची पोष पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबाबतचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकानी राहिल. ही पोष पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालगतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कार्यासंदर्भात ग्राह्य भरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	SNACKS CENTER								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

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

दिनांक : १५-०६-२०२४

ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bunglow No.५, Mumbai - Pune Road, Shivaji Nagar, Pune-४११००५





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



**CLMS ID : 110991**

**NAME : AKSHAY SANJAY KOPNAR**

**AADHAAR NO :3067 09037 7956**

**DATE OF BIRTH : 09/04/2001**

**BLOOD GROUP : UK**

**ADD : AP- BORIBHADAK, PUNE,  
MAHARASHTRA- 412202**

**Office Add : Sai Trinity, A Block 2nd Floor,  
Sr. No. 146/1/28, Pashan-Sus Road,  
Pune, Maharashtra – 411021**



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

## Gayatri Deepak Awchar | Data Science And Analytics | Admissions Offer Letter | upGrad Campus

External Inbox x

upGrad Campus <campus.admissions@upgrad.com>

12:52 PM (2 minutes ago)



awchardeepak4, me, swetal.kumari, upGrad







JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL



**RADIANT**  
Cash Management Services Limited  
(An ISO-9001 - 2015 Company)



Card No. : 81977



**ADDITYA SHAILENDRA ALHAT**

Code :

**RAD - 7954**

**02-08-2023**

**02-08-2026**

Date of Issue : .....

Date of Expiry : .....

Sign

Sign of Issuing Authority

Regd. Office : #28, Vijayaraghava Road, T. Nagar, Chennai - 600 017.  
R.O. (Maharashtra and Goa, Pune) : Flat No. 4, 2nd Floor,  
Shree Sadan Building, Survey No. 60, Hissa No. 1/2, Opposite Euro School, Near  
Atur Nagar, Undri, Pune - 411 060 • Tel : 92253 43524 / 92253 43527.



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

# A.Y.2021-22



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



[www.theimperative.in](http://www.theimperative.in)

**Imperative<sup>®</sup>**  
Business Ventures

*...An Incredible Inspiration for Innovation*



**Geetanjali Appa Padalkar**  
Executive

Emp Code : 31022  
Blood Group : AB+  
Emg Cont : 8930827296

Authorised Signatory

**PUNE : Town Square Shopping Center, 405, 4th Floor,  
B-Wing, New Airport Road, Mhada Colony,  
Viman Nagar, Pune - 411014, Maharashtra, India  
Phone : +91 20 6699 8800**





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

**EXL**

**PRIVATE AND CONFIDENTIAL**

Date: 20-Oct-2022

**Venkatesh Vaman Panchal**

FLAT NO. 5, KHURSHID APARTMENT , SASWAD ROAD,

PUNE, MAHARASHTRA 411028

PUNE

**EMPLOYMENT AGREEMENT**

Dear **Venkatesh**,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **EXL Service.com (India) Private Limited** to the position of **Executive** at Band **A1** , on the terms and conditions set out herein after:

**1. EMPLOYMENT**

1.1 Your effective date of joining shall be no later than : **20-Oct-2022**

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (Applicable for Band A only)

1.3 Your employment with the Company is subject to:

(i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 044, India

Page 1 of 20



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.

(ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;

(iii) On our receiving two satisfactory references; and

(iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, you hereby agree to withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

(v) If you breach, fail to fulfill or comply with any of the aforesaid conditions, this offer shall stand revoked automatically without any further reference or notice to you (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment will automatically terminate without giving you any claim for compensation or damages, but without prejudice to the Company's rights and / or remedies against you.

#### **1.4 Probation:**

(i) You will be on probation\* for a period of **180 Days** from the date of joining which can be extended by the company at its sole discretion in case your performance does not meet requisite standards or for any other reason as deemed fit or proper by the company. At the end of the probation period your services with the company would be deemed confirmed unless specifically extended by the company in writing, within the said period of **180 Days**

\*No probation period for Band D and above

(ii) During the period of probation including during the extended period of probation, *if any*, your services are liable to be terminated by either party at any time without cause with **14** days written notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over and/or knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client or work commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXL.service.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India

Page 2 of 20





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



M.Com, MBA, Ph.D,  
PRINCIPAL

**EXL**

(iii) In case, during your notice period, you abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(iv) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on Company premises including without limitation on the production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(v) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts, it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media, or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(vi) Waiver of notice period is at the sole discretion of the Company. If Company exercises such discretion then notice period shall be waived of by the Company in writing only therefore any verbal assurance given by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(vii) You having received at least one (1) dose of a COVID-19 vaccine, which has received at least emergency use authorization from the Government of India.

## 2. Place of posting

2.1 Your initial place of posting shall be at **Pune**. However, your services are transferable to any other another place either in existence now or which would come into existence henceforth. You may be transferred within India or outside India to serve the Company or any of Company affiliates. You may be transferred to any of Company's or its affiliates existing offices or locations anywhere or to any of the future offices or locations which may come into existence or may get acquired henceforth / any-time in future. It is a condition to your employment that you comply with any such requirements of the Company. The transfer will not deem to constitute a change in your conditions of service. The Company will not be responsible for any of your acts leading to any action against you as per the law of the country or state you have been deputed or transferred to.

2.2 You may however also be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other company associated to the Company or to Company's clients' or clients' customers offices whether in India or abroad.

2.3 Your place of work shall change in case of any relocation of the Company's offices, for which you shall not be entitled to any additional compensation.

2.4 Actual work timings and shifts may vary from time to time based on business and client / client's customer service requirements. The Company reserves the right to change the working hours at any time and employee will be advised of





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

the changes in advance. An employee is expected to work in any shift including in night shift as may be assigned to him/her by the Management.

### 3. Performance of duties

3.1 You shall be assigned with all the duties and responsibilities of the **Executive** at Band **A1** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

3.2 You shall, at all times, be required to carry out the duties and responsibilities assigned to you by the Company, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.

3.3 You have represented, stated, affirmed, declared and/or accepted, and/or you hereby represent, state, affirm, declare and/or accept that you presently are not in any kind or form of dual employment whatsoever and/or there is no impediment whatsoever including without limitation legal or contractual that prevents, stops, debars or disentitle you from accepting this offer or joining the Company's employment, and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Company and its management, directors, managing director, principal officer, officers, employees, representatives, advisors, assigns and successors (here-in-after collectively and/or severally referred to as the "Indemnified") and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every losses, liabilities, damages, claims, demands, settlements, charges, fees, amounts, expenses and/or costs (here-in-after collectively and/or severally referred to as the "Losses") including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Without prejudice to afore-said, this offer is made on the clear understanding that your employment is on whole-time basis and that you shall not undertake, do, involve or engage in and/or accept any other part-time or full-time work, job, employment or any independent assignments, without the prior authorized, unambiguous and specific written consent of the Company. You shall not, during the term of your employment engage directly or indirectly, whether part-time or full time, whether for profit / commercial interest or otherwise, in any other employment, business, occupation, profession, vocation or activity, whether as a principal, agent, servant, employee or otherwise, which whether or not be detrimental, whether directly or indirectly, to the Company's interests. Any engagement by you as aforesaid shall be construed as dual employment and you shall be liable to face strict disciplinary action for the same, which may go up to termination of your employment without any compensation or damages to you. Further, Company, without prejudice to its rights and/or remedies, reserves the right to seek injunctive relief against you and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Indemnified and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every Losses including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Notwithstanding anything contrary contained here-in and/or without prejudice to afore-said, the Company reserves the right to claim from you the Losses or any deficit including by way of deductions from your salary, emoluments or remuneration including full & final settlement and/or as per the process of law and you hereby unconditionally authorize the Company to do so without any or further notice or reference to you.

3.4 You shall use the office of the Company only for rendering such services for which you have been appointed.

3.5 You are expected to attend office, except when traveling on business, during the working hours/shifts as may be decided by the Company. The Company practices a 48-hour work/week for all staff and management employees. You may be called upon to work in any of the shifts depending on the business and customer service requirements. Actual work

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India

Page 4 of 20



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

**EXL**

timings and shifts may vary from time to time based on business and customer service requirements. By accepting this offer, you hereby agree to work in any shift including in night shift as may be assigned to you by the management. In case you, for the reasons attributable to you, work for less than 8 / 9 hours a day (as the case may be depending upon your location of work), it would be treated as absence from duty and your wages / salary shall be deducted accordingly.

3.6 You shall first apply for leave and get it sanctioned from your supervisor before proceeding on leave. Any leave taken by you otherwise shall not be taken cognizance of and your supervisor shall be entitled to mark you as 'absenting unauthorizedly'/'on unscheduled off'. Any sick leave of over three days' has to be supported with medical certificate, fitness certificate and other medical documents including prescriptions, medicine bills, reports and records to support your sickness and treatment. Any emergency leave shall be informed by you personally to your supervisor over a phone (not via sms) at least six hours before your shift time otherwise you would be marked as 'unauthorized absence' /'or unscheduled off'.

3.7 The employees shall be entitled to their monthly emoluments only if they give the normal production/output and perform work according to their scheduled working hours. In case, therefore, the employees resort to go-slow and/or intermittent stoppage of work, or slow-down or work-to-rule, or absent from duty, which shall include employee's absence from the place or places where, by the terms of his/her employment or Company's instructions, he or she is required to work (the employee shall be deemed to be absent from the place where he/she is required to work if, although present in such place, he/she refuses, defaults, omits or neglects to carry out his/her work), or the like, such employees shall be entitled to receive wages/salary only in proportion to the production/output given by them / hours during which they have actually performed normal work. This is without prejudice to the right of the management to effect penal deduction of wages/salary under applicable law or this Employee Handbook.

3.8 You shall use client provided / allotted e-mail for rendering services to client only or strictly for client related official work only. Such e-mail shall not be used by you for any other purpose including without limitation for applying for leave, for tendering your resignation, for raising any grievance, etc. Further, you shall not communicate with the client or with client customers' directly via any mode or medium whatsoever unless prior written specific authority is provided to you by the Management.

#### 4. Background Verification

The Company will get employee's background verified either internally or through any external agency engaged by the Company. By accepting the employment offer, employee agrees that he/she has no objection, to any such background verification and grants the Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to employee and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to employee and/or without further or additional consent from an employee.

#### 5. External Interests

Every employee shall fully and truly disclose on his/her own behalf and, if married, on his/her spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 044, India

Page 5 of 20





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, employee shall withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

#### 6. Compensation

6.1 As compensation for services to be rendered, you shall be paid a Basic Salary of Rs. **1,80,000.00** per annum The salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month but before expiry of the 7th day of the succeeding calendar month. Other allowances and benefits payable shall be as detailed in Appendix 1 hereto.

6.2 The payment of all compensation shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

6.3 The compensation paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of any other allowances.

6.4 By accepting this offer you authorize the Company to deduct from your remuneration including on termination of employment (including from salary, salary in lieu of notice, holiday pay, allowances, discretionary bonus (if any), etc.) all debts owed by you to the Company or any of its group or affiliate companies or any fine or recovery imposed by the Company including pursuant to the Company's disciplinary procedure or to deduct any amount for absence from duty or for notice period not served by you or for damage to or loss of goods or Company assets or for recovery of advances or loans, etc.

6.5 As per the current policy of the company, you will be eligible for a target performance bonus above your Fixed CTC, consistent with the targets and other criteria of the Company's corporate bonus policy. The bonus is payable only if you are employed by the Company on the date of the bonus payment and have not given notice of resignation prior to the said payout date. This policy is subject to change at the discretion of Management. Taxes as applicable shall be deducted. (\*Not Applicable for employee who are on another incentive plan)

Bonus payments are subject to approval of the Company's board of directors (the "Board") and bonuses generally are reviewed, approved and paid during the March/April timeframe of each year as determined by the Board in its sole discretion

#### 7. Confidentiality

7.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, employee relations, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company or to Company employees, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or the benefit of any other party, unless so





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

**EXL**

authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality and Non Compete Agreement' in the form annexed to this letter.

7.2 You undertake not to make copies or duplicates of any Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

7.3 You shall keep strictly confidential, details of your salary and employment benefits within and outside the Company.

7.4 You agree and confirm that the terms and conditions of this Clause 5 shall survive the termination or discontinuation of your services with the Company.

#### **8. Intellectual property rights**

You shall be required to disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all time belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such Inventions, information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws or applicable Indian laws (or any other applicable law). If and when required by the Company, you shall at the Company's expense take out or apply for letters patent, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

#### **9. Disciplinary action procedure**

Any breach of the Company's Code of Conduct, policies, etc., or any act of omission or commission constituting misconduct, or failure to attain or maintain a satisfactory work standard, by any employee will be regarded as a disciplinary or capability matter. The procedure for such misconducts, matters or offences including major misconduct shall be as set out under the Code of Conduct and/or Progressive Disciplinary Policy. If you are accused of misconduct, you shall be liable to be suspended from service pending or in contemplation of enquiry. During suspension, you shall be entitled only to a subsistence allowance at the rate described in the attached Appendix - 2, forming an integral part & parcel of this employment agreement. The rate of subsistence allowance, as described in Appendix - 2, is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 044, India

Page 7 of 20



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

**EXL**

allowance as per prevailing regulations, applicable from time to time, shall apply. If you are found guilty of any charge of misconduct, you shall be deemed to be absent during the suspension period and not be entitled to any compensation, remuneration or other amount except the subsistence allowance paid / payable. In the enquiry, you may bring only a co-employee (who is not accused of similar charges) to represent or assist you. In no case would you be entitled to bring any outsider who is not employed with the Company, to represent or assist you at such enquiry.

#### **10. Code of Conduct**

You shall abide and be bound by the Company's Code of Conduct, and the Code of Conduct will form a part of this employment agreement. The Code of Conduct may be changed at any time at the discretion of the Company and the changed Code of Conduct shall thereupon bind you. You will also carry out and abide by any instruction, policy issued by the Company from time to time.

#### **11. Lay off, termination of employment and retirement**

11.1 The Company may, in the event of shortage of orders, finance, stores, power, etc., or; breakdown of machinery, equipment, communication or network systems, etc., or any serious technical issues, or any restrictions or the like placed by the Government or any statutory authority or the like, or seasonal variations or adverse climatic conditions or the like, or fire, catastrophe, civil commotion, epidemics, natural calamity, disaster, strike or slowing down of work on the part of employees, or any other sufficient cause of any nature whatsoever, temporarily stop work in any department / unit of the establishment or part thereof and lay-off any employee or employees concerned (including you), continuously or intermittently, for such period(s) as deemed necessary by the Management Company.

During any period or periods of lay-off, you shall not be entitled to any wages or compensation except compensation under any applicable law; provided that, in case of lay-off for more than 45 days during any period of twelve months, no lay-off compensation, in any case, shall be payable to any employee after the expiry of the first 45 days of lay-off, whether continuous or intermittent, which you are hereby deemed to have specifically agreed to by accepting the offer of appointment and remaining in the service of the Company.

11.2 (A) After completion of the Probationary period, either the Company or you may at any time terminate this agreement without cause by giving in writing to the other party 45 days notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over / knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice, and withhold your relieving and experience letters. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

(B) In case you, during your notice period, abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management,

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India

Page 8 of 20





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(C) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on the Company premises including without limitation on production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(D) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(E) Waiver of notice period is at the sole discretion of the Company. If Company exercises its discretion then waiver of notice period shall be in writing only therefore any verbal assurance by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(F) After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

11.3 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents / property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

11.4 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in paragraph 3.1 above, or to carry out no duties, and to instruct you not to communicate with clients, client's customers, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period. You shall not be entitled to engage in any other employment, work or business during the notice period. You shall not be entitled to take any leave (unless applied for and permitted in writing, and sanctioned, by the management and on such terms & conditions as may be prescribed by the management) during the notice period. Any leave sanctioned by the management shall result in extending your notice period by number of days you had taken the sanctioned leave.

11.5 You shall retire on your 60th birthday or the last day before that, if your birthday does not fall on a working day.

11.6 In addition to all the rights of the Company provided for in this employment agreement and under law, the Company may terminate your employment forthwith in any of the following circumstances:

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 044, India

Page 9 of 20





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

- (i) Breach by you of any of the terms of this employment agreement;
- (ii) Breach of any clauses of the Company's Code of Conduct as referenced in clause 8 hereinabove;
- (iii) Unauthorized absence beyond a period of 5 (five) consecutive days;
- (iv) Inability to perform your duties beyond a period of (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Major misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation for a period of two months, despite due training.
- (xiii) Either refusing to appear for a drug test as per company policy or failing to clear the drug test.
- (xiv) Breach of Information Security Guidelines

Every EXL employee must be aware of their individual responsibility to maintain compliance with Information Security, Cyber Security and Data Privacy policies and undergo periodic trainings and awareness in this area. All employees must refer to to understand the Company's requirements with respect to the collection, storage, use, transmission and disposal of information in electronic, voice or tangible written forms. The policy also details out guidelines for laptop users, access control, Email access, password management, Blackberry and PDA usage and maintaining clean desk. All the employees of EXL are required to fully comply with the aforesaid policy.

It is mandatory for all employees of EXL across levels to complete the Information Security Training within prescribed timelines (for details refer to ISG policy guidelines)

Not with standing anything contained in clause 11.6, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 11.6 hereinabove.

#### **12 Job Abandonment**

If you, abscond from duties, or remain unauthorizedly absent or absent without authorization, or abruptly stop reporting to duties, or absent unauthorizedly without prior information to, and prior permission from, the Management, or remain absent without leave, or over-stay beyond your approved leave, for sixteen (16) consecutive days, it will be deemed that you have voluntarily resigned from the services of the Company or relinquished your employment and in such an event your name

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 [EXLservice.com](http://EXLservice.com)  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India

Page 10 of 20



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

shall automatically stand removed from the rolls of the Company. The Company in such a case shall not be under any obligation to issue your relieving and experience letters. Company shall further be entitled to recover salary in lieu of notice not served by you from your salary, allowances and full & final payment and you hereby authorize the Company to do so without any notice or reference to you or without any further consent from you. You also agree that Company shall not be under any obligation to prove your intent as described here-in and it shall be deemed that you have no intention to resume duties.

### 13. Others

13.1 You will be bound by the Code of Conduct of the Company and all other rules, regulations, instructions, policies and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Code of Conduct, rules, regulations, instruction, policies etc. were part of this employment agreement.

13.2 You shall immediately inform the Company in writing about any change in your residential address. In case of any delay, negligence, failure or default on your part to do so, any communication, letter, notice, etc. addressed at your last known address available in Company records shall be deemed to be effective and valid communication to you and you shall be estopped from disputing or challenging the same.

13.3 You represent that you have no interest or obligation that is inconsistent or in conflict with the terms contained herein. You agree to notify the Company immediately if any such interest or obligation arises. You also represent that you will not bring with you or disclose to the Company, or use in the performance of your responsibilities at the Company, any confidential information not generally available to the public of a former employer or any other party, unless you have obtained prior authorized written & specific authorization for its possession and use.

13.4 You also agree that, during your employment with the Company, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

13.5 If any information furnished by you to the Company is found not to be true or is found to be false, misleading or inaccurate, or if you are found to have suppressed or concealed any material information / fact, or if you have misrepresented anything, the Company shall be entitled to terminate your employment without notice and/or without compensation or damages to you.

13.6 You agree that if you breach any of your obligations *inter alia* pertaining to notice period, confidentiality, intellectual property rights, Inventions, non-compete or non-solicitation, the Company shall be entitled to seek equitable and injunctive relief against, and damages from, you, and notwithstanding anything contrary contained here-in this offer or in any of annexures, appendix, schedules, etc. appended to, or forming part & parcel of, this offer, you shall indemnify the Company for any and all the losses, liabilities, damages, costs or expenses suffered, sustained, incurred or paid by, or claimed / demanded from, or alleged, threatened, assessed / judged against, the Company including without limitation attorney fees and litigation costs. The provisions of this employment agreement shall be construed and governed in accordance with the laws of India.

### 14. Notification to New Employer

In the event that you leave the employment of the Company, you hereby consent to the notification to your new employer

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF-Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India

Page 11 of 20





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

**EXL**

of your duties and obligations hereunder with respect *inter alia* to confidentiality, intellectual property rights, Inventions, your notice period, your non-compete and non-solicitation obligations.

**15. Proprietary Rights:** You shall agree that the proprietary rights in any or all Inventions, designs, applications, or work systems which you have made or developed, wholly or partially, during your employment with the Company, shall be the exclusive property of the Company.

**16. Travel for Work:** From time to time you will need to travel within India and abroad. You will need to maintain all required papers (passport, VISAs) to ensure ability to travel at short notice. While your base will remain the EXL Service.com (India) Private Limited region, the Company may request you to spend extended periods of time in other locations including the office of Company's parent company in New Jersey, USA.

**17. Invention Assignment, Confidentiality and Non-Compete Agreement:** Additionally you are also required to sign the Company's standard employee proprietary information agreement relating to confidential information and the assignment of proprietary developments to the Company. Your refusal and/or failure to sign the aforesaid agreement shall be sufficient cause for the Company to terminate your service forthwith without notice and compensation to you.

A copy of the agreement is attached for your signature as Appendix III (as applicable).

Kindly sign and return the duplicate copy of this employment agreement, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of the letter.

Please note that by signing this offer letter / agreement, you have agreed to accept the employment with the Company on the terms and conditions set out hereinabove. Upon your signature and return to us, this offer letter will be treated as an employment agreement and the terms and conditions of this employment agreement shall govern your employment with the Company.

This offer shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this employment offer letter / employment agreement.

It is a pleasure to welcome you as a member of exl Service.com (India) Private Limited.

We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Yours truly,

For **EXL Service.com (India) Private Limited**

Parul Kataria

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSI Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXL.service.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 044, India

Page 12 of 20





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

**EXL**

Vice President 1

I accept the offer on, and agree & consent to and accept, the terms and conditions as described in this letter.

Agreed and accepted, and consented to, by me.

-----  
**Venkatesh Vaman Panchal**

Dated: 20-Oct-2022

Permanent Address:

FLAT NO. 5, KHURSHID APARTMENT , SASWAD ROAD,

PUNE, MAHARASHTRA 411028

PUNE

**Compensation & Benefits**

You may be covered under the Employees' State Insurance Act, 1948 (ESI Act), *if applicable*. The requisite amount as per provisions of, and as prescribed in, the ESI Act towards employee's contribution would be deducted from your compensation. You shall be entitled to ESI benefits in accordance with the applicable statutory requirements.

You shall be provided with superannuation benefits of Employees' Provident Fund and Gratuity in accordance with the applicable statutory requirements.

You shall be covered under, a comprehensive medical insurance coverage (under Mediclaim Policy) for self, spouse and dependent children, not exceeding 3 dependents in total, and the personal accident insurance coverage for self only, as per the Company policy.

You shall be entitled to other allowances and benefits, as applicable as per Company's Policies. Details of other allowances and benefits are attached hereto as Appendix 3 (amended from time to time)

You may receive an amount towards annual discretionary bonus based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

**EXL**

be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, *if any*, for discretionary bonus shall be subject to *inter alia* –

All bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance

Your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;

You have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;

You are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus; and

You are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

**Notes:**

The cost to the Company for the above mentioned benefits will be limited to the amount mentioned hereinabove or as provided in applicable policies or as may be determined by the management in its absolute sole discretion from time to time. If any of the above-mentioned benefits becomes chargeable to tax because of any reason whatsoever, it is hereby clarified that it would be your responsibility to pay the taxes, if any. The Company will, in no case, be responsible to bear any of your tax liability.

Benefits provided to you under any applicable schemes will be governed by the Company's rules and regulations framed in this regard. It is the absolute discretion of the management to decide whether any such particular benefit will be provided to you or not.

**Allowances (as applicable)**

You may get paid following allowances as per the following specifications and annualized limits.

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

**\*Telephone Allowance**, which includes telephone(s) installed at your residence, up to a maximum limit as applicable per annum. This will be paid on the submission of telephone bills and evidence of your payment of the same.

**\*Vehicle Running and Maintenance Allowance:** Expenses as provided in applicable policy or as per limits prescribed under the Income Tax Act, 1961 read with Income tax Rules, 1962 as amended up-to-date towards petrol / diesel / CNG and maintenance of vehicle shall be paid up to a maximum limit as applicable per annum. This will be paid on submission of bills.

**\*\*Personal Driver Allowance:** Amount up-to-maximum limit as applicable per annum.

\*Applicable for Band B and above

\*\*Applicable for Band C and above

**CONFIDENTIALITY AND NON COMPETITION AGREEMENT**

As a condition of my provision of services to or on behalf of exl Service.com (India) Private Limited.(hereinafter referred to "the Company"), I make the following statements with the understanding and intent that they be relied on by the Company in entering into an agreement and by the Company in extending its offer of employment. I acknowledge and understand that in providing services to and on behalf of the Company, I will have access to Confidential And Proprietary Information (as defined hereunder).

a). I understand that the term "Confidential and Proprietary Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company.

b). I agree that during the period in which I provide services to the Company;

c). I will use my best efforts and exercise the utmost diligence in keeping confidential, all Confidential and Proprietary Information, unless lawfully made available by a client or the Company concerning any client of the Company or by the Company itself which I may learn, acquire or get possession of, during the course of or by virtue of my provision of consulting services to the Company. I will use such materials and information relating to Confidential and Proprietary Information solely for the benefit of the Company and its clients and will not use such information for any other entities or persons. At the conclusion of my relationship with the Company I will return any material relating to Confidential and Proprietary Information and any copies thereof.

d). I agree not to keep at any time on my person or in my possession, except in the necessary performance of my duties, any material relating to Confidential and Proprietary Information acquired by me, whether produced by me or by employees or agents of the Company or any client. I agree to safeguard all such Confidential and Proprietary Information materials while they are in my possession, and to surrender them and all copies, which have been made of them to the Company upon termination of my relationship with the Company.

e). I will at all times exercise discretion in discussing with others the affairs of clients, avoiding unnecessary identification of names, places, and other specifics, and I will take reasonable precautions to make sure that such discussions cannot be overheard, and electronic communications cannot be intercepted either by client's employees or outside persons.

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXL.service.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**EXL**

f). I will not make any private use of Confidential and Proprietary Information that may come to my attention because of my employment with the Company, nor will I pass such Confidential and Proprietary Information on to anyone else. I understand the term "use" includes, but is not limited to, anyone's purchase or sale of securities influenced by such Confidential and Proprietary Information, access to which is directly or indirectly due to my relationship with the Company.

g). I agree to disclose and assign promptly, completely and in writing to the Company any inventions, whether or not patentable, and including but not limited to, any innovations on processes, methodologies, software applications or products which I discover, conceive and/or develop, either individually or jointly with others, during the term of my relationship with the Company ("Inventions"). I understand that all inventions which I do hereby assign are and shall become the exclusive property of the Company, whether or not patent applications are filed thereon, and I agree to treat such inventions as Company proprietary and confidential information and to use such solely for the benefit of the Company. I hereby assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the information, materials, products and deliverables developed during the performance of services to the Company. All work I perform and all information, materials, products and deliverables developed by me in acting as a consultant to the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the information, materials, products or deliverables that I developed during the performance of services as a consultant to the Company. I agree to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

h). I will not for a period of two year after the termination of this agreement, whether voluntarily or involuntarily (a) directly or indirectly solicit to provide or provide, without the prior written consent of the Company, any professional services such as those provided by the Company for anyone who is a client of the Company anytime during the twelve months prior to my leaving the Firm and for whom I provided any service as an employee of the Company during the five years prior to my leaving or (b) directly or indirectly, without the prior written consent of the Company, solicit for employment with myself or any Company or entity with which I am associated, any employee of the Company or otherwise disrupt, impair, damage, or interfere with the Company's relationship with its employees. The non-compete provisions of this paragraph will not apply to a client of the Company for whom I performed services or with whom I had significant professional contact prior to joining the Company and which list of clients I have disclosed to the Company prior to my joining.

i). If I am directed by any governmental agency or judicial forum or asked to testify concerning any matter learned in the course of services provided to or on behalf of the Company, I will immediately notify the Company before making any disclosures.

j). I further agree that in the event of termination of this agreement, or my employment with the Company, whether of my own volition or otherwise, for a period of two (2) year thereafter, I shall not directly or indirectly, provide any services to or take up employment with any of the existing customers of the Company.

k). That in the event I am found to be in breach of this agreement, or my employment agreement with the Company, I shall be liable to pay to the Company a sum equivalent to the remuneration / compensation received by me, from the Company, in the last three months immediately preceding the termination. This will in no way effect the other rights which the Company may have against me, especially the right to obtain injunctive relief against, and damages and indemnification from, me.

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSI, Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP - 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi - 110 044, India

Page 16 of 20



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com. MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

**EXL**

**Venkatesh Vaman Panchal**

**Appendix 1**

Name : Venkatesh Vaman Panchal

DOJ : 20-Oct-2022

Designation: Executive

Band : A1

Pay Component	Monthly Amount	Annual Amount
<b>CTC</b>		
<b>Fixed</b>	<b>15986</b>	<b>191833</b>
Basic	15000	180000
HRA	986	11833
<b>Retirals</b>	<b>3040</b>	<b>36492</b>
Provident Fund	1800	21600
Gratuity	721	8658
Employers ESIC	519	6234
<b>Derived</b>	<b>0</b>	<b>0</b>
Total Fixed Salary	19027	228325
<b>Total CTC</b>	<b>19026</b>	<b>228325</b>

\*\* You may receive an amount towards annual discretionary bonus as per the Company's performance bonus policy, based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia –

- all bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance;
- your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;
- you have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 EXLservice.com  
Registered Office: 414, 4th Floor, DLF Jasola Tower II, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D.,  
PRINCIPAL

**EXL**

d) you are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus;

e) you are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

1. Group Medical Insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.

2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

**Appendix - 2**

The below rate of subsistence allowance is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply.

Rate of subsistence allowance: Reference para 7 of the employment agreement –

If you are suspended, and enquiry is initiated, in

**A. Noida [Gautam Budh Nagar] (State of Uttar Pradesh) or Gurugram [Formerly: Gurgaon] (State of Haryana) locations:**

Subsistence allowance shall be at the rate of 50% (fifty per cent) of your average monthly salary over a period of three months immediately preceding your suspension. Provided that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

**B. Pune or Mumbai (State of Maharashtra) location:**

(i) For the first ninety days of the suspension period, subsistence allowance to be paid per month shall be equal to one half of basic salary and other compensatory allowances to which you would have been entitled if you were on leave with wages.

(ii) If the enquiry gets prolonged and you continue to be under suspension for a period exceeding ninety days, the subsistence allowance to be paid per month for a further period of ninety days shall be equal to three-fourths of basic salary and other compensatory allowances.

(iii) If the enquiry is not completed within a period of one hundred and eighty days, you shall be paid basic salary and other compensatory allowances in full as subsistence allowance to be paid per month until such time as the enquiry is finally concluded:

Provided that, where the findings of the enquiry officer show that such enquiry is prolonged beyond a period of ninety days, or as the case may be, beyond one hundred and eighty days, for reasons directly attributable to you, the subsistence allowance to be paid per month shall for the period exceeding ninety days or, as the case may be, for one hundred and

EXL Service.com (India) Private Limited  
1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, Noida, UP – 201306 [EXLservice.com](http://EXLservice.com)  
Registered Office: 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, New Delhi – 110 044, India

Page 18 of 20



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D.,  
PRINCIPAL

**EXL**

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance

if you accept any other employment, during the period of your suspension,

**F. Hyderabad (State of Telangana) location:**

(i). Subsistence allowance, for the first six months of suspension, shall be an amount equal to fifty per cent of your wages/salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds six months but not one year, the amount of subsistence allowance shall be increased after the expiry of six months to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

(iii). If the period of suspension exceeds one year, the amount of subsistence allowance shall be increased after the expiry of one year to one hundred percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of six months for reasons directly attributable to you, the subsistence allowance, for the period exceeding six months, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any Subsistence Allowance if you accept any other employment, during the period of your suspension,

**G. Chennai (State of Tamil Nadu) location:**

Subsistence allowance shall be an amount equal to fifty per cent of the wages/salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension;

If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension.

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

\_\_\_\_\_  
**Venkatesh Vaman Panchal**





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

**मिसळ मानिया**

मो : 9881195152 / 9657920606

पत्ता : शेळार फाटा, जिजाळ मंगल कार्यालय शेजारी, पुणे सोलापूर रोड, ता. हवेली जि. पुणे



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

**STORE MY GOODS™**



Storage Solutions

**SMG Storage Private Limited**



[contact@storemygoods.in](mailto:contact@storemygoods.in)



[www.storemygoods.in](http://www.storemygoods.in)



+91 9719 86000

**PRIVATE & CONFIDENTIAL**

Date: 09.04.2024

To,  
**Abhishek Mishra**  
S/O Sanjay Mishra  
R/O House No. 308  
Ward No. 3, Rui Khari  
Nagpur, Maharashtra - 441108

**OFFER LETTER**

Dear **Abhishek**,

SMG Storage Private Limited (Company) under its brand name "Store My Goods" is pleased to offer you the position of **Operations Executive** and your joining date shall be **10.04.2024**.

Store My Goods provides innovative & secure storage solution for homes and businesses. The offer is subject to the employment terms and conditions mentioned in the appointment letter.

**1. Remuneration:**

1.1. Your annual Cost to Company ("CTC") (including perquisites) payable to you shall be **INR 255276/-** as set out in **Annexure 'A'**.

1.2. The Company shall be entitled to deduct the following amounts from your gross salary:

- (i) Tax deduction at source, at applicable rates;
- (ii) All employment / professional taxes;
- (iii) Contribution to Provident Funds, Medical Insurance, gratuity etc. as per the Company's policies in force from time to time.

1.3. The salary shall accrue from day to day and be payable in one-month arrears by the 5 working day of every month.



Corporate and Registered Office: A-23, Sector 63, Noida - 201305  
CIN No. U63020UP2021PTC152134





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

DocuSign Envelope ID: 1BA85169-CA09-467D-AFDF-ADA00F2B55CE

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

**WNS**

Extending Your Enterprise

12-Dec-2023

Komal Avachar

Siddhi Vihar Society, Opp. Abane hospital

Hadapsar, Gadital, Hadapsar

India

**Letter of offer**

Dear Komal,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected for the role of **Associate - Operations (JC6240)** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta (PUNE AV)** office. The key components of your offer are as detailed below :-

**Career band:** Your career band would be **Professional**.

**Role band:** You would be placed in role band **A**.

**Title:** The title that you would be using both internally and externally would be **Associate - Operations (JC6240)**.

**Compensation:** Your Total Gross Pay will be **INR 2,74,218 (Indian Rupees Two Lakh, Seventy Four Thousand, Two Hundred And Eighteen Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

**Joining Date:** You are expected to join us by **13-Dec-2023**.

**Place of work:** Your place of work will be **Pune - Magarpatta (PUNE AV)**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

*Adil Nargolwala*

**Adil S Nargolwala**  
Corporate SVP - HR  
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyco Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:  
*K S Avachar*  
ACCEPTED AND AGREED  
Accepted and Agreed

**Komal Avachar**  
Candidate's Name & Signature



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

**Laxman Sirvee**  
**Deepak Sirvee**

Cell : 9834500440  
9373420323

**Shri Ram Jewellers**

91.6 KDM GOLD & SILVER A/C SHOWROOM

Plot No. 2, Rampally 'X' Road, Nagaram, Ghatkesar Road,  
Opp. ICICI Bank, Keesara (M), Medchal (D) - 500083. TS





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

DiSHA IT & Sys Tech Pvt. Ltd.'s

# **DiSHA<sup>®</sup>**

## **COMPUTER INSTITUTE**

An ISO 9001:2015 Certified

[www.dishagroup.in](http://www.dishagroup.in)



**Tejas Sathe**

( Branch Manager )

**8379952679**



**Satellite Branch**

Add : Ground Floor, Shop No 43, Titanium City Center Mall,  
Near 100 Feet Road, Anandnagar, Satellite  
Ahmedabad - 380015.



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

The **INSIGHT**  
Partners



**Rutik Devade**

**Emp. Code : 10571**

**Blood Group : A+**

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





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



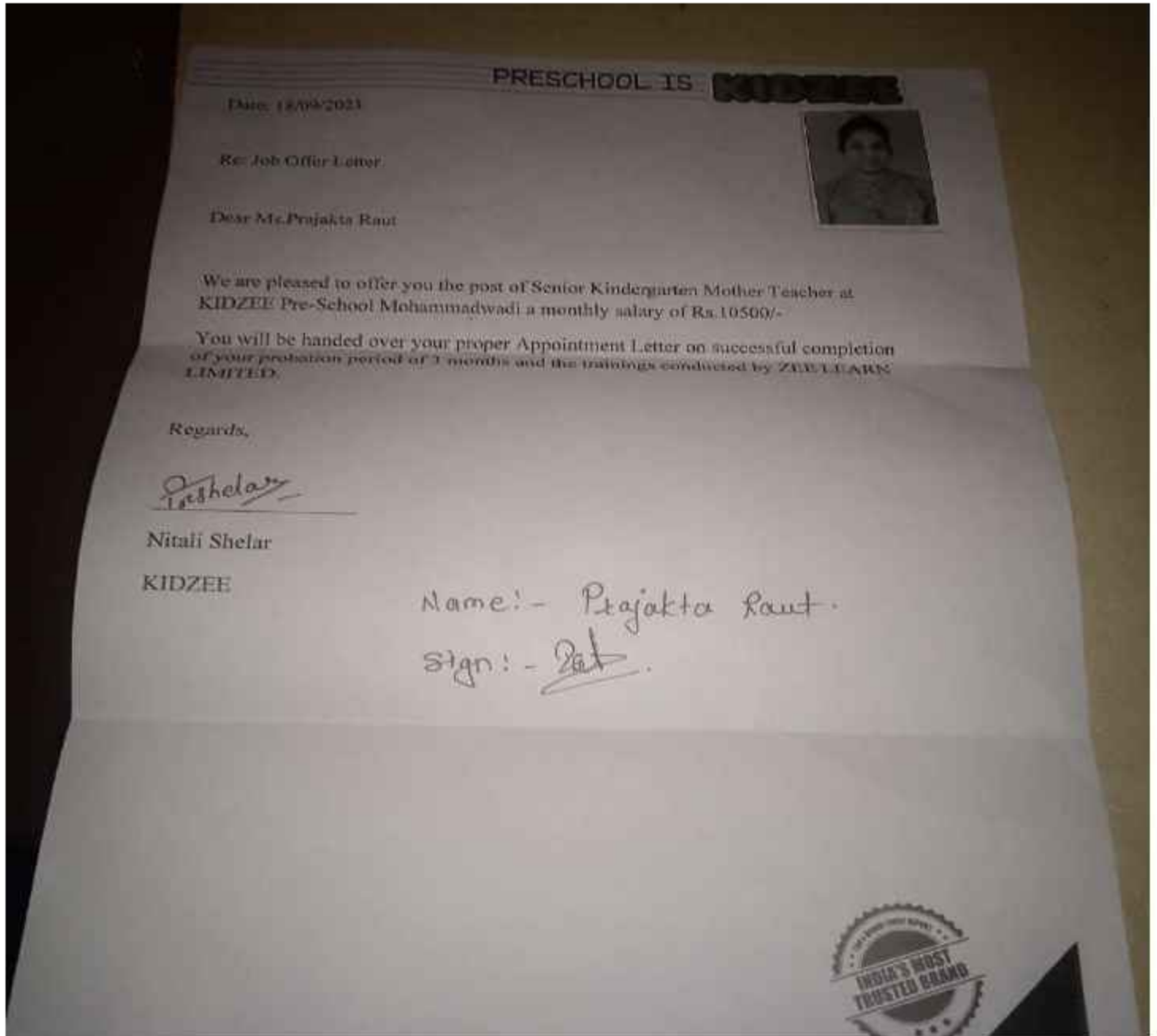
**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL



INS020890-7637484

Date: November 10, 2023

Dear: Prafull Janardan Desai

**Sub: Letter of Intent**

**Congratulations!** You have been selected by Genpact India Pvt. Ltd. ("the Company") as **Process Associate**.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

**Salient terms and conditions of your appointment with the Company are as follows.**

- Your annual Cost to Company (CTC) will be **INR 260,000.00**. Variable component is additional and is paid in addition to your CTC.
- Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
- Your initial place of work will be **India>Pune>Pune MH Nyati Tech Park IN - Office**. However, the Company may transfer you to any location/process on a need basis.
- Post consultation with you, the following has been agreed upon:

- Date of Joining: **November 22, 2023**
- Reporting Time: **9:00:00 AM**
- Location: **India>Pune>Pune MH Nyati Tech Park IN - Office**

Locations	On-boarding reporting time**	Genpact Office Address
NCR	10:30	Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P. ,7th Floor, On-boarding Room , Noida
HYD	10:00	Genpact, Security In Gate no 3, 14-45,IDA,opp NGRI, Habsiguda,Uppal.Hyd-500009
JPR	9:30	Genpact India, JLN Marg , Malviya Nagar, Jaipur (NHO Room)
BLR	9:00	Genpact. # 99, Surya Park, Electronic City, Bangalore – 560100
KOL	10:00	Genpact India Unitech Hi Tech Structures Ltd. - IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata

**\*\*In order to experience a smooth Onboarding, please reach the venue on time**

5. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement."

**Genpact India Private Limited**  
CIN: U73100DL2005PTC307363  
Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,  
Tolstoy Marg, New Delhi-110001





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
 B.E. (Elect.), PGDM, Ph.D,  
 FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
 M.Com, MBA, Ph.D,  
 PRINCIPAL

"Sri Ganesha Namaha"  
 Mi Lifestyle Marketing Global Pvt Ltd.



**ATUL HARICHANDRA KHARAT**  
 ID NO : 4581125972  
 PHONE : 8686889002

Date Of Birth : 04-06-2000  
 Valid Upto : Jun-2025  
 Rank : TEAM COORDINATOR  
 City : PUNE  
 State : Maharashtra  
 PAN : IGSPK2211R

Website : [www.milifestylemarketing.com](http://www.milifestylemarketing.com)  
 Email : [info@milifestylemarketing.com](mailto:info@milifestylemarketing.com)

**TERMS & CONDITIONS**

1. The bearer of this card is not an Employee of our company, but an Independent Distributor for promotion of products of Mi Lifestyle Marketing Global Private Ltd.
2. This card is valid when it is presented with any Govt. of India issued Photo ID Card, and should match the bearer.
3. This card is valid to use only at Mi Lifestyle office's and for its Authorised Business Activities.
4. Direct Seller is solely responsible for the ID card.
5. ID Card is only for the personal identification of the Direct Seller. It cannot be used for additional benefits or any cash collection on behalf of company.
6. Company shall not be responsible for any damage or loss of card.
7. Mi Lifestyle is not responsible for misrepresentation of the Card for any other purpose other than mentioned above.
8. Validity of this card is as mentioned overleaf.

**Contact Address**

Mi Lifestyle Marketing Global Private Limited  
 Shop No.8, 3rd Floor, Aisa Mall , No.149, Monteith Road, Egmore, Chennai - 600008 Ph: 044-28542877



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com. MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

# A.Y.2020-21





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



**CUBE27**

CIN: U72900PN2020PTC194984

Date:- 05/04/2022

Offer ID: CUBE27/OL/A/03

Mr. Jayesh Chavan

Dear Jayesh,

On behalf of CUBE27 IT PRIVATE LIMITED (hereinafter referred to as "the Company") I am very pleased to offer you the position of **Sr. Business Analyst** in our organization.

Your CTC will be **Rs. 5,40,000/- (Five Lakhs Forty Thousand)** per annum. Your joining date will be **09/05/2022**. You will be entitled to an incentive/bonus up to **Rs. 50,000/- (Forty Thousand)** per annum (over and above the CTC). The incentive/bonus will be based on your, project and company's overall performance.

You will be on probation for a period of 3 months.

Reporting Time: 10:00 AM

Please furnish a signed copy as acceptance of this offer by 08/04/2022 along with a copy of your resignation, post which this offer will not be valid. Please retain the second copy for your records.

I look forward to welcoming you to our organization.

Sincerely,

Arpan Jain

Director

**Unit No 103 Pentagon Tower 4 Magarpatta City Hadapsar Pune 411013**

*Offer Letter V1.0 confidential*



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018







JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com. MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018

**महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८**  
**Form - 'F'**

[See Rule 8]

**APPLICATION FOR INTIMATION**

Application ID	101506792403			
Registration Certificate / Intimation Receipt No. अटिथी क्रमांक / पारती क्रमांक	2431000318523163			
Division / विभाग	Pune			
District / जिल्हा:	Pune			
Office Name	Shop Inspector Office, Haveli, Address- Daund Municipal Council Building, Daund, Taluka-Haveli, District-Pune			
Name of the establishment / आस्थापनेचे नाव	LAXMI ENTERPRISES लक्ष्मी इंटरप्रायझेस			
Previous details of establishment / आस्थापनेची पूर्वीची अधिसूचना माहिती:	New Registration.			
Postal address and situation of the Establishment / ( आस्थापनेचा पत्ता )	JAY MALHAR, NEAR SWAMI VIVEKANAND SCHOOL, ASHRAM ROAD, URULI KANCHAN, URULI KANCHAN, URULI KANCHAN , HAVELI, PUNE. 412202	जय महाहार,नियर स्वामी विवेकानंद स्कूल,आश्रम रोड, उरुली कान्चन, उरुली कान्चन, उरुली कान्चन, हवेली, पुणे, 412202		
Mobile / संपर्कस्थळी क्र.	7796409643			
Email-id / ई - मेल आय डी	adtyasarak4833@gmail.com			
Date of commencement of business / व्यवसाय सुरु होण्याचा दिनांक	04/01/2023			
Nature of Business / व्यवसायाचे स्वरूप	DEALS IN GOODS AND SERVICES	दोस्ताने वस्तु व सेवा		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात किंवा खाजगी क्षेत्रात किंवा	Private			
Total No. of Employee	Men	Women	Transgender	Total
	1	0	0	1
Name of the Employer / साधकाने नाव	ADITYA BALU SARAK			अटिथीय बाळू साराक
Residential Address of the employer / साधकाने निवासस्थानाचा पत्ता	JAY MALHAR, NEAR SWAMI VIVEKANAND SCHOOL, ASHRAM ROAD, URULI KANCHAN, URULI KANCHAN, URULI KANCHAN, HAVELI, PUNE, 412202			जय महाहार, नियर स्वामी विवेकानंद स्कूल, आश्रम रोड, उरुली कान्चन, उरुली कान्चन, उरुली कान्चन, हवेली, पुणे, 412202
Resident Since / आस्थापना	2000			
Status / Designation	PROPRIETOR			
Mobile No	7796409643			
E-mail ID	adtyasarak4833@gmail.com			
Aadhar No	451170928963			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाचा निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No				



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

**AKASH SURWASE**

SALES OFFICER

Mob: +91 9112099612



**NEMUS**

## Nemus Pharmaceuticals Pvt Ltd

### Corporate Office:

# 55, 1st & 2nd Floor, 2nd Cross,

N.S. Palya, BTM 2nd Stage,

Bannerughatta Main Road,

Bengaluru - 560 076. India

Ph: 080 26562888, 26563888

### Factory:

Plot No.544, KIADB,

Belur Industrial Area,

Dharwad - 580 011.

Karnataka, India.

Ph: 0836 297 1191

email: [info@nemuspharma.in](mailto:info@nemuspharma.in)

Web: [www.nemuspharma.in](http://www.nemuspharma.in)



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



CONFIDENTIAL DISCLOSURE AGREEMENT

Between

1. MedTrial Solution
2. Mansi Vikas Hingane

Clauses:

1. The Clinical Research Coordinator who is a part of MedTrial Solution understand that confidentiality is of special concern in Clinical Research and agrees to keep strictly confidential, the information which will communicate at the department and site.
2. Confidential information will include the information related to.
  - Investigator
  - Study Molecule
  - Sponsor
  - Finance
  - Study Documents
  - Patients

In consideration of the mutual promises and MOU contained herein, the sufficiency of which are hereby acknowledged by both parties, it is hereby agreed as follows:

The Clinical Research Coordinator acknowledges that by virtue of the services, Clinical Research Coordinator may be contracting, Clinical Research Coordinator shall be exposed to or have access to confidential and proprietary information regarding the MedTrial Solution. This information may include highly confidential material in the form of written and/or electronic documents, data files or other instruments dealing with the activities of the MedTrial Solution.

In consideration of this potential access to confidential materials, Clinical Research Coordinator agrees that Clinical Research Coordinator shall hold and keep secret all such information about the MedTrial Solution. The Clinical Research Coordinator shall not (unless specifically and otherwise approved by the MedTrial Solution in writing and at the sole discretion of the MedTrial Solution) attempt to use, convey, disclose, or reveal to outside sources, directly or indirectly, the MedTrial Solution information that Clinical Research Coordinator may be exposed to, or use that information in any way except in the performance of services for the MedTrial Solution.

1. The parties here to recognize and agree that due to the complex and competitive nature of business, the confidentiality of information concerning both parties is of critical importance. Either party shall





PROF. DR. T.J. SAWANT  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



PROF.DR.V.R. KULKARNI  
M.Com. MBA, Ph.D.  
PRINCIPAL



not, either during or after the term of this Agreement, disclose to any third party and confidential information and all information and information related to work or the business of either party without the written consent of either party.

2. A Clinical Research Coordinator agrees that it shall not during, or at any time after the termination of this Agreement, directly or indirectly disclose or use any information of any reason whatsoever, without the prior written consent of MedTrial Solution in each instance, provided that the following disclosures and use shall be permitted hereunder:

- a. Information may be furnished to any licensing authority or government agency;
- b. Information may be supplied pursuant to legal process; and
- c. Information may be reviewed by Clinical Research Services Pvt. Ltd accountants and professional advisers.

Clinical Research Coordinator shall not disclose to any third party any and all

3. In case of any fraud and misconduct committed by Clinical Research Coordinator, MedTrial Solution will take further Legal actions on them.

HOD/ Manager/Team Lead, MedTrial Solution:

Signature:

Date:

Clinical Research Coordinator: Mansi Vikas Hingane

Signature:

Date:

18-03-2024

Joining date:- 14-12-2022



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL



CONFIDENTIAL DISCLOSURE AGREEMENT

Between

1. MedTrial Solution

2. Mansi Hingane

Clauses:

1. Mansi Hingane - understand that confidentiality is of special concern in Clinical Research and agrees to keep strictly confidential, the information which will communicate at the department and site.
2. Confidential information will include the information related to.
  - Investigator
  - Study Documents
  - Patients

It will also include any other information related to study, Hospital, Patient and Investigator

HOD/ Manager/Team Lead, MedTrial Solution:

Signature: AR Bajaj

Date:

Clinical Research Coordinator: Mansi Hingane

Signature: Mansi Hingane

Date: 14-12-2022



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



The Poona Blind Men's Association's  
**H.V. Desai Eye Hospital**  
EYE CARE INSTITUTE

83, Handewadi Road, Maharashtra  
Hadapsar, Pune-411028, India  
T: +91 20 2607 4300 F: 020-2607 9047  
E: [desai.eyehospital@vdeh.org](mailto:desai.eyehospital@vdeh.org)  
[www.hvdeh.org](http://www.hvdeh.org)

Date :- 03<sup>rd</sup> March 2023

To,  
Ms. Hemangi Zagade  
S.No 37/16,  
Hari Om Colony,  
Kalopadal, Pune 411028

**APPOINTMENT LETTER**

You are hereby appointed as "Study Co-ordinator" in the hospital on temporary basis for a period from 03<sup>rd</sup> March 2023 to 31<sup>st</sup> March 2024 on the following terms and conditions.

1. Your appointment is subject to the truth of the particulars furnished by you in respect of your age, qualifications, previous experience etc., and if it comes to the knowledge of the management that the particulars so supplied by you are false or fabricated, the Management reserves right to terminate your services forthwith.
2. Your appointment is subject to your being medically fit in all respects, physically and mentally during the period of your temporary employment.
3. You confirm that you have disclosed fully to the Organization all your business interests, whether or not they are similar to or in conflict with the business or activities of the Organization. You agree to disclose fully to the Organization any such interest or circumstances which may arise during your employment.
4. You will be required to effectively carry out all duties and responsibilities assigned to you by the Management.
5. Your consolidated salary will be Rs. 15500/-per month.
6. Your weekly off will be communicated to you by your Superior.
7. The Organization expects you to maintain high standards of loyalty, integrity, honesty, efficiency and devotion to duty and high degree of discipline. The Organization also expects you to maintain cordial relations with its customers, your Colleagues, subordinates and the superiors.
8. You may be required to serve in any branch office, department section or any ancillary activities of the hospital including satellite stations in the city. You may also be required to attend eye camps/ other hospital within or outside the city as per hospital schedule from time to time.

Scanned with ACE Scanner

Scanned with ACE Scanner





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL



Date: 9/10/2023

To,

**Mrs/Ms. Priyanka Sidram Agawale**

Dear Sir,

It is our pleasure to extend the following offer of employment to you on behalf of Olympus School, further to the interview and discussions you have had with us. You are expected to join duty on 16<sup>th</sup> Oct.' 2023

You are appointed to the position of PRT Maths Teacher.

Your starting monthly remuneration will be Rs. 14000/- (Fourteen Thousand Rupees Only) including PF. Increments will be subject to performance after probation period of one year.

Casual Leave and Medical Leave will be applicable after six months for new joining.

Offer stands cancelled in case of any deviations in information or if you fail to report to the school on or before pre-decided date. If you choose to accept this job offer, please revert through mail stating the acceptance of the same. You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. You will get the appointment letter within a week of joining the duties.

We look forward to an enduring relationship with you.

Yours sincerely

Bhakti Shewale

(Managing Director)



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)



Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



**Nidhi Reddy**  
Patient Co-ordinator

**ID No. : 103**  
**Dept. : Marketing**  
**D.O.B. : 04/02/1999**  
**Blood Group : B+ve**

*fore*  
**Authorised Signatory**

Sr. No. 167, CTS No. 1104/03, Plot No. 26, DP Road,  
Shivsagar Hotel, Aundh, Pune - 411 007  
Tel No. 91-20-67448600 / 25888600  
Email : [info@saishreehospital.org](mailto:info@saishreehospital.org)  
Web Site : [www.saishreehospital.org](http://www.saishreehospital.org)

Scanned with CamScanner



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) PROF.DR.V.R. KULKARNI

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



PROF. DR. T.J. SAWANT  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

M.Com, MBA, Ph.D,  
PRINCIPAL



**UDYAM REGISTRATION CERTIFICATE**

UDYAM REGISTRATION NUMBER

UDYAM-MH-26-0620070

NAME OF ENTERPRISE

OM SAI DEVELOPERS

TYPE OF ENTERPRISE \*

S.No.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	27/02/2024

MAJOR ACTIVITY

**TRADING**  
[For availing benefits of Priority Sector Lending(PSL) ONLY]

SOCIAL CATEGORY OF ENTREPRENEUR

GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	OM SAI DEVELOPERS

OFFICIAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	SARVE NO	Name of Premises/ Building	SAMBHAJI NAGAR
	35/1	Block	HAVELI
Village/Town	KONDHWA BK	Block	HAVELI
Road/Street/Lane	KONDHWA BK	City	PUNE
State	MAHARASHTRA	District	PUNE, Pin 411048
Mobile	9545423827	Email:	yuvrajgote3827@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

01/02/2020

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

S.No.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	43 - Specialized construction activities	4312 - Site preparation	43121 - Site preparation for mining including overburden removal and other development and preparation of mineral properties and sites except oil and gas sites	Manufacturing

DATE OF UDYAM REGISTRATION

27/02/2024

\* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the Mo/MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing: 27/02/2024

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)

2. MSME-DFO: MUMBAI (MAHARASHTRA)

Visit : [www.msme.gov.in](http://www.msme.gov.in) ; [www.dcmsme.gov.in](http://www.dcmsme.gov.in) ; [www.champions.gov.in](http://www.champions.gov.in)

Follow us @minmsme & @msmechampions



**BE A CHAMPION**  
with the  
Ministry of  
**MSME**





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



Date: April 12, 2022

Sub: Offer of Employment

To,

**Neha Shrivastava**

**Pune,  
Maharashtra**

Dear Neha,

It gives us immense pleasure in inviting you to join TIP Knowledge Services Pvt. Ltd. as one of its valuable members.

You will be designated as **Junior Associate – Research** and your position will carry a total compensation of **INR 3,30,000** Per annum.

You will be on probation for a period of 3 months from the date of joining and will be confirmed in the services based on your performance. You will not be entitled for any paid leaves during probation period. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

Your date of Joining is **April 13, 2022** if unable to join on the same this Offer of Employment will stand null and void. On your joining date we will require you to submit the various documents for our records, as mentioned in the list enclosed with compensation annexure. You will be issued formal letter of appointment. After completing the joining formalities, please return the signed duplicate copy of the letter as an acknowledgement.

While welcoming you to TIP knowledge Services Pvt. Ltd. we are confident that you will contribute to the organization and its goals. Your work location will be Pune.

**TIP Knowledge Services Pvt.Ltd.**

Office No -505,6<sup>th</sup> floor,Amanora Chambers,

East Block,Hadapsar -Kharadi Road, Pune – 411028

Phone: +91-124-4879699 Email: [info@theinsightpartners.com](mailto:info@theinsightpartners.com)



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

## APTARA

19th July 2022

Aditya Jagtap

Sub: Letter of Intent

Dear Aditya,

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests / interviews you had with us. We are very pleased to offer you the position as an 'Project Coordinator' in our organization at an Annual Compensation of INR 2,79,576/- per Annum (Rupees Two Lacs seventy nine thousand five hundred and seven six per annum).

You are required to submit the following documents (photocopy) at the time of joining us:

- 1 Proof of Identification (Photocopy of Election Card/PAN Card)
- 1 Proof of Address (Current and Permanent both) - Photocopy of passport/Ration Card/Driving License/Lease Agreement)
- 1 All Educational certificates (School & College).
- 1 All Professional certificates/relevant documents.
- 1 Last drawn salary slip from the previous organization.
- 1 Clearance/No Dues Certificate / Resignation Acceptance Letter from previous employer, if applicable.
- 1 Latest Form 16 (if you are an IT asseesse)
- 1 Four passport size photographs (with white background ONLY)

Please bring your Original documents at the time of joining for the verification purpose.

You are required to join us on 01st August 2022. Your formal appointment letter shall be given to you after completion of your joining formalities.

As a part of this offer, if you are availing relocation reimbursement or notice period payment, the same shall be recovered in case of this employment being terminated by either parties within one year of joining.

Look forward to a long & meaningful association with you.

Thanking you,

For Aptara New Media Pvt. Ltd.

Senior Manager - Human Resources & Admin

Accepted By: Aditya Jagtap

APTARA CORP.COM  
**APTARA**

Aptara New Media Private Limited (SEZ Unit)

Registered Office: A-27, Noida Sector 62, Uttar Pradesh - 201 321, INDIA  
Work: SEZ Building-4, Wing A, 1st Floor, SP Infocity, S. No. 209, Pune Sewad Road  
Next to Satapuram Society, Phursung, Pune-412308, INDIA (CIN No. U74900UP2010PTC041146)  
020 - 6500 5623 (Phone), aptaranewmedia@aptaracorp.com (E-mail)





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

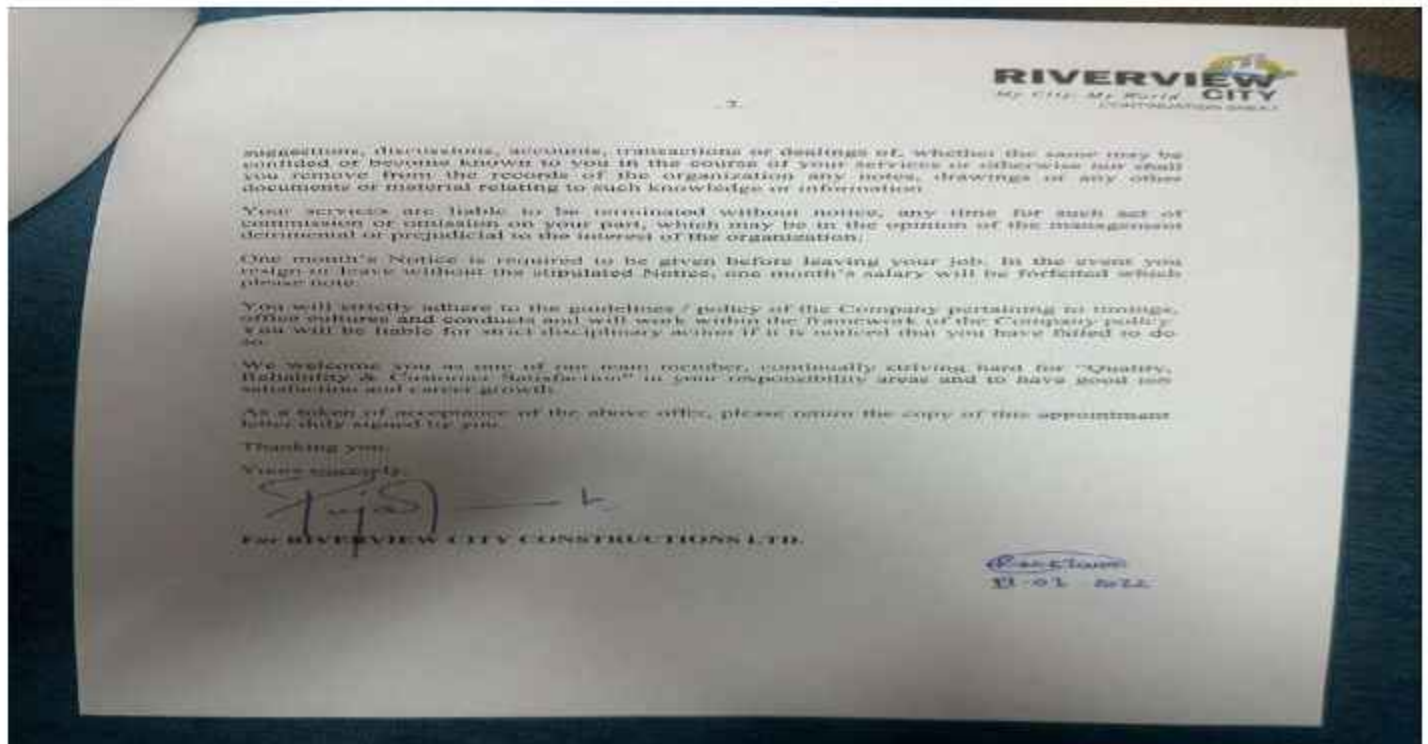
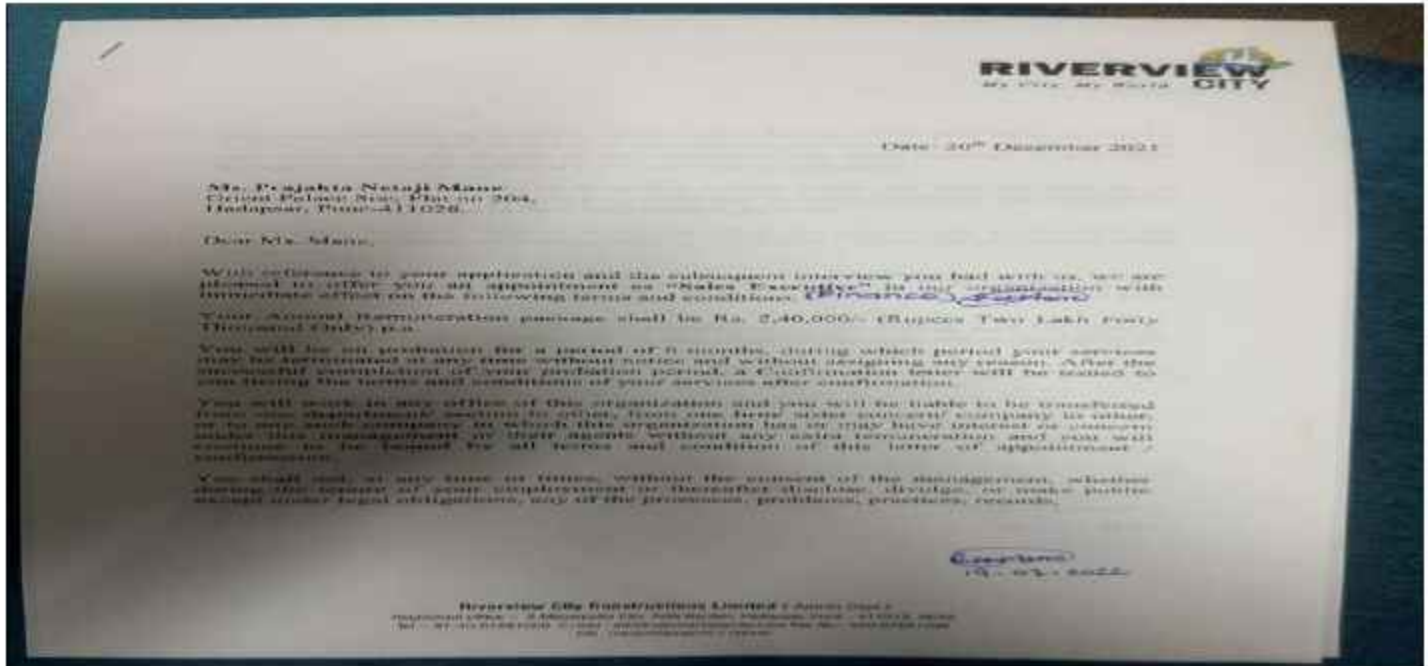
Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
 B.E. (Elect.), PGDM, Ph.D,  
 FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
 M.Com, MBA, Ph.D,  
 PRINCIPAL





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D,  
PRINCIPAL

## CUREGA HEALTHCARE PVT LTD



## AMRUTA KSHIRSAGAR

Senior office assistant

ID No CUR030

E-mail [amruta.ks1420@gmail.com](mailto:amruta.ks1420@gmail.com)

Phone 9763588307





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018

M.Com. MBA, Ph.D,  
PRINCIPAL



**SIMPLY BRILLIANT PRE SCHOOL**  
**JOB OFFER LETTER**

Dear Dimple Choudhary,

Simply Brilliant Pre School is pleased to offer you the position of Admin for our organization. We are excited about the potential that you bring to our School.

As we discussed during your interviews, you will be working in our Hadapsar School

You will be classified as a Admin. Your initial compensation package includes a Rs 15,000/- per month. You are requested to report for duty on 1<sup>st</sup> June 2022. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.

We look forward to your arrival at our school and are confident that you will play a key role in our school.

Simply Brilliant Pre School  
Satav Nagar, Handewadi Road,  
Hadapsar, Pune -411028



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL



ATIDIV/HR/OL/1.1215

**OFFER LETTER**

Date: 7-September-2023  
Pune

**Akash Sampat Jadhav**

Atidiv (India) Private Limited ["Atidiv"] would like to congratulate you on successfully completing interview process.

We are pleased to offer you the position as a **Online Business Analyst** at Atidiv. Your position shall be based in **Pune** with a date of joining of **11-September-2023**.

You will be paid a compensation of INR total CTC per annum **2,94,050 /-** (which includes Annual Fixed CTC, Accidental & Health Insurance and Process Incentives)

Please sign and return the duplicate copy of this letter as a token of acceptance before **8-September-2023**.

This letter will memorialize the terms of your employment by Atidiv. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law and relevant company policies. However, if considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to co-operate if requested by us.

We look forward to your joining and helping us grow the Company's business!

**Documents Required**

To make the on boarding process smooth, kindly bring one copy of the below mentioned documents on the date of joining.

- PAN Card Copy
- Aadhar Card Copy
- Permanent Address Proof
- Current Address Proof
- Mark sheet and pass certificate/degree of all qualifications (including and not limited to SSC, HSC, Graduation, Post-graduation, Diplomas, Certifications, specialized professional courses)
- Last company's Offer Letter/Appointment Letter copy - *if applicable*
- Experience letter/ Relieving letter/Resignation acceptance through official email (clearly stating that resignation is accepted, and you are relieved) - *if applicable*
- Last three month's Salary slips from previous employer - *if applicable*
- Cancelled Cheque copy (Bank Account Details)
- 3 photographs

(This offer is subjected to successful verification of documents submitted by you)

You are requested to inform your Talent Acquisition Partner well in advance in case you are unable to provide any of the mentioned documents on joining day. In the absence of any above-mentioned documents we will not be able to complete your joining.

Congratulations and we are excited to have you on board. We look forward to work together with you at Atidiv.

Thanks,  
Talent Acquisition Team  
Atidiv (India) Private Limited

**Atidiv (India) Private Limited**  
(Formerly Loft Quality Process Delivery Center India Private Limited)  
CEREBRUM IT PARK, 2nd floor, EFC, above SBI Bank, B1 Building, Kalyani Nagar, Pune, Maharashtra 411014  
CIN: U74999PN2013PTC147624 | Tel: 020 - 67486141 | Email: [contact@atidiv.com](mailto:contact@atidiv.com)  
[www.atidiv.com](http://www.atidiv.com)



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in) **PROF.DR.V.R. KULKARNI**

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

M.Com, MBA, Ph.D,  
PRINCIPAL

College Code: PU/PN/CS/485/2018



**Salary Structure**

Particulars	Monthly	Yearly
Basic	7468	89620
HRA	3734	44810
Children Education Allowance	200	2400
Mobile Re-imbusement	0	0
Meal Allowance	0	0
Leave Travel Allowance Reimbursement	0	0
Performance Allowance	4369	52427
<b>Gross Total</b>	<b>15771</b>	<b>189257</b>
EPFO	1445	17334
ESIC	513	6151
Gratuity **	359	4311
Statutory Bonus ***	583	6997
<b>Fixed CTC</b>	<b>18671</b>	<b>224050</b>
Accidental & Health Insurance	333	4000
Process Incentives ****	5500	66000
Total Variables	5833	70000
<b>Total CTC</b>	<b>24504</b>	<b>294050</b>

\*\*Subject to Provision of Gratuity Act

\*\*\*Subject to Payment of Bonus Act/Code of Wages, 2019

\*\*\*\* Process Incentives: Is paid monthly basis your performance and the adherence to organization behavior and the amount is determined as per the process you are part of

Please note: Each year variable benefits will depend on individual performance and company performance and it will be subjected to company discretion.

Additional Allowance: Shift Allowance (Max): You will be eligible for an additional evening shift allowance of Rs 1,500 and night shift allowance of Rs. 3,000 based on your process requirement (prorated on number of days you are present in allocated shift)

Authorized Signatory:

Nilasha Dusi  
Director - HR

**Atidiv (India) Private Limited**  
(Formerly Loft Quality Process Delivery Center India Private Limited)  
CEREBRUM IT PARK, 2nd floor, EFC, above SBI Bank, B1 Building, Kalyani Nagar, Pune, Maharashtra 411014  
CIN: U74999PN2013PTC147624 | Tel: 020 - 67486141 | Email: [contact@atidiv.com](mailto:contact@atidiv.com)  
[www.atidiv.com](http://www.atidiv.com)





**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF.DR.V.R. KULKARNI**  
M.Com. MBA, Ph.D.  
PRINCIPAL

**TURNING PRO NETWORK (OPC) PVT. LTD.**

A1-601, Dreams Aakruti, Kalepadal, Hadapsar, Pune - 411028

Email:- [reshma@turningpro.co.in](mailto:reshma@turningpro.co.in), 9271236026

Date: 8/4/2023

Dear Varsha Sale,

Congratulations on receiving the best performer award for the first quarter of the year 2023.

I sincerely thank you for your dedication and commitment towards the work. Your work is commendable, and we appreciate your contribution to Turning Pro Network.

Your contributions and abilities play an important role in your success. You are entitled to take pride in your performance as your dedication has been incredible.

I want you to know that I value the amount of effort you have put into your work and see great potential in you.

Keep up the good work.

I look forward to seeing your future achievements at our company.

Thanks and Regards,

Reshma Jadhav

Director



Turning Pro Network



JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032



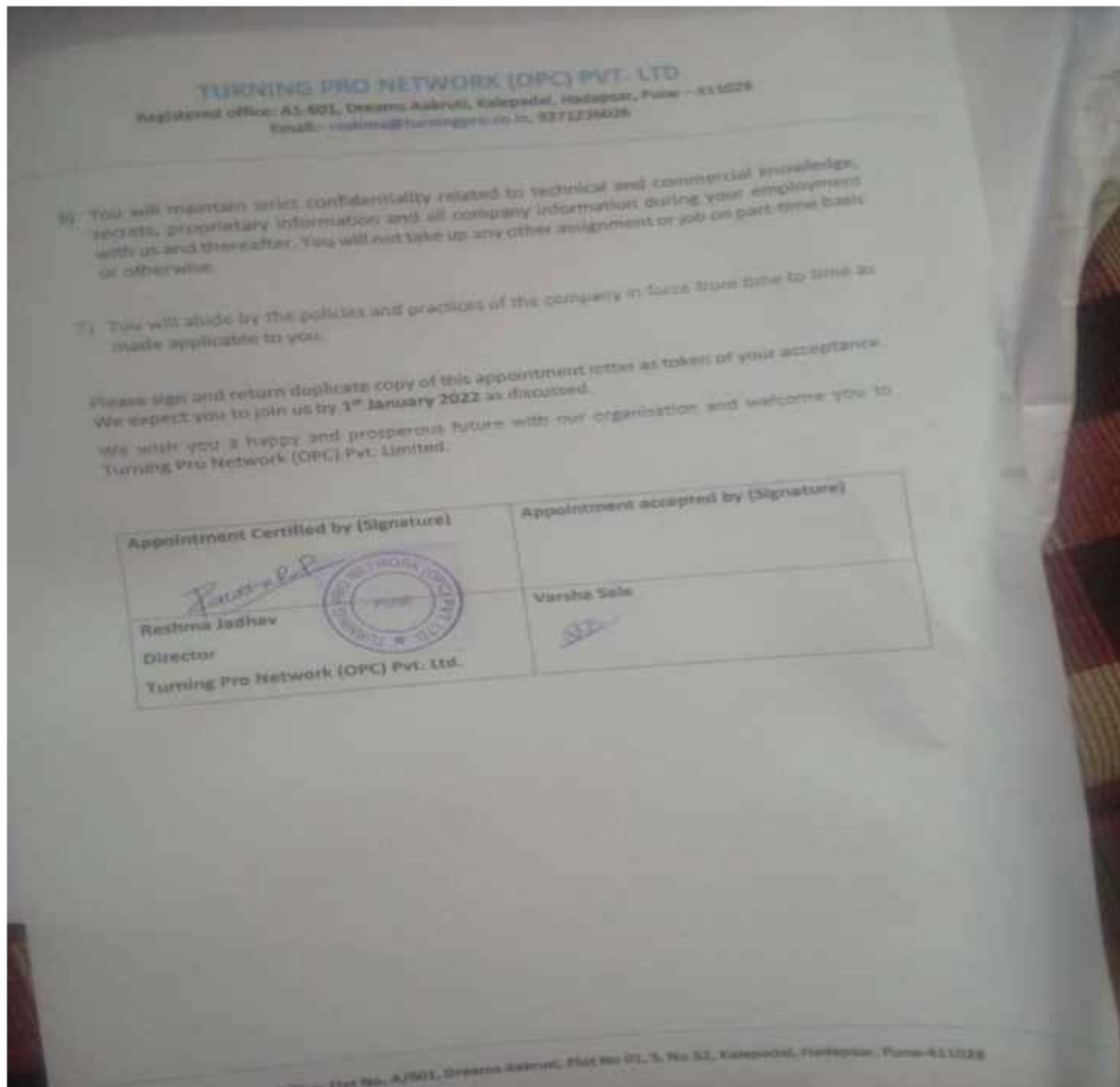
**PROF. DR. T.J. SAWANT**  
 B.E. (Elect.), PGDM, Ph.D,  
 FOUNDER SECRETARY

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

**PROF.DR.V.R. KULKARNI**  
 M.Com, MBA, Ph.D,  
 PRINCIPAL

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018





JAYAWANT SHIKSHAN PRASARAK MANDAL'S  
**JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE**

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:- [principal@jspmjscocs.edu.in](mailto:principal@jspmjscocs.edu.in) Website: [www.jspmjscocs.edu.in](http://www.jspmjscocs.edu.in)

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



**PROF. DR. T.J. SAWANT**  
B.E. (Elect.), PGDM, Ph.D,  
FOUNDER SECRETARY

**PROF.DR.V.R. KULKARNI**  
M.Com, MBA, Ph.D,  
PRINCIPAL

