



Thakur Educational Trust's (Regd.)

**THAKUR RAMNARAYAN
COLLEGE OF ARTS & COMMERCE**

ISO 21001:2018 Certified



Criterion 5 - Student Support and Progression

Key Indicator 5.2 - Student Progression

QnM 5.2.1 - Number of placement of outgoing students during the year

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List of students placed along with placement details:

Sr. No.	Name of student who has been placed	Name of the company	Pay package (In INR per annum)
1	Rishita Singh	A-Plus Enterprise Pvt. Ltd.	2.40 LPA
2	Simran Soni	Amouve (Internshala)	2.5 LPA
3	Vipul Rai	CloudZest	3 LPA
4	Aditya Arvind Kumar Sinha	Federation of Indian Export Organisations	3.6 LPA
5	Nirbhay Yadav	Greekssoft Technologies Pvt. Ltd.	3 LPA
6	Rameshwar Prajapati		
7	Abhayraj Yadav	Hiremi	10 LPA
8	Ananya Hegde		
9	Sweta	Integreon	2.50 LPA
10	Sai Parakash Ranade		
11	Onkar Tiwari	J.P. Morgan	3.80 LPA
12	Yaashi Javeri	Lenden Club	4 LPA
13	Mansi khanduri	Motilal Oswal	3.3 LPA
14	Kevin Ballar		
15	Aditya Rajmani Singh		
16	Hemant Jangir		
17	Aasma Shaikh		
18	Shravan Ghanchi		
19	Jay Dubey		
20	Sujal Peshawaria		
21	Pranjal bavkar		
22	Saloni Bhadekar		
23	Aditya vinod kongley		
24	Adarsh Yadav	Niva Bupa Health Insurance	3.92 LPA
25	Diksha jaiswar	Phone Pe	5.20 LPA
26	Sujal Chaubey		

27	Unnati Vekaria		
28	Swati Vishwakarma		
29	Roshan Sen		
30	Ravindra Gautam		
31	Hetu Gholap		
32	Pranita dinkar chate		
33	Saumya Mohan Das		
34	Yadnika Jagdish Tare		
35	Sohail Shaikh	Raise Financial Services	2.11 LPA
36	Alden Dsouza	Raise Financial Services	3.8 LPA
37	Ayushi Singh	Saraswat Co-operative Bank Ltd.	3.70 LPA
38	Alden Dsouza		
39	Sujal Peshawaria		
40	Aditi Jaiswal	Stars & Stripes	1.80 LPA
41	Tisha Bhavani Patel	Tata Consultancy Services	1.90 LPA
42	Thrisha Janardhan Poojary		
43	Manisha Mahesh Maddheshiya		
44	Mansi Mukesh Gahlot		
45	Rahen Ravindra Mohite		
46	Taniya Mandal	Tekno Point	1.80 LPA
47	Adnan Tanweer Qureshi		3 LPA
48	Trupti Shetty	VND Wealth Pvt. Ltd.	2.40 LPA
49	Asmita Shetty	KIME Career LLP	5.10 LPA
50	Gouri Panickar		
51	Hersch Daruvala	JM Financial Products Limited	9.60 LPA
52	Mohammad Faiz Shaikh		
53	Anjali Roy		
54	Damini Upadhyay		
55	Sonali Das		
56	Kaushik Nayak		
57	Niti Makwana	First Source Solutions Ltd.	2.88 LPA

58	Nidhi Maru	WEBAPPS SOFTWARE SOLUTIONS (Internshala)	3 - 5 LPA
59	Ranjai Giri	Tech Mahindra	2.40 LPA
60	Bhairavi tripathi		
61	Rohit Wankhade		
62	Soniya Chatterjee	KIME Career LLP	5.10 LPA
63	Priyanka Chauhan		
64	Ayush pravin yadav		
65	Rehan Qureshi		
66	Prarthana Pravin Yerunkar		
67	Devika Ashish Mestry		
68	Harsh pandey		
69	Jagruti Upadhaya		
70	Mansi Khanduri		
71	Priti Gudekar		
72	Dipika Jha	Kotak Mahindra Life Insurance	3.50 LPA
73	Adarsh Omprakash Yadav	Hinduja Global Solutions Limited	2.6 LPA
74	Rishi Rilesh Barot		
75	Surendra Subhedar Yadav	Aditya Birla Health Insurance	2.5 LPA
76	Saumya Mohan Das		2.80 LPA
77	Sahil Manohar Narkar	Audentia Research Private Limited	2.4 LPA
78	Mudra Sandeep Kadam		
79	Kanishka Mahesh Tawde		
80	Harsh Ravichandra Karkera	Axis Bank(Rekrut)	1.94 LPA
81	Prashant Shivpoojan Singh		
82	Soni Santosh Yadav		
83	Shrishti Virendra Pandey		
84	Abhishek Rakesh Choudhary		
85	Prerana Umesh Joshi		
86	Nayum Yusufbhai Shaikh		
87	Md Akhlaqur Rahman		
88	Venkateshwara Ravi		

89	Himanshu Rajkumar Vishwakarma		
90	Aditi Krishnanand Yadav		
91	Bhavana Babulal Choudhary		
92	Surendra Shivbabu Gupta		
93	Khushboo Chouhan Bhawanisingh Chouhan		
94	Rehan Amin Qureshi		
95	Aaditee Rajesh More		
96	Shilpa Pramod Chaudhary		
97	Khushboo Akhtar Khan		
98	Shrijana Purshottam Basyal		
99	Sneha Lal Bahadur Yadav		
100	Sakshi Vasant Gosar		
101	Jinal Rajendra Kumar Bansal		
102	Ankit Subhash Pal		
103	Aum Parulekar	Datamatics Business Solutions	1.8 LPA
104	Priya Kamlesh Patel		
105	Aditi Kamal Vishwakarma	Harjai Computers Pvt Ltd	2.4 LPA
106	Nidhi Nandkishore Upadhyay		
107	Himangshi Jyotirmay Dave		
108	Aldrin Sabu Chungath	HDB Financial Services	2.16 LPA
109	Ronak Pradeep Singh		
110	Sakshi Somnath Kale	Hinduja Global Solutions Limited	265000
111	Afeefa Mushtaque Khan		265000
112	Maitri Hemant Sawant		265000
113	Mihir Vinay Kadav	Housiey	3 LPA
114	Celina Christian Gracious		3 LPA
115	Mahek Javed Khan		3 LPA
116	Jennifer Jacinta Karkada		3 LPA
117	Sumit Pradeep Pandey	HYFLY	1.7 LPA
118	Ayushi Singh	ICICI Prudential Life Insurance	3 LPA
119	Adarsh Sushil Tiwari		3 LPA
120	Priyanka Suresh Lohar		3 LPA
121	Harsh Santosh Jain	Kotak Mahindra Bank Limited	2.50 LPA

122	Avantika Janardan Chauhan			
123	Jain Nilam Lalit			
124	Kaushik Ratnakar Nayak			
125	Thrisha Janardhan Poojary			
126	Abhishek Ashish Gupta			
127	Pranita Dinkar Chate			
128	Shivam Avadhesh Dubey			
129	Karan Kirtibhai Sheth			
130	Rohini Rampal Gaiwala			3 LPA
131	Rahul Ravi Kashyap			Mahindra Business Solutions(Catalyst)
132	Mishra Ashish Chhamapati			
133	Jagruti Rajesh Upadhyay			
134	Rakshita Ratnakar Naik			
135	Sanjana Shrawan Singh			
136	Nutan Kanhaiyalal Vishwakarma			
137	Priya Ajit Singh			
138	Krishna Arvind Parmar			
139	Jassi Sandeep Gupta			
140	Rucha Anesh Thakur			
141	Komal Bramhadev Mane			
142	Shikha Dubey			
143	Diksha Santosh Jaiswar			
144	Krupali Amit Patel			
145	Hetu Atul Gholap			
146	Aldrin Dominic Chettiar			
147	Keisha Fernandes			
148	Mansi Devendra Shah			
149	Rajveer Manoj Singh			
150	Soniya Sanjay Chatterjee			
151	Arshiya Asif Chamadia			
152	Sonal Sanjay Vishwakarma			
153	Surbhi Sunil Ayare			
154	Nikita Vitthal Bhosale			

155	Samiksha Satishchandra Shetty		
156	Poonam Vinod Kori		
157	Pradeep Ranjit Yadav		
158	Aditi Shripad Tondwalkar		
159	Anand Gulabchand Rai	Motilal Oswal Financial Services Limited	325000
160	Saleha Rashid Shaikh		250000/-
161	Tanisha Umesh Patil		250000/-
162	Vruti Hitendra Bamania	Motilal Oswal Financial Services Limited	3.2 LPA
163	Anchal Amit Singh		
164	Ayush Pravin Yadav		
165	Sneha Shivraj Patil		
166	Priyanka Mansingh Chauhan	Muthoot Finance	2 LPA
167	Divya Ajay Tiwari	Paisa Bazar	2.2 LPA
168	Yash Prashant Devrani		
169	Devang Prakash Shukla		
170	Disha Rakesh Bachhawat		
171	Mansi Prakash Khanduri	Religare Broking Limited RM	3 LPA
172	Bhawesh Premnath Chaudhary		
173	Diya Manoj Zankar		
174	Hasti Alpesh Oza		
175	Khushi Dinesh Chauhan	Urban Money	250000/-



Rsingh L

Principal



A-PLUS ENTERPRISES PVT. LTD.

Date: July 10, 2023

To,

**Ms Rishita Ashish Singh,
Flat No. 202/A Krishna Leela,
S.V. Road, Bhayandar (E),
401105**

Dear Ms Rishita,

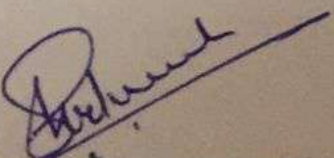
With reference to your application & subsequent interview you had with us, we are pleased to appoint you as Marketing Executive in our organization with effect from 10.07.2023 on the following terms & conditions:

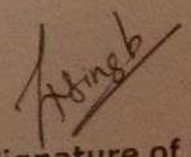
1. You will be paid consolidated salary of **Rs. 20,000/-** per month inclusive of all benefits & allowances, subject to Income tax and other mandatory tax deductions.
2. Your Appointment will be on probation for a period of **Six months**. On expiry of the probation period, if your services are found satisfactory your services shall be confirmed.
3. During the probation period, your services can be terminated by giving 7 days notice.
4. Your appointment and its continuance will be subject to your being passed as medically fit and remaining physically and mentally fit, and found so, by the medical officer/qualified doctor appointed by the company from time to time.
5. After confirmation, your services can be terminated by either side by giving **30 days** notice in writing or paying basic salary in lieu thereof.
6. All increments whether graded or un-graded shall be based on your performance.
7. You will be eligible for promotion depending on merit and your performance.
8. The Company's service rules or standing orders, as in force from time to time, shall be binding on you during the period of your service with the company.
9. Your services may be transferred from one department to the other at the sole discretion of the Management.

Authorised Signatory

Signature of the Candidate

10. You will keep us informed of any change in your residential address or in your civil status.
11. You will obey and carry out the direction given by the company and will make your most sincere endeavours to discharge the same in the interest of the Company.
12. You shall not divulge any facts, information, trade secrets, working details, etc. to any one at any time whether during or after the course of your employment with regard to the Company's affairs.
13. If in the opinion of the Management, you are found guilty of insubordination, insolence, gross negligence and/or dereliction of duty, dishonesty or embezzlement or of any conduct prejudicial to the Company's interest then your services may be terminated without notice or compensation in lieu thereof.
14. You shall maintain a very high level of integrity and shall not accept any presents, commissions or any sort of gratification or benefit in cash or in kind from any person, party, firm or company having dealings with the Company and if you are offered any, you shall immediately report the same to the Company.
15. Your age of retirement shall be 60 years of age, unless extended with Mutual consent stand superannuated from the services of the company.
16. This letter of appointment has been issued to you on the understanding that there is nothing in your past record which should have prevented the company from offering you an employment. If however, it is found that your past record is objectionable or any declaration given by you to the company proves false or you have wilfully suppressed any material information in such case you shall be liable for removal from the services of the company without any notice or compensation in lieu thereof.
17. You are required to produce relieving order/service certificate along with attested copies of your certificates in support of your age, qualifications and experience and two passport photographs within 7 days from the date of receipt of this letter for our records.
18. The salary, perks and facilities of an employee are confidential matters and is a privileged information between him/her and the company and you are required to treat it accordingly.
19. All the disputes of any nature whatsoever will be subject to the jurisdiction of Mumbai Court.


Authorised Signatory

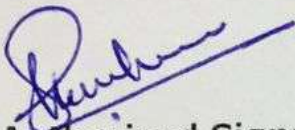

Signature of the Candidate

We request you to sign the duplicate copy of this letter of appointment in token of your acceptance of the terms and conditions stipulated above and return the duplicate copy. We, now sincerely, look forward for a long and mutually beneficial association.

Thanking you,

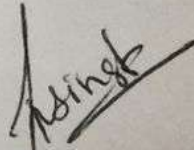
Yours faithfully,

For A-Plus Enterprises Pvt. Ltd.



Authorised Signatory

I have read and accepted the terms & conditions as mentioned above.



Signature of the Candidate



Placement TRCAC <placement@trcac.org.in>

December Report: Celebrating Success Of Your Students On Internshala!

Internshala University Relations <university.relations@internshala.com>
 Reply-To: Internshala University Relations <university.relations@internshala.com>
 To: placement@trcac.org.in

Mon, Jan 1, 2024 at 10:16 AM

Dear Prof. Prachi,

We are delighted to bring to your attention the amazing accomplishments of the following students from Thakur Ramnarayan College Of Arts And Commerce last month.

PLACEMENT UPDATE:

Name of the Student	Degree (stream)	Year of graduation	Organization Name	Placement type	Salary/Stipend	Date of selection
Shashank Badiyal	NA(NA)	NA	Growthclues	Internship	₹1000-4000 /month	28/12/2023
Mayank Singh	NA(NA)	NA	InAmigos Foundation	Internship	Performance Based	26/12/2023
Parigha Adivarekar	NA(NA)	NA	Hamari Pahchan NGO	Internship	10 /Percentage	25/12/2023
Rashmi Gupta	NA(NA)	NA	Marpu Foundation	Internship	Performance Based	23/12/2023
Drushti Jain	NA(NA)	NA	Adore Earth	Internship	₹4000 /month	23/12/2023
Simran Soni	NA(NA)	NA	Amouve	Job	₹ 2,00,000 - 2,50,000 /year	13/12/2023

[Show all students](#)

View the overall placement and skilling progress report of all your students by logging in to your student activity dashboard [here](#)

Warmest congratulations to you and your outstanding students, Prof. Prachi! We look forward to continued success together.

Want more students to get certified with industry relevant and government approved certification in partnership with **NSDC and Skill India** to make them job-ready? Schedule a meeting now: [here](#).

Many thanks,
 Himanshi Dwivedi
 Manager - University Relations
 Phone - +91 9769014773
[Internshala](#)

July 1st, 2024

APPOINTMENT LETTER

Dear Vipul Rai,

With reference to your application and subsequent interview, we are pleased to appoint you as a **Associate** in our Organization on the following terms and conditions:

Place of posting	:	Mumbai
Department	:	Service Delivery and Support
Date of Joining	:	July 1 st , 2024
Probation Period	:	06 months with effect from the date of joining, extendable at the sole discretion of the Management
Confirmation	:	On successful completion of the probation period, you will be considered for confirmation as an Associate
Annual Increment	:	The annual increment will be granted based on your merit contribution and performance.
Retirement Age	:	58 years
Medical fitness	:	Your continuance in service is subject to remaining physically and mentally fit.

Termination / Resignation:

- 1) **Resignation by Employee:** You may resign from your services by giving the Company prior written notice of 3 Months ("Notice Period") or payment of 50% of gross salary in lieu thereof at Management discretion. Any shortfall in the Notice Period shall be recovered from you. Notice Period clause will be applicable from Date of Joining. In case of resignation, the Company reserves the right to:
 - i. relieve you earlier than the Notice Period;
 - ii. extend your Notice Period for a satisfactory handover of charge and completing the pending assignments.
 - iii. decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you;
 - iv. direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period.
- 2) **Termination by Company:** The Company may terminate your services for convenience by giving 1 Month prior written notice ("Notice Period") or payment of 50% of gross salary in lieu thereof. Such termination does not amount to 'Retrenchment' under any law and does not entitle you to any severance pay.



Vipul Rai
03/07/24

- 3) Notwithstanding anything contained above, your employment with the Company may be terminated without notice or without any salary in lieu thereof if, in the opinion of the Company, you, at any time:
- i. commit any serious or persistent breach of any of the terms and conditions of this Appointment letter or any of the provisions of the company policy or compliances other documents incorporated by reference in this document;
 - ii. do or cause to be done any act, deed, matter or thing adverse to the Company's interests;
 - iii. are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time;
 - iv. fail to or neglect in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company;
 - v. if any information furnished by you or representation made by you is found to be incorrect or if any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein;
 - vi. become of unsound mind;
 - vii. are accused or convicted of any criminal offense; viii. absconding for more than Seven (7) days.
 - viii. termination due to discrepancies in the background verification checks.

Effect of Termination

Upon termination/resignation of your employment with the Company for any reason, you:

- a) Shall return all materials belonging to the Company promptly and certify the same as returned to the Company if so required.
- b) Shall not make any statements (whether oral or written) or do anything which might damage the reputation of the Company or interfere with the Company's relationship with its clients and customers.
- c) Agree that, without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.
- d) Understand that the Service cum Experience Certificate [Relieving Letter] will be issued only if you have served the entire Notice Period, as per fulfillment of service agreement clauses if applicable and completion of the exit & clearance formalities.

Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceedings or demand instituted or made against the Company caused or occasioned by your breach,

failure, default or neglect of the terms hereof, or of any Company policies which are applicable to you.

Salary Structure would be as below:

Date of Joining	01-Jul-24	
Revised w.e.f.		
Name of Employee	Vipul Rai	
CTC	25,000	3,00,000
Fixed Pay Break Up	Monthly	Annual
Basic	14,700	1,76,400
HRA	6,929	83,148
LTA	-	-
Performance Allowance	-	-
Other Allowance	0	0
Gross Salary	21,629	2,59,548
Cost incurred by the Co. towards:		
Employer's Provident Fund	1,764	21,168
Accident & Medical Insurance	900	10,800
Gratuity	707	8,481
CTC	25,000	3,00,000
Variable Pay		
Retention Bonus		
Fixed CTC	25,000	3,00,000
Monthly Take-Home Calculation, subject to TDS		
Gross Salary	21,629	
Less: Profession Tax	200	
Less: Employee's Contribution PF	1,764	
Less: Applicable TDS		
	19,665	



1. Reimbursements will be made once a month against the submission of bills and relevant supporting as per the company's reimbursement policies. Any amount not supported by bills will be paid to you as a fully taxable allowance along with the salary for the last month of the relevant financial year (March).
2. Tax will be deducted at source as applicable under the Income Tax Act of India.

OTHER TERMS AND CONDITIONS:

- a) Your services will be governed by the rules and regulations of the Company in force from time to time.
- b) You will devote full time to the work of the Company and shall not undertake any direct/indirect business or work, honorary or remunerative, except with the permission of the Management.

Dhruv
03/07/24

- c) You shall maintain absolute integrity, devotion to duty and shall conduct yourself at all times in a manner which will enhance the reputation of the Company.
- d) You shall not divulge, disclose or disseminate to anyone in writing, by word of mouth or otherwise or shall not publish any particulars or details of our manufacturing process, technical know-how, security arrangements, any administrative, commercial or organizational matter or any other information which comes to your notice directly or otherwise either during your employment with us or afterwards, without prior written permission of the Management of the Company.
- e) Any process, discovery, invention or patent made by you in the course of employment will belong solely to the Company and you shall not pass on or divulge the same to anyone without prior written permission of the management of the company.
- f) You agree and undertake that you shall use your best endeavors to prevent the publication or disclosure of any formula, processes, methods, machines, compositions, ideas and any other knowledge information or documents whatsoever, which you may acquire during the course of or incidental to your employment with the Company concerning the research, development, manufacturing, finance, business, property, contracts, methods, working processes, trade secrets, transactions, affairs or customers of the Company.
- g) If during the continuance of your employment with the Company you either alone or jointly with any other person or persons conceive, make or devise any invention, discovery, process or improvement (whether patentable or not) or compile any data relating to any research, development, technique, method of manufacturing process, appliance, machinery or project now or hereafter used, made or dealt in by the Company, you shall during the course of your employment fully document, any invention, discovery, process, improvement of data and lay out and shall deliver the same to the Company containing full description of the nature of any such invention or process or improvement and the mode of performing, operating and using the same and all papers, working drawings, statistics, formula or specifications relating thereto, which may be in your control, possession, power or custody.
- h) You shall have no personal right whatsoever in, to or in respect of the use of any such inventions, discoveries, improvements, processes, data or lay outs.
- i) If during the currency of your employment you conduct any experiments, tests or work in relation to any invention, research, development, discovery, process or improvements and if such experiments, test or work are incomplete at the time of your ceasing to be in the Company's employment for any reason whatsoever, you shall disclose the same truly and fully to the Company, and hand over to the company all papers, working drawings, lay outs, statistics, formula and specifications, relating thereto which may be in your control, possession, power or custody.
- j) After joining us, you shall communicate to the appointing authority changes in your address, education, professional qualifications, or any other particulars given by you in the application form.

Phani
03/07/24

CLOUDZEST™

603, Dheeraj Savera Tower,
Khatau Mills Compound Off WEH,
Borivali East, Mumbai 400066.

- k) Your services would be liable for transfer anywhere in India to any unit belonging to the company or any associate or sister concern or to any other Unit. On such transfer you will be governed by the terms and conditions of service as applicable in such concern.
- l) On your separation from the company due to any reason, you shall clear all dues of the Company promptly and if at that time, any sum remains outstanding, the company shall have the right and your standing authority to deduct the same from amounts due and payable to you.
- m) You shall positively vacate Company's quarter licensed/leased to you, during your service with the Company, within 15 days of the cessation of your employment with us.
- n) In case of any dispute arising between you and the Company in connection with terms and conditions of your employment, the Courts in Mumbai alone shall have jurisdiction to try the same.
- o) You are requested to submit photocopies of certificates in support of your educational qualifications, age proof and experience if any, along with 3 nos. 20x25 mm-colored photographs at the time of joining.

Please signify acceptance of this letter by signing and returning the duplicate copy of the same.

We welcome you to Cloudzest Technologies Pvt Ltd and hope that your association would be fruitful and rewarding.

Thanking you
Yours faithfully

For Cloudzest Technologies Pvt. Ltd.

M.P. Pitale
12/07/24
Signature

Mangesh Pitale,
Director



Shah
03/07/24



FEDERATION OF INDIAN EXPORT ORGANISATIONS

(Set up by Ministry of Commerce, Government of India)

फेडरेशन आफ इंडियन एक्सपोर्ट आर्गनाइजेशन्स
(वाणिज्य मंत्रालय, भारत सरकार द्वारा स्थापित)

Niryat Bhawan, Rao Tula Ram Marg, Opp. Army Hospital Research & Referral, New Delhi -110057, (India)

Phone: +91-11-46042222, 26150101-04 Fax: +91-11-26148194

E-mail: fieo@fieo.org

ISO 9001:2015 Certified

FIEO/PERS/9116/2024

April 23, 2024

Shri Aditya Arvind Kumar Sinha
307, Aabel Heights
Next to Mira Hospital
Near D-Mart
Bhayander (W)
Thane -401101
Mob: +91- 7666203843

With reference to your application sponsored by your Thakur Ramnarayan College of Arts & Commerce, written test and final interview conducted on 18th April, 2024, we have pleasure in offering the post of Management Trainee for WR on retainership basis for a period of two year at FIEO (WR) Mumbai Office. Other terms and conditions of your retainership will be as follows:

- 1) The appointment is purely temporary till further orders and will not confer any title to permanent employment.
- 2) Your basic assignment would be to undertake events promotion and other activities, field visits for surveys/studies and any other assignments as directed by FIEO from time to time.
- 3) Presently, you will be posted at Western Region Office and would be required to attend office from Monday to Friday between 9.30 a.m. to 6.00 p.m. and also on holidays, if need be, for the smooth work. You would be allowed one day leave of absence per month. However, the leave of absence may be planned in such a way that the office assigned work do not suffer.
- 4) The appointment thus carries with it the liability to serve in any department of the Federation and in any part of India.
- 5) You may be sent on training to any institution, course or organisation with or without your consent and with or without paying any deputation allowance.
- 6) You will attend to your duties and any work assigned to you by your superiors from time to time with sincerity, honesty, integrity and diligence to the satisfaction of your superiors.
- 7) You will be responsible for work entrusted to you and you will devote your whole time and attention to your duties to promote the interests of the Federation.
- 8) You will not divulge, utilize or disclose any information, assets or affairs of the Federation or its members or clients which shall come to your knowledge (except when required by the Federation).
- 9) During the period of your retainership with the Federation, anything prepared or done etc. by you, shall be the property of the Organisation and that you shall not use, share or transmit the same to an outside agency even after leaving the retainership of the Federation.
- 10) You will not be permitted to directly or indirectly do any work part time or otherwise, of any nature whatsoever, while in the contractual engagement of the Federation.

2/-

- 11) You will not enter into business, trade or speculation of any kind whatsoever without the consent of the Federation.
- 12) Your contractual engagement is liable to be terminated without notice, without any reason whatsoever or if any of the information supplied by you in the application/bio-data with us is found untrue or you have not revealed or disclosed any material information regarding your legal record.
- 13) You will always aim at result-oriented goal in the discharge of normal duty or function.
- 14) You would be given a consolidated fees of Rs.30,000/- per month. On completion of the year, based on assessment, your consolidated fees will be increased by 10%. You will, however, be subject to normal tax laws and other legislation as applicable. You will be required to raise a bill, every month, in this regard. However, if regularized, the take home may come down as a result of inclusion of some perks.
- 15) No travelling allowance will be paid for journeys involved to join the duty.
- 16) FIEO shall not be responsible for any loss, accident, damage, injury suffered by you whatsoever arising in or out of execution of work including travel.
- 17) The above terms and conditions are indicative and not exhaustive. The Federation reserves the right to alter, withdraw or modify these terms and conditions in its absolute discretion at any time without assigning any reason therefore.
- 18) You must produce within 3 days of the receipt of this offer of retainership letter the following:
 - i) Proof of date of birth;
 - ii) Self-certified copies of highest qualification certificates;
 - iii) Medical fitness certificate with blood group report, height & mark of Identification from medical Specialist (MBBS);
 - iv) Recent Passport size colored photographs – 2 copies;
 - v) Self-certified copies of PAN Card; Aadhar Card; Election Card & Passport;
 - vi) Self-certified copy of your bank pass book/cancelled cheque;
 - vii) Relieving letter in original from your present employer.
 - viii) You should carry RT-PCR Negative test Report in original not more than 48 hours old at the time of joining the duty. In the absence of above report, you would not be allowed to join the duties.

Your appointment will be subject to your being found medically fit for appointment to the post.

Your contractual engagement will be subject to your being found medically fit for appointment to the post and is subject to Delhi jurisdiction only.

As a token of acceptance of the above terms and conditions, please append your signatures to the copy of the letter and report for duty at FIEO (WR) located at **Times Square, Unit No.3A B-Wing, 4th Floor, Andheri-Kurla Road, Andheri (East), Mumbai- 400059** on or before **1st May, 2024**.

In case for any specific reasons, you are unable to join on or before 1st May, 2024, you may communicate to us immediately latest by 26th April, 2024 otherwise it would be presumed that you are not interested in the offer.


(Rajesh Kumar)
Deputy Director (Pers)

Encls : Duplicate copy of appointment letter



Placement TRCAC <placement@trcac.org.in>

Fwd: Greeksoft Offer

1 message

Nirbhay Yaduvanshi <nirnhayadav@gmail.com>
 To: "placement@trcac.org.in" <placement@trcac.org.in>

Thu, Jul 13, 2023 at 12:05 PM

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

From: <deepali.kamble@greeksoft.co.in>
 Date: Wed, Jul 12, 2023 at 2:34 PM
 Subject: Greeksoft Offer
 To: Nirbhay Yaduvanshi <nirnhayadav@gmail.com>

Hi Nirbhay,

Congratulations on being selected in Greeksoft Technologies! We are pleased to offer "**Trainee Technical Consultant**" position in Greeksoft.

You will be officially joining us on or before 18th July 2023 at Mumbai office. The validity of this offer is only till 18th July 2023 only.

Congratulations for exploring opportunity with Greek Soft Technologies Pvt Ltd As a part of our further on boarding process, you are required to share scan documents for verification:	
List of Documents : Scan Copy	Y/N
Updated Resume	
Address Proof - Passport Copy/Voter ID Card /Aadhar Card	
Identity Proof - PAN Card Copy	
Educational Certificates - SSS& HSC - Passing Certificate & Mark Sheet, Dip/Graduation (All Semester), Post Graduation (if any)	
Employment Documents	
Ist Company - Offer Letter, Appointment Letter, Relieving Letter and Experience Letters - Last/Current Company	
IInd Company - Offer Letter, Appointment Letter, Relieving Letter and Experience Letters - Previous Companies	
Salary Slips - Last 3 months	
Bank Statement - Salary Reflecting for last 3 months	
Passport Size - Photograph (2)	

Regards,

Deepali Kamble

Sr.Admin Executive



507, Western Edge - 1, Western Express Highway, Borivali (East) Mumbai - 400 066.

landline: +91 022 40421000 / 022-68351000-1099 || e: deepali.kamble@greeksoft.co.in

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.

From: Nirbhay Yaduvanshi <nirbhayadav@gmail.com>
Sent: 12 July 2023 14:15
To: deepali.kamble@greeksoft.co.in
Subject: My e-mail



11th July 2023

To,
Mr. Rameshwar Prajapati
Mumbai

Sub: Offer Letter

Dear Rameshwar,

We are pleased to offer you employment in our organization for the position of **“Trainee Technical Consultant”**. This offer is valid from the date of joining the duties, which should not be later than **18th July 2023**.

The compensation offered is **Rs. 3,00,000/- per Annum CTC (Three Lakh Only)**.

In case you fail to report for duty on above date, unless extended with mutual consent, this offer will stand automatically cancelled.

Note: As discussed, Probation period is 1 Year, By accepting this offer letter, you are ready to sign the 2yrs of bond or agreement with Greeksoft Technology Pvt Ltd. The detailed terms and conditions of your employment will be specified in your letter of appointment.

We look forward for your joining in our organization at the earliest.

For Greeksoft Technologies Pvt. Ltd,

Authorized Authority
Ajit Hakani
Director



CTC Breakup

You will be paid **Rs. 3,00,000/- per Annum CTC (Three Lakh Only)**. Includes all perquisites, allowances, employer's statutory contributions etc as under:

Particulars	Per Month (Rs)	Per Annum (Rs)
Basic	12500	150000
HRA	6250	75000
Conveyance	1875	22500
Medical Allowance	1875	22500
Special Allowance	2500	30000
Gross Salary	25000	300000
Less: PF	1500	18000
Less: ESIC		
Less: PT	200	2400
Net	23300	279600
CTC	25000	300000

For Greeksoft Technologies Pvt. Ltd,

Authorized Authority
Ajit Hakani
Director



Private & Confidential1421

19th January, 2024

Ref. no. – 15012024185515

To,

Abhayraj Yadav

This is with respect to your application and the subsequent rounds of discussion you had with us. We are pleased to offer you to join **Hiremi** in a fulltime permanent position as per the below terms and conditions:

Designation: Business Development Associate –

Company Name: Hiremi

Work Location: PAN INDIA

Date of Joining: Will be informed in due time

Your total Annual CTC - will be **10LPA** and will be structured as per the attached Annexure 1 – Compensation Plan. This will continue to be applicable until further communication on the same. Your total annual CTC includes:

- a) **Annual fixed compensation (Base Pay):** ₹ 4 Lakhs (Four Lakhs), which includes allowances, statutory benefits and will be structured in accordance with the Organization's compensation guidelines. This amount includes employer's contribution to Provident Fund, as applicable.
- b) **Annual Performance Pay:** You will be eligible to participate in the organization's Annual Performance Pay (APP) scheme with a scope to earn upto **₹ 6Lakhs** (Six Lakhs) The Individual & Organization performance, the APP funding pool and other terms as indicated in the attached Annexure 6 – Annual Performance Pay Policy will determine the exact amount of APP payout.
- c) **Employee Benefits:** You will be eligible for other employee benefits as per the Organization policies & Statutory requirements.

Your employment with the Organization shall be governed as per the terms and conditions of the following Annexures, which shall be considered part and parcel of this offer:

1. Annexure 1 – Terms of Employment
2. Annexure 2 – Documents Required
3. Annexure 3 – Training & Development Program
4. Annexure 4 – Warrantees, Disclosures & Declarations
5. Annexure 5 – Organization Work Culture
6. Annexure 6 – Carrer Path

You are required to carefully read and understand these terms and conditions, submit the required documents, acknowledge, accept, and sign the documents as mentioned in the Annexures, as part of your acceptance to this offer.

Further, this offer shall be subject to satisfactory clearance and/or completion of verifications and/or background checks and/or reference checks.

To indicate your express acceptance to this offer, the terms and conditions therein and for employment with the Organization, you are required to sign the offer letter and submit while

onboarding with the required documents.

Post receiving your acceptance to this offer in writing within the timelines mentioned herein above, if you do not join the Organization on the mutually agreed Date of Joining or an alternate Date of Joining is agreed by the Organization in writing, this offer will be deemed to have been rejected by you and the offer shall stand cancelled.

This offer shall be considered a valid employment contract as on the Date of Joining upon your strict compliance and fulfilment of all the terms and conditions of this offer. Otherwise, this offer shall be invalid ab initio.

We look forward to the opportunity to have you join our team in an atmosphere that is successful and mutually challenging and rewarding.

Best regards,

Hiremi Team

Director - HR & TA

Rishi



Hiremi

Acceptance by the candidate:

I -----, acknowledge, that I have read, understood and accept this offer and the terms and conditions contained in the letter, and agree to be bound by the terms and conditions of employment as outlined therein.

Signature: _____

Name: _____

Date: _____

Annexure 1 – Terms of Employment

Your employment with Organization will be governed by the Organization's policies, as revised, from time to time at Organizations sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Organization policies. Any infraction of Organization policies or Terms of Employment will amount to breach of your terms of employment and may lead to termination of your services, forthwith. The Organization policies and Terms of Employment shall be subject to change and/or modification at Organizations discretion, from time to time, which the Organization will strive to notify you duly.

- 1. Probation Period:** Your employment is subject to a three(3) months probationary period ("Probation Period") from the effective start date of your employment with the Organization. Unless, otherwise communicated to you by the Organization, your probation period shall expire after your Probation Period. Notwithstanding anything contained herein, during your Probation Period, the Organization may terminate your employment upon fifteen (15) days' notice to you or by paying pro-rated salary in-lieu thereof, with or without cause, and with or without stating any reasons.
- 2. Background Check/Verification:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check
- 3. Roles and Responsibilities:** The roles, responsibilities, and duties appropriate to your designation or your employment, will be specified by the Organization from time to time. Organization may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at anytime, you may be required to provide services, directly or indirectly, to the Organization and its affiliates and their employees, contractors and clients.
- 4. Hours of work:** The Organization's working day shall comprise eight(8) hours, irrespective of shifts, and a break for an hour (in the aggregate). The usual working days are Monday to Friday. The organization shall have the right to extend/modify the working hours upon notice to you.
- 5. Place of Employment:** You acknowledge and agree that you may be assigned, transferred, or deputed to offices, departments, or units of the Organization and/or its affiliates and/or their contractors and clients, whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer. In the event of any assignment, transfer or deputation of your services, your salary and other benefits may or may not be adjusted in accordance with the Organization's policies with respect to such an assignment, transfer, or deputation.
- 6. Travel and Expenses:** You may be required to travel, whether in or around India or overseas, in connection with your employment with the Organization upon reasonable notice to you. While traveling for work, your expenses, and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of the Organization. You are expected to always keep your travel documents like passport etc. valid.
- 7. Leave Policy:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose

date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

8. **Other Benefits:** In addition to your salary, you may receive other benefits, as applicable under the Organization's benefits or similar policies. Organization may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Organization will be pro-rated depending on your effective start and/or effective termination date

9. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

10. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:
 - a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
 - b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
 - c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

Performance Review: Your performance will be reviewed every year, as per the Organization's performance appraisal cycle and eligibility. A positive performance evaluation does not guarantee an increase in salary, a promotion, or even continued employment. Compensation increases and the terms and conditions of employment, including job assignments, transfers, promotions, and demotions, are determined by and at the discretion of the Organization. Currently, the organization's appraisal cycle is at the end of Calendar year and is subject to change.

11. **Conflict of Interest:** You will not seek full time or part-time job or be involved in any way with other employment or business activities either directly or indirectly during your employment with the Organization. Any such existing activities, to be disclosed before the acceptance of the employment and any future activities, to be discussed and mutually agreed to with the reporting manager and HR in writing. Organization shall have the right to terminate the employment and/or

seek damages and/or any other legal remedies, for non-compliance with this section. You expressly waive any IP rights created by you without disclosure as per this section and shall be subject to applicable parts of Intellectual Property section provided herein, which shall survive the expiry of this contract and/or term of your employment with the Organization.

12. Confidentiality:

- a. You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of the Organization and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Organization and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- b. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted in writing by the Organization and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Organization; (d) give prompt notice to Organization of any actual or attempted unauthorized use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Organization request or upon termination of your employment. Your obligations under this section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Organization shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential or actual breach of this section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. Organization's right under this clause is not withstanding any other right available to the Organization under these Terms of Employment or otherwise.

For the purposes of this section, "Confidential Information "means any proprietary or confidential information, work product (whether produced by you or other resources of the Organization or provided to you by the Organization or on Organization's and its affiliates' and their employees', contractors' and/or clients' behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or knowhow, in any media of the Organization, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, computer programs and documentation, contractor, customer or client lists, software, developments, inventions, processes, formulas, technology, drawings, engineering plans, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which any other protected materials that could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

13. Intellectual Property:

- a. You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment,

whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Organization. You hereby convey ownership in such rights, title and interest to the Organization and its affiliates upon inception or development.

- b. All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to the Organization and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of the Organization’s and its affiliates’ ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to the Organization or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against the Organization and its affiliates and their employees, contractors or clients with respect to such rights and grant to the Organization and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Organization all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by the Organization and its affiliates and their clients and contractors to achieve the objectives of this section (including waiver of any such rights including authors’ special rights under Section 57 of the Copyright Act 1957). In the event that the Organization is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of the Organization and its affiliates, you hereby irrevocably designate and appoint the Organization and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

- c. You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Organization shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential or actual breach of this section by you. The Organization’s right under this clause is notwithstanding any other right available to the Organization under these Terms of Employment or otherwise.
14. **Data Privacy:** Organization may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you, or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Organization may process such data for the relevant and limited purposes specified in Organization’s data privacy policy (“Privacy Policy”), a copy of which will be made available on request. Further, Organization may for these purposes transfer such data to any country in which Organization’s worldwide organization operates. By signing these Terms of Employment, you consent to the terms and conditions of the Privacy Policy, as maybe modified by the Organization at any time, and in its sole discretion, upon notice to, and you expressly consent to the following: (a) the processing of your personal data in

accordance with the Privacy Policy; (b) the collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Privacy Policy; (c) the transfer worldwide of personal data held about you by the Organization to other employees and offices of the Organization's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.; and (d) treating any personal data to which you have access in the course of your employment strictly in accordance with the Privacy Policy and other Organization policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes of which it was disclosed to you. The reference to information "about you" or similar references, includes references to information about third parties, such as spouse and children (if any), which are provided by you or on your behalf.

15. **No Disparagement:** You shall not (i) by words either spoken or intended to be read, or by signs or by visible representations, makes or publishes any imputation concerning the Organization through any media; or take any other actions whatsoever, to disparage, defame, sully or compromise the goodwill, name, brand or reputation of the Organization and / or any of its affiliates, founder, employees, ex-employees (collectively, the "Organization Goodwill") or (ii) commit any other action that could likely injure, hinder or interfere with the business, business relationships and/or Organization Goodwill of the Organization or its affiliates. You hereby represent and warrant that you will not commit any of the foregoing actions described in this section and any such actions shall amount to, inter alia, defamation under Indian Penal Code, 1860 (as amended from time to time). This section shall survive the expiry and/or termination of your employment with the Organization.
16. **Indemnity:** You agree to indemnify the Organization and/or its affiliates and/or employees and/or any other stakeholder for any losses or damages sustained, which is caused by or related to your negligence, breach of any of the provisions contained in this Terms of Employment, Organization policies and other terms and conditions of the employment.
17. **Non-Solicit:** You hereby agree, undertake and covenant with the Organization that during your employment with the Organization, and for a period of one year immediately following the termination of employment for any reason whatsoever, you shall not, either alone or jointly with others - recruit, entice, induce, solicit or attempt to induce or solicit, any existing employees/partners/contractors/interns, whether part-time or full-time of the Organization, to leave the employment of the Organization, either directly or in-directly through recruitment firms, agencies, etc., and not do any acts with a view to make employees/partners/contractors/interns of the Organization to terminate or interfere with their employment/relationships with the Organization. The foregoing condition does not apply if an offer of employment is made pursuant to an advertisement placed in the public domain for a position.

General Terms: These Terms of Employment and your employment are personal to you, and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The Organization may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by the Organization to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any reference/announcement/publication of whatsoever type in whatsoever mode, concerning the Organization and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Organization and its affiliates and their employees, contractors or clients. Any dispute arising under this agreement shall be in writing and mutually discussed and resolved at the first instance. If no such resolution is reached amicably within seven (7) days, be referred to arbitration under the Arbitration and Conciliation Act, 1996, final order of which shall be binding

on the parties. The place of arbitration shall be Bangalore. These Terms of Employment will be construed in accordance with and governed by the Laws of India and courts of Bangalore shall have exclusive jurisdiction. These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

I have read, understood and agree to the terms and conditions as set forth in these Terms of Employment. I hereby provide my assent and acceptance as of the day and year written below.

Signature: _____

Name: _____

Date:

Hiremi

Annexure 2– Documents Required

- a) Passport size picture
- b) PAN Card copy
- c) Aadhar Card copy
- d) Signed Organization offer letter and Annexure 1 to 6
- e) Relieving letters from previous employers
- f) Copy of education certificates (Originals for validation)
- g) Copy of mark-sheets (Originals for validation)

I undertake take that the documents submitted are genuine and authentic. I hereby provide my assent to the Organization for utilization and/or use of the documents for the purposes of my employment with the Organization. I understand and acknowledge that I shall be solely responsible for any inaccuracies or shortcomings in the documents.

Signature:_____

Name:

Date:

Hiremi

Annexure 3– Training and Development Program

Business Development Associate, complemented by an immersive 3-month Training and Development Program meticulously crafted for your specific domain. This program is designed to equip you with a comprehensive understanding of the intricacies of the sales culture, guiding you through every aspect from foundational principles to advanced strategies in product pitching.

Throughout the 3-month training period, you will benefit from the expertise of seasoned trainers who will provide detailed insights into the nuances of the field. The program aims to cultivate the essential skills required for excelling in the role of a Business Development Associate (BDA), ensuring that you are not only proficient but also confident in navigating the challenges of this dynamic field.

It is imperative to underscore that the successful completion of the entire 3-month training program is an indispensable prerequisite for progression to the Business Development Associate position. This commitment to comprehensive training is reflective of our dedication to maintaining a high standard of excellence within our team.

In recognizing the individual commitment and aptitude of our candidates, we have introduced an accelerated promotion pathway. For those who demonstrate exceptional dedication and successfully fulfill the training requirements within one month, showcasing a profound comprehension of the material, a direct promotion to the Business Development Associate position awaits. This pathway serves as a testament to our belief in recognizing and rewarding exceptional talent promptly.

This structured approach aligns with our commitment to providing a supportive and growth-oriented environment for our team members. We believe that investing in your professional development not only benefits you as an individual but also contributes significantly to the overall success of our team and organization.

The Training and Development Program is meticulously divided into three months, each dedicated to ensuring a thorough grasp of the material. It encompasses a systematic progression from foundational concepts to advanced strategies, allowing you to build a robust skill set that aligns with the demands of the role. The carefully curated content covers various facets of the sales culture, ensuring that you are well-prepared to navigate the diverse challenges and opportunities that come with the role of a Business Development Associate.

Annexure 4– Warrantees, Disclosures & Declarations

You undertake and warrant that:

1. Your employment with the Organization will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.
2. You have satisfactorily completed all your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Organization.
3. You have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.
4. You will not utilize or use in any manner any kind of artificial intelligence for the purposes of your employment without obtaining prior written permission from the Organization.
5. You will comply with all of Organization's policies and standards (including the Organization's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of the Organization or otherwise as applicable to the services provided by you hereunder.
6. You possess all the requisite valid certificates, licenses, permits, citizenship, work visas, clearances to be able to perform the services lawfully and rightfully as required hereunder.
7. You hereby give your consent to the Organization and its affiliates, to use your image and likeness and/or any interview statements (collectively the "Content") from you in its publications, advertising or other media activities (including the Internet), without expectation of any additional compensation or other remuneration, now or in the future. This consent includes, but is not limited to:
 - I. Permission to interview, film, photograph, tape, or otherwise make a video reproduction of yourself and/or your recorded voice;
 - II. Permission to use your name; and
 - III. Permission to use quotes from your interview(s) (or excerpts of such quotes), the film, photograph(s), tape(s) or reproduction(s) of you, and/or recording of your voice, in part or whole, in its publications, in newspapers, magazines, and other print media, on television, radio and electronic media (including the Internet), in theatrical media and/or in mailings for educational and awareness.
 - IV. This consent will be valid for use by the Organization as long as the Organization intends to use the Content to achieve its purpose.

I have read, understood and agree to the terms and conditions as set forth herein. I express my assent and accept as on the date mentioned herein.

Signature: _____

Name: _____

Date: _____

Hiremi

Annexure 5– Organization Work Culture

The Organization is a not-for-profit, and works like a start-up, in a fast-moving, dynamic pace where change is the only constant and flexibility is the key to success.

Three mantras that we practice across job roles, levels, functions, programs and initiatives, are Quality, Speed, Scale, in that order.

We are an ambitious and inclusive organization, where everyone is encouraged to contribute and ideate. We are intensely and insanely focused on driving excellence in everything we do.

We want individuals with the drive for excellence, and passion to do whatever it takes to deliver world class outcomes to our beneficiaries. We set our own standards often more rigorous than what our beneficiaries demand, and we want individuals who love it this way.

We have a creative and highly energetic environment – one in which we look to each other to innovate new solutions not only for our beneficiaries but for ourselves too. Open to collaborate with a borderless mentality, often going beyond the hierarchy and siloed definitions of functional KRAs, are the individuals who will thrive in our environment.

This is a workplace where expertise is shared with colleagues across regions. Individuals uncomfortable with change, constant innovation, and short learning cycles and those looking for stability and orderly working days may not find the Organization to be the right place for them.

Finally, we want individuals who want to do greater good for the society leveraging their area of expertise, skills and experience.

The Organization is an equal opportunity firm with no bias towards gender, race, colour, ethnicity, country, language, age and any other dimension that comes in the way of progress.

I have read, understood and agree to the terms and conditions as set forth herein. I express my assent and accept as on the date mentioned herein.

Annexure 6– Carrer Path

- **Business Development Intern:**
Entry-level role focused on learning the basics of business development.
Responsibilities include supporting BD activities, market research, and learning from experienced professionals.
- **Business Development Associate:**
Advancement to an associate role with increased responsibilities.
Involves active participation in client interactions, lead generation, and contributing to sales strategies.
- **Business Development Executive:**
Promotion to executive level with a focus on managing client relationships and driving sales.
Responsibilities expand to include presenting solutions, closing deals, and strategic planning.
- **Business Development Manager:**
Senior role with leadership responsibilities.
Involves overseeing a team of BD professionals, setting sales goals, and contributing to the overall BD strategy.
- **Business Development State Manager:**
Senior leadership role with a focus on a specific state or region.
Responsibilities include managing statewide BD operations, collaborating with teams, and aligning strategie



Private & Confidential1421

19th January, 2024

Ref. no. – 15012024180347

To,

Ananya Venkatesh Hegde

This is with respect to your application and the subsequent rounds of discussion you had with us. We are pleased to offer you to join **Hiremi** in a fulltime permanent position as per the below terms and conditions:

Designation: Business Development Associate –

Company Name: Hiremi

Work Location: PAN INDIA

Date of Joining: Will be informed in due time

Your total Annual CTC - will be **10LPA** and will be structured as per the attached Annexure 1 – Compensation Plan. This will continue to be applicable until further communication on the same. Your total annual CTC includes:

- a) **Annual fixed compensation (Base Pay):** ₹ 4 Lakhs (Four Lakhs), which includes allowances, statutory benefits and will be structured in accordance with the Organization's compensation guidelines. This amount includes employer's contribution to Provident Fund, as applicable.
- b) **Annual Performance Pay:** You will be eligible to participate in the organization's Annual Performance Pay (APP) scheme with a scope to earn upto ₹ **6Lakhs** (Six Lakhs) The Individual & Organization performance, the APP funding pool and other terms as indicated in the attached Annexure 6 – Annual Performance Pay Policy will determine the exact amount of APP payout.
- c) **Employee Benefits:** You will be eligible for other employee benefits as per the Organization policies & Statutory requirements.

Your employment with the Organization shall be governed as per the terms and conditions of the following Annexures, which shall be considered part and parcel of this offer:

1. Annexure 1 – Terms of Employment
2. Annexure 2 – Documents Required
3. Annexure 3 – Training & Development Program
4. Annexure 4 – Warrantees, Disclosures & Declarations
5. Annexure 5 – Organization Work Culture
6. Annexure 6 – Carrer Path

You are required to carefully read and understand these terms and conditions, submit the required documents, acknowledge, accept, and sign the documents as mentioned in the Annexures, as part of your acceptance to this offer.

Further, this offer shall be subject to satisfactory clearance and/or completion of verifications and/or background checks and/or reference checks.

To indicate your express acceptance to this offer, the terms and conditions therein and for employment with the Organization, you are required to sign the offer letter and submit while

onboarding with the required documents.

Post receiving your acceptance to this offer in writing within the timelines mentioned herein above, if you do not join the Organization on the mutually agreed Date of Joining or an alternate Date of Joining is agreed by the Organization in writing, this offer will be deemed to have been rejected by you and the offer shall stand cancelled.

This offer shall be considered a valid employment contract as on the Date of Joining upon your strict compliance and fulfilment of all the terms and conditions of this offer. Otherwise, this offer shall be invalid ab initio.

We look forward to the opportunity to have you join our team in an atmosphere that is successful and mutually challenging and rewarding.

Best regards,

Hiremi Team

Director - HR & TA

Rishi



Hiremi

Acceptance by the candidate:

I -----, acknowledge, that I have read, understood and accept this offer and the terms and conditions contained in the letter, and agree to be bound by the terms and conditions of employment as outlined therein.

Signature: _____

Name: _____

Date: _____

Annexure 1 – Terms of Employment

Your employment with Organization will be governed by the Organization's policies, as revised, from time to time at Organizations sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Organization policies. Any infraction of Organization policies or Terms of Employment will amount to breach of your terms of employment and may lead to termination of your services, forthwith. The Organization policies and Terms of Employment shall be subject to change and/or modification at Organizations discretion, from time to time, which the Organization will strive to notify you duly.

- 1. Probation Period:** Your employment is subject to a three(3) months probationary period ("Probation Period") from the effective start date of your employment with the Organization. Unless, otherwise communicated to you by the Organization, your probation period shall expire after your Probation Period. Notwithstanding anything contained herein, during your Probation Period, the Organization may terminate your employment upon fifteen (15) days' notice to you or by paying pro-rated salary in-lieu thereof, with or without cause, and with or without stating any reasons.
- 2. Background Check/Verification:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check
- 3. Roles and Responsibilities:** The roles, responsibilities, and duties appropriate to your designation or your employment, will be specified by the Organization from time to time. Organization may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at anytime, you may be required to provide services, directly or indirectly, to the Organization and its affiliates and their employees, contractors and clients.
- 4. Hours of work:** The Organization's working day shall comprise eight(8) hours, irrespective of shifts, and a break for an hour (in the aggregate). The usual working days are Monday to Friday. The organization shall have the right to extend/modify the working hours upon notice to you.
- 5. Place of Employment:** You acknowledge and agree that you may be assigned, transferred, or deputed to offices, departments, or units of the Organization and/or its affiliates and/or their contractors and clients, whether in India or abroad. In the event of any such assignment, transfer, or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation, or transfer. In the event of any assignment, transfer or deputation of your services, your salary and other benefits may or may not be adjusted in accordance with the Organization's policies with respect to such an assignment, transfer, or deputation.
- 6. Travel and Expenses:** You may be required to travel, whether in or around India or overseas, in connection with your employment with the Organization upon reasonable notice to you. While traveling for work, your expenses, and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of the Organization. You are expected to always keep your travel documents like passport etc. valid.
- 7. Leave Policy:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose

date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

8. **Other Benefits:** In addition to your salary, you may receive other benefits, as applicable under the Organization's benefits or similar policies. Organization may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Organization will be pro-rated depending on your effective start and/or effective termination date
- 9.
10. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.
11. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:
 - a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
 - b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
 - c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

Performance Review: Your performance will be reviewed every year, as per the Organization's performance appraisal cycle and eligibility. A positive performance evaluation does not guarantee an increase in salary, a promotion, or even continued employment. Compensation increases and the terms and conditions of employment, including job assignments, transfers, promotions, and demotions, are determined by and at the discretion of the Organization. Currently, the organization's appraisal cycle is at the end of Calendar year and is subject to change.

12. **Conflict of Interest:** You will not seek full time or part-time job or be involved in any way with other employment or business activities either directly or indirectly during your employment with the Organization. Any such existing activities, to be disclosed before the acceptance of the employment and any future activities, to be discussed and mutually agreed to with the reporting manager and HR in writing. Organization shall have the right to terminate the employment and/or

seek damages and/or any other legal remedies, for non-compliance with this section. You expressly waive any IP rights created by you without disclosure as per this section and shall be subject to applicable parts of Intellectual Property section provided herein, which shall survive the expiry of this contract and/or term of your employment with the Organization.

13. Confidentiality:

- a. You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of the Organization and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Organization and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.
- b. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted in writing by the Organization and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Organization; (d) give prompt notice to Organization of any actual or attempted unauthorized use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at Organization request or upon termination of your employment. Your obligations under this section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. Organization shall be entitled to immediate injunctive relief, claim damages (liquidated or unliquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential or actual breach of this section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information. Organization's right under this clause is not withstanding any other right available to the Organization under these Terms of Employment or otherwise.

For the purposes of this section, "Confidential Information "means any proprietary or confidential information, work product (whether produced by you or other resources of the Organization or provided to you by the Organization or on Organization's and its affiliates' and their employees', contractors' and/or clients' behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or knowhow, in any media of the Organization, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, computer programs and documentation, contractor, customer or client lists, software, developments, inventions, processes, formulas, technology, drawings, engineering plans, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which any other protected materials that could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

14. Intellectual Property:

- a. You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment,

whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Organization. You hereby convey ownership in such rights, title and interest to the Organization and its affiliates upon inception or development.

- b. All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to the Organization and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of the Organization’s and its affiliates’ ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to the Organization or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against the Organization and its affiliates and their employees, contractors or clients with respect to such rights and grant to the Organization and its affiliates an exclusive, irrevocable, perpetual, worldwide, sublicensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Organization all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof.

You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by the Organization and its affiliates and their clients and contractors to achieve the objectives of this section (including waiver of any such rights including authors’ special rights under Section 57 of the Copyright Act 1957). In the event that the Organization is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of the Organization and its affiliates, you hereby irrevocably designate and appoint the Organization and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you.

- c. You agree that you will not violate or attempt to violate the intellectual property rights, interests, or title of any third party. Your obligations under this section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Organization shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon a potential or actual breach of this section by you. The Organization’s right under this clause is notwithstanding any other right available to the Organization under these Terms of Employment or otherwise.

15. **Data Privacy:** Organization may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you, or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Organization may process such data for the relevant and limited purposes specified in Organization’s data privacy policy (“Privacy Policy”), a copy of which will be made available on request. Further, Organization may for these purposes transfer such data to any country in which Organization’s worldwide organization operates. By signing these Terms of Employment, you consent to the terms and conditions of the Privacy Policy, as maybe modified by the Organization at any time, and in its sole discretion, upon notice to, and you expressly consent to the following: (a) the processing of your personal data in

accordance with the Privacy Policy; (b) the collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Privacy Policy; (c) the transfer worldwide of personal data held about you by the Organization to other employees and offices of the Organization's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.; and (d) treating any personal data to which you have access in the course of your employment strictly in accordance with the Privacy Policy and other Organization policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes of which it was disclosed to you. The reference to information "about you" or similar references, includes references to information about third parties, such as spouse and children (if any), which are provided by you or on your behalf.

16. **No Disparagement:** You shall not (i) by words either spoken or intended to be read, or by signs or by visible representations, makes or publishes any imputation concerning the Organization through any media; or take any other actions whatsoever, to disparage, defame, sully or compromise the goodwill, name, brand or reputation of the Organization and / or any of its affiliates, founder, employees, ex-employees (collectively, the "Organization Goodwill") or (ii) commit any other action that could likely injure, hinder or interfere with the business, business relationships and/or Organization Goodwill of the Organization or its affiliates. You hereby represent and warrant that you will not commit any of the foregoing actions described in this section and any such actions shall amount to, inter alia, defamation under Indian Penal Code, 1860 (as amended from time to time). This section shall survive the expiry and/or termination of your employment with the Organization.
17. **Indemnity:** You agree to indemnify the Organization and/or its affiliates and/or employees and/or any other stakeholder for any losses or damages sustained, which is caused by or related to your negligence, breach of any of the provisions contained in this Terms of Employment, Organization policies and other terms and conditions of the employment.
18. **Non-Solicit:** You hereby agree, undertake and covenant with the Organization that during your employment with the Organization, and for a period of one year immediately following the termination of employment for any reason whatsoever, you shall not, either alone or jointly with others - recruit, entice, induce, solicit or attempt to induce or solicit, any existing employees/partners/contractors/interns, whether part-time or full-time of the Organization, to leave the employment of the Organization, either directly or in-directly through recruitment firms, agencies, etc., and not do any acts with a view to make employees/partners/contractors/interns of the Organization to terminate or interfere with their employment/relationships with the Organization. The foregoing condition does not apply if an offer of employment is made pursuant to an advertisement placed in the public domain for a position.

General Terms: These Terms of Employment and your employment are personal to you, and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The Organization may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by the Organization to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any reference/announcement/publication of whatsoever type in whatsoever mode, concerning the Organization and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Organization and its affiliates and their employees, contractors or clients. Any dispute arising under this agreement shall be in writing and mutually discussed and resolved at the first instance. If no such resolution is reached amicably within seven (7) days, be referred to arbitration under the Arbitration and Conciliation Act, 1996, final order of which shall be binding

on the parties. The place of arbitration shall be Bangalore. These Terms of Employment will be construed in accordance with and governed by the Laws of India and courts of Bangalore shall have exclusive jurisdiction. These Terms of Employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

I have read, understood and agree to the terms and conditions as set forth in these Terms of Employment. I hereby provide my assent and acceptance as of the day and year written below.

Signature: _____

Name: _____

Date:

Hiremi

Annexure 2– Documents Required

- a) Passport size picture
- b) PAN Card copy
- c) Aadhar Card copy
- d) Signed Organization offer letter and Annexure 1 to 6
- e) Relieving letters from previous employers
- f) Copy of education certificates (Originals for validation)
- g) Copy of mark-sheets (Originals for validation)

I undertake take that the documents submitted are genuine and authentic. I hereby provide my assent to the Organization for utilization and/or use of the documents for the purposes of my employment with the Organization. I understand and acknowledge that I shall be solely responsible for any inaccuracies or shortcomings in the documents.

Signature:_____

Name:

Date:

Hiremi

Annexure 3– Training and Development Program

Business Development Associate, complemented by an immersive 3-month Training and Development Program meticulously crafted for your specific domain. This program is designed to equip you with a comprehensive understanding of the intricacies of the sales culture, guiding you through every aspect from foundational principles to advanced strategies in product pitching.

Throughout the 3-month training period, you will benefit from the expertise of seasoned trainers who will provide detailed insights into the nuances of the field. The program aims to cultivate the essential skills required for excelling in the role of a Business Development Associate (BDA), ensuring that you are not only proficient but also confident in navigating the challenges of this dynamic field.

It is imperative to underscore that the successful completion of the entire 3-month training program is an indispensable prerequisite for progression to the Business Development Associate position. This commitment to comprehensive training is reflective of our dedication to maintaining a high standard of excellence within our team.

In recognizing the individual commitment and aptitude of our candidates, we have introduced an accelerated promotion pathway. For those who demonstrate exceptional dedication and successfully fulfill the training requirements within one month, showcasing a profound comprehension of the material, a direct promotion to the Business Development Associate position awaits. This pathway serves as a testament to our belief in recognizing and rewarding exceptional talent promptly.

This structured approach aligns with our commitment to providing a supportive and growth-oriented environment for our team members. We believe that investing in your professional development not only benefits you as an individual but also contributes significantly to the overall success of our team and organization.

The Training and Development Program is meticulously divided into three months, each dedicated to ensuring a thorough grasp of the material. It encompasses a systematic progression from foundational concepts to advanced strategies, allowing you to build a robust skill set that aligns with the demands of the role. The carefully curated content covers various facets of the sales culture, ensuring that you are well-prepared to navigate the diverse challenges and opportunities that come with the role of a Business Development Associate.

Annexure 4– Warrantees, Disclosures & Declarations

You undertake and warrant that:

1. Your employment with the Organization will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.
2. You have satisfactorily completed all your obligations under any employment contract or other contract or agreement with company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Organization.
3. You have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.
4. You will not utilize or use in any manner any kind of artificial intelligence for the purposes of your employment without obtaining prior written permission from the Organization.
5. You will comply with all of Organization's policies and standards (including the Organization's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of the Organization or otherwise as applicable to the services provided by you hereunder.
6. You possess all the requisite valid certificates, licenses, permits, citizenship, work visas, clearances to be able to perform the services lawfully and rightfully as required hereunder.
7. You hereby give your consent to the Organization and its affiliates, to use your image and likeness and/or any interview statements (collectively the "Content") from you in its publications, advertising or other media activities (including the Internet), without expectation of any additional compensation or other remuneration, now or in the future. This consent includes, but is not limited to:
 - I. Permission to interview, film, photograph, tape, or otherwise make a video reproduction of yourself and/or your recorded voice;
 - II. Permission to use your name; and
 - III. Permission to use quotes from your interview(s) (or excerpts of such quotes), the film, photograph(s), tape(s) or reproduction(s) of you, and/or recording of your voice, in part or whole, in its publications, in newspapers, magazines, and other print media, on television, radio and electronic media (including the Internet), in theatrical media and/or in mailings for educational and awareness.
 - IV. This consent will be valid for use by the Organization as long as the Organization intends to use the Content to achieve its purpose.

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Name: _____

Date: _____

Hiremi

Annexure 5– Organization Work Culture

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Three mantras that we practice across job roles, levels, functions, programs and initiatives, are Quality, Speed, Scale, in that order.

We are an ambitious and inclusive organization, where everyone is encouraged to contribute and ideate. We are intensely and insanely focused on driving excellence in everything we do.

We want individuals with the drive for excellence, and passion to do whatever it takes to deliver world class outcomes to our beneficiaries. We set our own standards often more rigorous than what our beneficiaries demand, and we want individuals who love it this way.

We have a creative and highly energetic environment – one in which we look to each other to innovate new solutions not only for our beneficiaries but for ourselves too. Open to collaborate with a borderless mentality, often going beyond the hierarchy and siloed definitions of functional KRAs, are the individuals who will thrive in our environment.

This is a workplace where expertise is shared with colleagues across regions. Individuals uncomfortable with change, constant innovation, and short learning cycles and those looking for stability and orderly working days may not find the Organization to be the right place for them.

Finally, we want individuals who want to do greater good for the society leveraging their area of expertise, skills and experience.

The Organization is an equal opportunity firm with no bias towards gender, race, colour, ethnicity, country, language, age and any other dimension that comes in the way of progress.

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Annexure 6– Carrer Path

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Involves active participation in client interactions, lead generation, and contributing to sales strategies.
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Promotion to executive level with a focus on managing client relationships and driving sales.
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Senior leadership role with a focus on a specific state or region.
Responsibilities include managing statewide BD operations, collaborating with teams, and aligning strategie

**Fwd: Integreon I "Presentation Specialist Trainee" Employment Offer**

Sweta singh <swetaa523@gmail.com>

To: "placement@trcac.org.in" <placement@trcac.org.in>

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

From: **Jinal Balsara** <Jinal.Balsara@integreon.com>

Date: Thu, Aug 3, 2023, 3:54 PM

Subject: Integreon I "Presentation Specialist Trainee" Employment Offer

To: swetaa523@gmail.com <swetaa523@gmail.com>Cc: Anish Joseph <Anish.Joseph@integreon.com>, Priyanka Sharma <Priyanka.Sharma@integreon.com>

Hi Sweta,

Congratulations!

With reference to our discussion, we are pleased to share the offer with you for the position of "**Presentation Specialist Trainee**" to be based in **Mumbai**.

We feel confident that your decision to join Integreon will prove to be a dynamic step forward in alignment with the goals you have for your career.

Your compensation will be **INR 20,833/-** (per month) from which there will be **10% TDS** (Tax Deduction @ Source).Date of joining will be **7th August 2023 (Monday)**. Your contract will be valid till **6th November 2023 (Monday)**.Please note that you are requested to report at Integreon's office on **August 4th, 2023 at 9:30 am for on-boarding and joining formalities at the below mentioned address with all****Kindly revert with your acceptance to the offer by end of the day.****HR Contact person:- Jinal Balsara / Priyanka Sharma****Venue:** Integreon, 13th Floor, IT Building [04, Nesco IT Park, Nesco Complex, Western Express Highway, Goregaon East, Mumbai 400 063](#)**Please do carry xerox copies of all the documents which you have shared with us along with 4-5 passport size photographs.****List of documents:**

1. **Education** – Marksheets and Certificates for Class 10th, 12th, Graduation and (Post-Graduation, if applicable).
2. **Photo ID Proof** – Aadhaar Card and Pan Card (Mandatory).
3. **Current Address Proof** – Electricity bill, Passport, rent agreement, if staying in rented accommodation.
4. **Work Experience**, if applicable – Offer Letter and Relieving Letter for all the organization.
 - Last appraisal letter with detailed salary annexure.
 - Last 3 months salary slips.
 - PF Passbook for all the organization

5. **Recent Passport size photograph.**6. **Updated Resume****Appointment Letter** : Will be shared online (on "Portico") post your joining with us.

Please expect to receive login credentials from your reporting manager.

To get you oriented to Integreon and our policies, a link to New Hire Orientation will be shared with you on your official email ID, from our Learning Management System – Cultivate, by A

Please get in touch on email Priyanka.sharma@integreon.com/ Jinal.balsara@integreon.com to get your queries addressed.


Once again, we look forward to working with you. We believe that we will have a mutually rewarding relationship and you will be presented with tremendous professional challenges and

Regards,

Jinal Balsara (she, her)

HR Executive


 cid:image001.png@01D91C5A.5F6CF1F0

 cid:image002.png@01D91C5A.5F6CF1F0

+91
22
1427

 cid:image004.png@01D91C5A.5F6CF1F0 jinal.balsara@integreon.com

 cid:image003.png@01D91C5A.5F6CF1F0

 cid:image005.png@01D91C5A.5F6CF1F0 www.integreon.com

Do more. **Do it better.**

4th Floor IT building 03, NESCO IT Park, [Western Express Highway, Goregaon East, Mumbai 400063.](#)

Office Time: 10 am to 7 pm IST

Go green, use less paper. Please think before you print.

7 attachments

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JOINING US

integreon

Hi,

Congratulations!

With reference to our discussion, we are pleased to share the offer with you for the position of **"Temporary Associate"** to be based in **Mumbai**.

We feel confident that your decision to join Integreon will prove to be a dynamic step forward in alignment with the goals you have for your career.

Your compensation will be **INR 20,833/-** (per month) from which there will be **10% TDS** (Tax Deduction @ Source).

Date of joining will be **7th August 2023 (Monday)**. Your contract will be valid till **6th November 2023 (Monday)**.

Please note that you are requested to report at Integreon's office on **August 4th, 2023 at 9:30 am** for on-boarding and joining formalities at the below mentioned address with all the documents.

Kindly revert with your acceptance to the offer by end of the day.

HR Contact person:- Jinal Balsara / Priyanka Sharma

Venue: Integreon, 13th Floor, IT Building 04, Nesco IT Park, Nesco Complex, Western Express Highway, Goregaon East, Mumbai 400 063

Please do carry xerox copies of all the documents which you have shared with us along with 4-5 passport size photographs.

List of documents:

1. **Education** – Marksheets and Certificates for Class 10th, 12th, Graduation and (Post-Graduation, if applicable).
2. **Photo ID Proof** – Aadhaar Card and Pan Card (Mandatory).
3. **Current Address Proof** – Electricity bill, Passport, rent agreement, if staying in rented accommodation.
4. **Work Experience**, if applicable – Offer Letter and Relieving Letter for all the organization.
 - Last appraisal letter with detailed salary annexure.
 - Last 3 months salary slips.
 - PF Passbook for all the organization
5. **Recent Passport size photograph.**
6. **Updated Resume**

Appointment Letter : Will be shared online (on "Portico") post your joining with us.

Please expect to receive login credentials from your reporting manager.

To get you oriented to Integreon and our policies, a link to New Hire Orientation will be shared with you on your official email ID, from our Learning Management System – Cultivate, by **August 8, 2023**.

Please get in touch on email Priyanka.sharma@integreon.com/ Jinal.balsara@integreon.com to get your queries addressed.

Once again, we look forward to working with you. We believe that we will have a mutually rewarding relationship and you will be presented with tremendous professional challenges and career opportunities.



March 11 2024
Mumbai

Subject: Acknowledgement letter for clearing the interview process with Jp Morgan Chase & Co. at our Mumbai campus.

To whomsoever it may concern

Candidate code: CAN004S573

Dear Onkar T,

Congratulations! We are delighted to let you know you that you have cleared the interview process for the post you applied with us ie. QA Banking Customer Executive - (Voice).

Welcome to JPMorgan Chase - one of world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results' innovative products services for

Our customers, and great experiences for our employees. Named # 1 in Fortune's Change the World. Its an exciting Time to join JPMorgan Chase, and now - with your skills, experience and creative ideas - you'll help us continue to drive change.

Consider this letter as the first step towards your journey with us. Your offer letter and CTC details and joining kit will be send to you via your registered email and your communication address from the Human Resources team at the earliest. You can be in touch with me for your further queries and also for the completion of the documentation process and other formalities.

Wish you all the very best as you embark on an exciting journey JPMC
Sincerely yours.

Simona Tarot
Talent Acquisition Specialist
JP Morgan Chase & Co.

Paradigm Towers-B Wing, Mindspace, Malad Goregaon Link Rd, Malad (W),
Mumbai, Maharashtra 400064

Phone: 08066760000

Email:

[JPM.Queries@jpmorgan.c](mailto:JPM.Queries@jpmorgan.com)

om

PS: This is an acknowledgement letter, intended to inform you regarding the clearing of your interview. Your employment with Morgan Chase & Co Will be confirmed only after you sign the Offer Letter which you receive and also subject to completion of the required documentation process.

This letter and the candidate code shall be mentioned by you in any further communication with our organization.



Congratulations- Confirmation of Offer!

Dyan Dsouza <dyan.dsouza@lendenclub.com>
To: Placement TRCAC <placement@trcac.org.in>
Cc: Neha Gupta <neha.g@lendenclub.com>

Wed, Jan 24, 2024 at 10:49 AM

Hello Team,

Greetings from LenDenClub, India's largest P2P Lending Platform and a Great Place To Work-certified organization!

We are pleased to confirm the below students for the **Graduate Trainee- B2B Investment** position at LenDenClub, an online platform owned & managed by **LenDenClub Techserve Pvt Ltd.**

1. **Raj Gupta** (Thakur College of Science and Commerce)
2. **Yaashi Javeri** (TRCAC)
3. **Sakshi Singh** (Thakur College of Science and Commerce)

Below are CTC details for your reference -

Annual CTC- 4 Lacs

- Annual Fixed Sal- 3.50 LPA
- Annual Fixed Bonus - 50 K (payable after completion of 1 year from DOJ)

Kindly inform and share the acceptance of the selected Graduate Trainees and also confirm the tentative DOJ for further process.

--

Best Regards

Dyan Dsouza
HR Executive
7208247882



Dreaming Big. Innovating Investments.

Revolutionising Responsible Lending.

<https://www.lendenclub.com/>



Dear **Mansi Prakash Khanduri**,

We are delighted to offer you the position of **Central Advisor, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-11), Mumbai**.

1. Your date of joining with the company will be on or before **21-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Rohini Manohar Khandekar, Team Leader-Central Desk**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

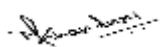
It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Mansi Prakash Khanduri	Date of Joining	21-May-2024
Role	Central Advisor	Location	MH-Mumbai-Malad (Interface-11), Mumbai
Designation	Executive	Reporting to	Team Leader-Central Desk
Grade	E2	Department	Central Advisory Desk

	Yearly	Monthly	Remarks
Basic	1,32,550	11,046	
HRA	66,275	5,523	
Statutory Bonus	16,800	1,400	
Special Allowance	85,972	7,164	
Fixed Gross	3,01,597	25,133	
PF (Employer contribution)	23,400	1,950	
ESIC (Employer contribution)	0	0	
Gratuity	6,376	531	Payable as per statutory guidelines
Total Fixed Pay*	3,31,376	27,615	
Medical Insurance Premium	10,200	850	
Life Insurance Premium	12,200	1,017	
Total Cost to Company	3,53,776	29,481	
Medical Insurance (Sum Insured)	Coverage is Rs. 1,00,000		
Life Insurance (Sum Insured)	Coverage is Rs. 10,00,000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		



Mansi Prakash Khanduri

15/05/2024

Dear **Kevin Nileshbhai Ballar,**

We are delighted to offer you the position of **Business Development Executive, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-11), Mumbai.**

1. Your date of joining with the company will be on or before **13-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Sahil Rajgor, Senior Team Leader- DAD Sales**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only.**

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Kevin Nileshbhai Ballar	Date of Joining	13-May-2024
Role	Business Development Executive	Location	MH-Mumbai-Malad (Interface-11), Mumbai
Designation	Executive	Reporting to	Senior Team Leader- DAD Sales
Grade	E2	Department	DAD-Sales

	Yearly	Monthly	Remarks
Basic	1,32,550	11,046	
HRA	66,275	5,523	
Statutory Bonus	16,800	1,400	
Special Allowance	85,972	7,164	
Fixed Gross	3,01,597	25,133	
PF (Employer contribution)	23,400	1,950	
ESIC (Employer contribution)	0	0	
Gratuity	6,376	531	Payable as per statutory guidelines
Total Fixed Pay*	3,31,376	27,615	
Medical Insurance Premium	10,200	850	
Life Insurance Premium	12,200	1,017	
Total Cost to Company	3,53,776	29,481	
Medical Insurance (Sum Insured)	Coverage is Rs. 1,00,000		
Life Insurance (Sum Insured)	Coverage is Rs. 10,00,000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		

{{Candidate_Signature}}
Kevin Nileshbhai Ballar

{{Offer_Accepted_Date}}

Dear **Aditya Rajmani Singh**,

We are delighted to offer you the position of **Relationship Manager, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **03-Jun-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Jayesh jadhav, Relationship Manager**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Aditya Rajmani Singh	Date of Joining	03-Jun-2024
Role	Relationship Manager	Location	MH-Mumbai-Malad (Interface-7), Mumbai
Designation	Executive	Reporting to	Relationship Manager
Grade	E2	Department	Sales-TGS

	Yearly	Monthly	Remarks
Basic	1,32,550	11,046	
HRA	66,275	5,523	
Statutory Bonus	16,800	1,400	
Special Allowance	85,972	7,164	
Fixed Gross	3,01,597	25,133	
PF (Employer contribution)	23,400	1,950	
ESIC (Employer contribution)	0	0	
Gratuity	6,376	531	Payable as per statutory guidelines
Total Fixed Pay*	3,31,376	27,615	
Medical Insurance Premium	10,200	850	
Life Insurance Premium	12,200	1,017	
Total Cost to Company	3,53,776	29,481	
Medical Insurance (Sum Insured)	Coverage is Rs. 1,00,000		
Life Insurance (Sum Insured)	Coverage is Rs. 10,00,000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		

Aditya Singh

Aditya Rajmani Singh

31/05/2024

Dear **Hemant Manjit Jangir**,

We are delighted to offer you the position of **Business Development Executive, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-11), Mumbai**.

1. Your date of joining with the company will be on or before **10-Jun-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Asha Kadam , Team Leader-DAD Sales**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

MOTILAL OSWAL

Motilal Oswal Financial Services Limited
CIN : L67190MH2005PLC153397
Regd. Office: Motilal Oswal Tower,
Rahimtullah Sayani Road, Opp. Parel ST Depot,
Prabhadevi, Mumbai - 400025.
Board: +91 22 3980 4200 / 7193 4200
Fax: +91 22 3846 2365

Date: 20th April 2024

Sub: Provisional Offer of Employment

Dear, *Aasma Shaikh*

We are pleased to offer you an appointment in **Motilal Oswal Financial Services Limited**

You will be paid a CTC of Rs 3,31,376 (Rupees Three Lakh Thirty-One Thousand Three Hundred Seventy-Six only) per annum

Your employment with us will be governed by the terms & conditions provided in the appointment letter which will be issued prior the date of joining.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of documents or certificates submitted by you as a proof of above, we may review our offer of employment.

We congratulate you on your appointment and assure you of our support for your professional development and growth.

We trust that your association with us will be a happy and mutually enriching and rewarding one

Warm Regards,

For Motilal Oswal Financial Services Limited



Gaurav Dwivedi

Executive Group Vice President, Head HR - Broking & Distribution

Motilal Oswal Securities Limited ("MOSL") has been amalgamated with Motilal Oswal Financial Services Limited ("MOFSL") w.e.f. August 21, 2018 pursuant to the order dated July 30, 2018 issued by Hon'ble National Company Law Tribunal, Mumbai Bench. * MOFSL Registration No(s): AMFI: ARN 146822, IRDA Corporate Agent, Cd0579. * MOSL: Member of NSE, BSE, MCX, NCSEX Registration No(s): INZ000156836 (BSE/NSE/MCX/NCDEX); CDSE: IN-DP-16-2015 NSDL; IN-DP-NSDL - 152-2009. Research Analyst: INH000000412. Investment Adviser: INA000007100. The said registration No(s) of MOSL would be used until receipt of new MOFSL registration No(s). * Email: shareholders@motilalgroup.com

www.motilalgroup.com

Dear **Shravan Bhawarlal Ghanchi**,

We are delighted to offer you the position of **Advisor Reactivation-Omni, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **29-Apr-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Esha Jalui, Advisor Reactivation Team Leader-Omni**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Dear Jay Dubey,

We are delighted to offer you the position of **Advisor Reactivation-Omni, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **06-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Mahesh Jaiswal, Unit Leader-Reactivation Desk**
3. Your annual fixed compensation will be **Rs. 331376/-, Rupees 331376 Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Dear **Sujal Peshawaria**,

We are delighted to offer you the position of **Advisor Reactivation-Omni, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **13-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Vikki Gupta, Advisor Reactivation Team Leader-Omni**
3. Your annual fixed compensation will be **Rs. 331376/-, Rupees 331376 Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Sujal Peshawaria	Date of Joining	13-May-2024
Role	Advisor Reactivation-Omni	Location	MH-Mumbai-Malad (Interface-7), Mumbai
Designation	Executive	Reporting to	Advisor Reactivation Team Leader-Omni
Grade	E2	Department	Advisory-Omni

	Yearly	Monthly	Remarks
Basic	132550.4	11046	
HRA	66275	5523	
Statutory Bonus	16800	1400	
Special Allowance	85972.000000000003	7164.333333333336	
Fixed Gross	301597.4	25133.333333333336	
PF (Employer contribution)	23400	1950	
ESIC (Employer contribution)	0	0	
Gratuity	6376	531.3333333333334	Payable as per statutory guidelines
Total Fixed Pay*	331376	27614.666666666668	
Medical Insurance Premium	10200	850	
Life Insurance Premium	12200	1016.6666666666666	
Total Cost to Company	353776	29481.333333333336	
Medical Insurance (Sum Insured)	Coverage is Rs. 100000		
Life Insurance (Sum Insured)	Coverage is Rs. 1000000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		

Sujal Peshawaria

Sujal Peshawaria

06/05/2024

Dear **Pranjal Ravindra Bavkar**,

We are delighted to offer you the position of **Central Advisor-Commodities, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **06-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Gaurav Mourya, Central Advisor-Commodities**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Pranjal Ravindra Bavkar	Date of Joining	06-May-2024
Role	Central Advisor-Commodities	Location	MH-Mumbai-Malad (Interface-7), Mumbai
Designation	Executive	Reporting to	Central Advisor-Commodities
Grade	E2	Department	Central Advisory Desk-Commodities

	Yearly	Monthly	Remarks
Basic	1,32,550	11,046	
HRA	66,275	5,523	
Statutory Bonus	16,800	1,400	
Special Allowance	85,972	7,164	
Fixed Gross	3,01,597	25,133	
PF (Employer contribution)	23,400	1,950	
ESIC (Employer contribution)	0	0	
Gratuity	6,376	531	Payable as per statutory guidelines
Total Fixed Pay*	3,31,376	27,615	
Medical Insurance Premium	10,200	850	
Life Insurance Premium	12,200	1,017	
Total Cost to Company	3,53,776	29,481	
Medical Insurance (Sum Insured)	Coverage is Rs. 1,00,000		
Life Insurance (Sum Insured)	Coverage is Rs. 10,00,000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		

{{Candidate_Signature}}
Pranjal Ravindra Bavkar

{{Offer_Accepted_Date}}

Dear **Saloni Bhadekar**,

We are delighted to offer you the position of **Advisor Reactivation-Omni, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **06-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Esha Jalui, Advisor Reactivation Team Leader-Omni**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Saloni Bhadekar	Date of Joining	06-May-2024
Role	Advisor Reactivation-Omni	Location	MH-Mumbai-Malad (Interface-7), Mumbai
Designation	Executive	Reporting to	Advisor Reactivation Team Leader-Omni
Grade	E2	Department	Advisory-Omni

	Yearly	Monthly	Remarks
Basic	1,32,550	11,046	
HRA	66,275	5,523	
Statutory Bonus	16,800	1,400	
Special Allowance	85,972	7,164	
Fixed Gross	3,01,597	25,133	
PF (Employer contribution)	23,400	1,950	
ESIC (Employer contribution)	0	0	
Gratuity	6,376	531	Payable as per statutory guidelines
Total Fixed Pay*	3,31,376	27,615	
Medical Insurance Premium	10,200	850	
Life Insurance Premium	12,200	1,017	
Total Cost to Company	3,53,776	29,481	
Medical Insurance (Sum Insured)	Coverage is Rs. 1,00,000		
Life Insurance (Sum Insured)	Coverage is Rs. 10,00,000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		

Saloni Bhadekar
Saloni Bhadekar

25/04/2024

Dear **Aditya Vinod Kongley**,

We are delighted to offer you the position of **Relationship Manager, Executive, E2** with **Motilal Oswal Financial Services Limited**, based out of **MH-Mumbai-Malad (Interface-7), Mumbai**.

1. Your date of joining with the company will be on or before **21-May-2024**. A detailed appointment letter will be shared with you upon joining.
You will report to **Rohit Tiwari, Sales Team Leader**
3. Your annual fixed compensation will be **Rs. 3,31,376/-, Rupees Three Lakh Thirty One Thousand Three Hundred and Seventy Six Only**.

You are also requested to note that this is an offer letter and it is contingent upon successful verification of submitted documents and details in the background verification process.

Benefits and Policies:

All terms and conditions for the employment will be governed by the company policies as stated from time to time. The company may, at its sole discretion, as it deems fit, revoke or change such policies. These terms and conditions will include but not be limited to policies on confidentiality, non-compete, alternative employment and conflict of interest.

You will be required to maintain the highest standards of ethics and professional conduct, observe in letter & in spirit all rules of discipline and will not indulge in any activity which is detrimental to the organization.

Transferability:

The company will also reserve the right to transfer an employee to any other Department, Office or Establishment forming part of the company or to any of the company's associates/- subsidiaries in India, depending upon the requirements of business. The company will also consider voluntary transfer requests on the basis of an openings available and the employee's suitability for the same.

Personal Investments:

It is imperative that the employee's investments and trading related to the stock market are done solely through the company. The company will offer a special rate in the benefit of the employee. The Employee Trading Policy refers to further details.

The rules and regulations detailed above constitute service conditions applicable to all the employees in the Company and are subject to change if so deemed by the Management. Any dispute arising thereof will be subject to the appropriate court in Mumbai Jurisdiction only.

Annexure A

Name	Aditya Vinod Kongley	Date of Joining	21-May-2024
Role	Relationship Manager	Location	MH-Mumbai-Malad (Interface-7), Mumbai
Designation	Executive	Reporting to	Sales Team Leader
Grade	E2	Department	Sales-TGS

	Yearly	Monthly	Remarks
Basic	1,32,550	11,046	
HRA	66,275	5,523	
Statutory Bonus	16,800	1,400	
Special Allowance	85,972	7,164	
Fixed Gross	3,01,597	25,133	
PF (Employer contribution)	23,400	1,950	
ESIC (Employer contribution)	0	0	
Gratuity	6,376	531	Payable as per statutory guidelines
Total Fixed Pay*	3,31,376	27,615	
Medical Insurance Premium	10,200	850	
Life Insurance Premium	12,200	1,017	
Total Cost to Company	3,53,776	29,481	
Medical Insurance (Sum Insured)	Coverage is Rs. 1,00,000		
Life Insurance (Sum Insured)	Coverage is Rs. 10,00,000		
*Incentives/Variable Pay	You will additionally be eligible for incentives or Variable Pay as applicable for the role		

Akongley
Aditya Vinod Kongley

18/05/2024

Letter Of Intent

Date: 12-01-2024

Name: Adarsh Y

Place of Posting: Mumbai

(A) / (B)

Dear Adarsh

1. We are pleased to inform that you have been shortlisted for the position of **Next Gen Graduate Sales Trainee** in **Niva Bupa Health Insurance** across anywhere in India.
2. Your date of joining would be June 2024, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only **Letter of Intent** and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
5. Your annual compensation breakup shall be as below:

Total	INR 3,92,000/-
Fixed*	INR 2,80,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation.
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of intent shall automatically stand withdraw and cancelled from date of issuance of this letter.

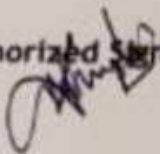
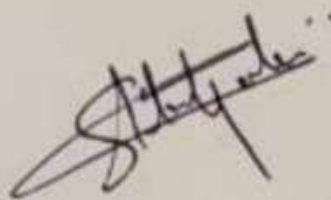
*Fixed CTC is subject to Statutory, Tax deduction as applicable.

** Incentives as per the Sales Incentives Policy.

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

For Niva Bupa Health Insurance

Authorized Signatory

Internal



Placement TRCAC <placement@trcac.org.in>

Fwd: PhonePe Campus Hiring

Amanpreet Kaur <kaur.futur.con@phonepe.com>
 To: Placement TRCAC <placement@trcac.org.in>
 Cc: Priyanka Singh <priyanka.singh@trcac.org.in>

Thu, Oct 19, 2023 at 9:40 AM

Hi Placement Cell,

PFB the list of students who are selected for PhonePe .

S.No.	Candidate Name	Candidate Mobile Number	Name of the college
1	Diksha Jaiswar	7208729536	Thakur College
2	Sujal Chaubey	8454958557	Thakur College
3	Unnati Vekaria	9372546477	Thakur College
4	Swati Vishwakarma	9867592630	Thakur College
5	Roshan Sen	9702180110	Thakur Narayan College Kandivali
6	Ravindra Gautam	7700024114	Thakur Narayan College Dahisar
7	Hetu Gholap	7066600371	Thakur Ramnarayan College Dahisar
8	Pranita Chate	9324380834	Thakur Ramnarayan College Dahisar
9	Saumya Das	9372597564	Thakur Ramnarayan College Dahisar
10	Yadnika Tare	8452070720	Thakur Ramnarayan College Dahisar

Regards
Amanpreet Kaur
HR Specialist
PhonePe

[Quoted text hidden]

Date: 1 September 2023

To
Mohd Sohail Shaikh
Mumbai

Offer Letter for Employment

Dear **Sohail**,

With reference to our discussions & your interview with us, we are pleased to offer you an exciting career in our organization as **“Trainee”**.

1. **Compensation:** You will be paid an annual compensation of **Rs. 2,11,080/-** (Rupees Two Lakhs Eleven Thousand Eighty) and break-up of this is Rs. 1,90,080/- as Fixed Compensation and Rs. 21,000/- as Performance Bonus. This will be the Cost to Company (CTC) including all the components of the salary.
2. **Joining Date:** Your date of joining as agreed is on or before **1st September 2023**.
3. **Reference Check:** The company reserves the right to conduct a reference check on your previous employment(s) if any, education and on the information provided by you during the course of this discussion towards this Offer Letter.
4. **Appointment Letter:** You will be issued an Appointment Letter at the time of joining post submission of all the required documents mentioned below.

On the date of joining or before, you are required to submit:

1. Passport size photographs – (4)
2. Education Certificates (Highest Qualification / Post Graduation / Graduation as applicable)
3. Copy of PAN Card, Copy of Address Proof, Copy of Passport, Copy of Bank Statement (required for Bank Details), Aadhaar Card (Original for Verification)
4. Relieving Letter or resignation acceptance from previous employers
5. Last 3 months payslip from your previous employer

This offer is valid for a period of **48 hours** from date of issue. Kindly sign and return a copy of this offer letter as a token of your acceptance. We look forward to welcoming you to our team.

Yours Sincerely,

For Moneylicious Securities Private Limited

Snigdha M Tamhane
Head – Human Resources

Offer Letter for Employment

This offer letter confirms our employment offer for the part of the KYC & Onboarding Team with Moneylicious Securities Private Limited (MSPL). You will be based in company's Mumbai headquarters. You are being hired as an "at will" employee with no express contract for a definite term governing your employment relationship. By accepting this letter, you are confirming that you are not subject to any form of non-competition or other restrictive agreement that would preclude, or in any way, limit your employment with Moneylicious Securities. Your scheduled start date shall be on or before September 1, 2023, unless otherwise mutually agreed.

Your Compensation (Fixed Pay and Performance Bonus)

Your annual compensation will be **INR 2,11,080** (INR 1,90,080 as fixed pay + INR 21,000 as performance bonus). Performance Bonus is linked to performance and will be paid out every quarter on meeting your stipulated and defined KRAs and post successful completion of probation period. This is the total cost to company and all necessary taxes or statutory payments will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said compensation. A detailed break up of your compensation is provided in annexure A.

Confidentiality

You will be expected not to divulge, disclose to, communicate any confidential and/or proprietary information concerning matters related to Moneylicious Securities's business, or any matters related to the business of any customer of Moneylicious Securities, which you obtain during your employment or interactions in reference to your employment.

Probationary Period

You will be on probation for an initial period of 3 months from the date of joining. The probation period can be further extended at the sole discretion of the company. During the period of probation, your services can be terminated by the management without any notice and without any reason thereof. The confirmation in service after the probation period shall be subject to your satisfactory performance, which shall be assessed at the end of the probation period. A letter of confirmation will be given to you at end of the probation period.

At Will Employment

The terms of your employment with Moneylicious Securities, including job assignment, compensation and benefits will be governed by the Confidentiality, Non-Competition and Non-Solicitation Agreement that shall be executed on your start date. You understand you will be an employee on at "at will" basis, meaning that you can be terminated or released from your employment at any time, by serving a prior written notice of 3 months or salary in lieu thereof. Likewise, we respect your ability to leave employment at any time, for any reason, by serving a prior written notice of 3 months. Should you resign from employment, you shall be required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so require to you leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period.

Notwithstanding the above, the Company reserves the right to terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event that you are found guilty of misconduct, breach of trust, code of conduct, negligence of duty and/or any other reasonable cause under the Company policies.

Conditions for Employment

Based on qualifications, experience, skills and knowledge presented on your employment application and in your job interview, you are hereby offered a job with our organization subject to the following conditions:

1. You are legally eligible to work in India; and,
2. Verification of the information provided by you on your employment application; and,
3. We receive satisfactory responses from your references; and,
4. We receive a satisfactory response to a complete background investigation which includes, but is not limited to, criminal history search, social security trace, prohibited parties search and other such searches as the position applied requires; and,
5. Execution of the Company's Confidentiality, Non-Competition and Non-Solicitation Agreement.

Please note your offer is contingent upon the satisfactory completion of the background screening process. Please contact us regarding your decision or any questions you may have.

We look forward to working with you. Either by your acceptance via email or signature below, you indicate your agreement to the above conditions.

Our People & Culture

People and culture are the most important aspects of our business. While you accept our offer letter, it is also important for you to know about the people and culture in our organization. We are looking for team members just like us, in simple words - good people to work with and demonstrate following personality traits:

- **Be super obsessed about ensuring customer satisfaction.**
(We are here because of our customers, and will be here only if we serve our customers)
- **We have a single opportunity to serve.**
(Our customers will give us one opportunity to serve - we can't let them down. Be it product, uptimes, customer service or any interaction we have to deliver a wow experience.)
- **Respect your work, your team, your co-workers and our customers.**
(The only way to get respect is to give it first)
- **Speed is all that matters. Ship right and ship faster.**
(You either help the team move ahead fast, or you slow it down. We prefer the first.)
- **Humility & politeness over arrogance & over-confidence.**
(If you are the smartest one in the room, bring up others to speed. We are here to serve our customers, not to prove a point.)
- **Quality over quantity.**
(It is fine if you pick up a few things to do, but do them exceedingly well.)
- **Make your hands dirty irrespective of who you are.**
(Our CEO & COO interact with our customers everyday. Our CTO codes everyday. This is us.)
- **Talent and Competency over Credentials.**
(Skills are more important than Credentials, we learned it all the hard way with life & experiences.)
- **Entrepreneurial, ownership driven and disciplined.**
(We trust you to help us gain and retain the trust of our customers and our stakeholders)
- **Less words, more action.**
(Believe in something? show it by doing things. Not just by talking about it)
- **Flat hierarchy with open culture & conversations.**
(You are among all of us, and we all are with you)
- **Passionate about the business you are a part of.**
(Do it because you are passionate about it, not because it's your job.)
- **Raise is an equal opportunity employer.**
(We celebrate diversity and inclusion.)

Perks & Benefits

We want you to have a work-life balance, opportunities to grow and also at same time ensure you and your family members are at ease while you are at Raise.



Medical Insurance

Cover upto INR 4 Lacs. This covers you, spouse, children and also your parents. Extended to total 6 members of your immediate family. You have option to top-up.



Accidental Insurance

We cover you with accidental insurance, up to INR 10 Lacs.



COVID-19 Care

We reimburse costs for Covid-19 RT-PCR tests & Govt Prescribed Vaccinations – for you and your immediate family members.



Competitive Salaries

We benchmark compensation with industry and offer competitive salaries as per market standards. You compensation is salary + bonus + perks & benefits + insurance + equity* in the company.



Employee Stock Options

Be a shareholder in the business you are building. Employee Stock Options and super friendly ones for wealth creation, offered in line with our ESOP Policy.



More Cash in your Hand

Performance Bonus every quarter, no need to wait for full year.
Insurance is paid by the company, over and above your compensation.
Planned: Tax friendly compensation structure, 15 days pay cycle, salary advances and option for leave encashment



35 Paid Leaves in a year

Take a break, it is important. This is outside of all special leaves - including marriage, anniversary, parenting, birthday and other unique leaves that can be availed for maintaining a good work life balance.



Parenting Leaves

Yes, and for both - would be Mothers & Fathers. So you enjoy your time with your loved ones.



Career Development

Continue growing yourself professionally in your journey with Learning & Certifications

Annexure A: Your Salary / Compensation Structure

Offered to: **Sohail Shaikh** for role of **Trainee**

Name:	Sohail Shaikh	
Designation:	Trainee	
Team:	Raise Financial Services (Dhan)	
Department:	KYC & Onboarding	
Expected Date of Joining:	1 September 2023	
Salary Component	Monthly	Annual
Basic Pay	7,020	84,240
House Rent Allowance	3,510	42,120
Special Allowance	3,510	42,120
Gross Salary	14,040	1,68,480
Performance based Bonus*	0	21,000
Employer PF Contribution	1,800	21,600
Insurance Premium	0	0
Total Cost to Company (CTC)	15,840	2,11,080
Insurance Premium**	0	0
Employee PF Contribution	1,800	21,600
Professional Tax	200	2,400
CTC (Pre-Tax)	13,840	1,87,080

- Income Tax is applicable on total salary and deducted at source.
- You will be eligible for Gratuity as per provisions of the statutory norms in force.
- *Performance based Bonus will be paid proportionately at the end of every quarter
- *Your performance is reviewed every quarter and 25% of performance based bonus is paid out based on your performance.
- **We want you & your family to be insured. You will be covered under Group Medical Insurance & Group Personal Accident Insurance Policy. Your Insurance premium is paid by the Company, outside above mentioned compensation structure.
- You understand the the company has the right to change the Compensation, Perks & Benefits offered from time to time.

Confidentiality: Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.

Date: May 14, 2024

To
Alden Dsouza
Mumbai

Offer Letter for Employment

Dear **Alden**,

With reference to our discussions & your interview with us, we are pleased to offer you an exciting career in our organization as **“Trainee”**.

1. **Compensation:** You will be paid an annual compensation of **Rs. 3,83,600/-** (Rupees Three Lakhs Eighty Three Thousand Six Hundred) and break-up of this is Rs. 3,45,600/- as Fixed Compensation and Rs. 38,000/- as Performance Bonus. This will be the Cost to Company (CTC) including all the components of the salary.
2. **Joining Date:** Your date of joining as agreed is on or before **27th May 2024**
3. **Reference Check:** The company reserves the right to conduct a reference check on your previous employment(s) if any, education and on the information provided by you during the course of this discussion towards this Offer Letter.
4. **Appointment Letter:** You will be issued an Appointment Letter at the time of joining post submission of all the required documents mentioned below.

On the date of joining or before, you are required to submit:

1. Passport size photographs – (4)
2. Education Certificates (Highest Qualification / Post Graduation / Graduation as applicable)
3. Copy of PAN Card, Copy of Address Proof, Copy of Passport, Copy of Bank Statement (required for Bank Details), Aadhaar Card (Original for Verification)
4. Relieving Letter or resignation acceptance from previous employers
5. Last 3 months payslip from your previous employer

This offer is valid for a period of **24 hours** from date of issue. Kindly sign and return a copy of this offer letter as a token of your acceptance. We look forward to welcoming you to our team.

Yours Sincerely,

For Moneylicious Securities Private Limited

Snigdha M Tamhane
Head – Human Resources



Offer Letter for Employment

This offer letter confirms our employment offer for the part of the Customer Service Team with Moneylicious Securities Private Limited (MSPL). You will be based in company's Mumbai headquarters. You are being hired as an "at will" employee with no express contract for a definite term governing your employment relationship. By accepting this letter, you are confirming that you are not subject to any form of non-competition or other restrictive agreement that would preclude, or in any way, limit your employment with Moneylicious Securities. Your scheduled start date shall be on or before May 27, 2024, unless otherwise mutually agreed.

Your Compensation (Fixed Pay and Performance Bonus)

Your annual compensation will be **INR 3,83,600** (INR 3,45,600 as fixed pay + INR 38,000 as performance bonus). Performance Bonus is linked to performance and will be paid out every quarter on meeting your stipulated and defined KRAs and post successful completion of probation period. This is the total cost to company and all necessary taxes or statutory payments will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said compensation. A detailed break up of your compensation is provided in annexure A.

Confidentiality

You will be expected not to divulge, disclose to, communicate any confidential and/or proprietary information concerning matters related to Moneylicious Securities's business, or any matters related to the business of any customer of Moneylicious Securities, which you obtain during your employment or interactions in reference to your employment.

Probationary Period

You will be on probation for an initial period of 3 months from the date of joining. The probation period can be further extended at the sole discretion of the company. During the period of probation, your services can be terminated by the management without any notice and without any reason thereof. The confirmation in service after the probation period shall be subject to your satisfactory performance, which shall be assessed at the end of the probation period. A letter of confirmation will be given to you at end of the probation period.

At Will Employment

The terms of your employment with Moneylicious Securities, including job assignment, compensation and benefits will be governed by the Confidentiality, Non-Competition and Non-Solicitation Agreement that shall be executed on your start date. You understand you will be an employee on at "at will" basis, meaning that you can be terminated or released from your employment at any time, by serving a prior written notice of 3 months or salary in lieu thereof. Likewise, we respect your ability to leave employment at any time, for any reason, by serving a prior written notice of 3 months. Should you resign from employment, you shall be required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so require to you leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period.

Notwithstanding the above, the Company reserves the right to terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event that you are found guilty of misconduct, breach of trust, code of conduct, negligence of duty and/or any other reasonable cause under the Company policies.

Conditions for Employment

Based on qualifications, experience, skills and knowledge presented on your employment application and in your job interview, you are hereby offered a job with our organization subject to the following conditions:

1. You are legally eligible to work in India; and,
2. Verification of the information provided by you on your employment application; and,
3. We receive satisfactory responses from your references; and,
4. We receive a satisfactory response to a complete background investigation which includes, but is not limited to, criminal history search, social security trace, prohibited parties search and other such searches as the position applied requires; and,
5. Execution of the Company's Confidentiality, Non-Competition and Non-Solicitation Agreement.

Please note your offer is contingent upon the satisfactory completion of the background screening process. Please contact us regarding your decision or any questions you may have.

We look forward to working with you. Either by your acceptance via email or signature below, you indicate your agreement to the above conditions.

Our People & Culture

People and culture are the most important aspects of our business. While you accept our offer letter, it is also important for you to know about the people and culture in our organization. We are looking for team members just like us, in simple words - good people to work with and demonstrate following personality traits:

- **Be super obsessed about ensuring customer satisfaction.**
(We are here because of our customers, and will be here only if we serve our customers)
- **We have a single opportunity to serve.**
(Our customers will give us one opportunity to serve - we can't let them down. Be it product, uptimes, customer service or any interaction we have to deliver a wow experience.)
- **Respect your work, your team, your co-workers and our customers.**
(The only way to get respect is to give it first)
- **Speed is all that matters. Ship right and ship faster.**
(You either help the team move ahead fast, or you slow it down. We prefer the first.)
- **Humility & politeness over arrogance & over-confidence.**
(If you are the smartest one in the room, bring up others to speed. We are here to serve our customers, not to prove a point.)
- **Quality over quantity.**
(It is fine if you pick up a few things to do, but do them exceedingly well.)
- **Make your hands dirty irrespective of who you are.**
(Our CEO & COO interact with our customers everyday. Our CTO codes everyday. This is us.)
- **Talent and Competency over Credentials.**
(Skills are more important than Credentials, we learned it all the hard way with life & experiences.)
- **Entrepreneurial, ownership driven and disciplined.**
(We trust you to help us gain and retain the trust of our customers and our stakeholders)
- **Less words, more action.**
(Believe in something? show it by doing things. Not just by talking about it)
- **Flat hierarchy with open culture & conversations.**
(You are among all of us, and we all are with you)
- **Passionate about the business you are a part of.**
(Do it because you are passionate about it, not because it's your job.)
- **Raise is an equal opportunity employer.**
(We celebrate diversity and inclusion.)

Perks & Benefits

We want you to have a work-life balance, opportunities to grow and also at same time ensure you and your family members are at ease while you are at Raise.



Medical Insurance

Cover upto INR 4 Lacs. This covers you, spouse, children and also your parents. Extended to total 6 members of your immediate family. You have option to top-up.



Accidental Insurance

We cover you with accidental insurance, up to INR 10 Lacs.



COVID-19 Care

We reimburse costs for Covid-19 RT-PCR tests & Govt Prescribed Vaccinations – for you and your immediate family members.



Competitive Salaries

We benchmark compensation with industry and offer competitive salaries as per market standards. You compensation is salary + bonus + perks & benefits + insurance + equity* in the company.



Employee Stock Options

Be a shareholder in the business you are building. Employee Stock Options and super friendly ones for wealth creation, offered in line with our ESOP Policy.



More Cash in your Hand

Performance Bonus every quarter, no need to wait for full year.
Insurance is paid by the company, over and above your compensation.
Planned: Tax friendly compensation structure, 15 days pay cycle, salary advances and



35 Paid Leaves in a year

Take a break, it is important. This is outside of all special leaves - including marriage, anniversary, parenting, birthday and other unique leaves that can be availed for maintaining a good work life balance.



Parenting Leaves

Yes, and for both - would be Mothers & Fathers. So you enjoy your time with your loved ones.



Career Development

Continue growing yourself professionally in your journey with Learning & Certifications



Rewards and Recognition

We offer recognition to honor your consistent dedication and outstanding performances.



Great Place to Work

Raise is certified as a Great Place to work.

Annexure A: Full Break-up of your Compensation Structure

Offered to: **Alden Dsouza** for role of **Trainee**

Name:	Alden Dsouza	
Designation:	Trainee	
Team:	Dhan / Raise Financial Services	
Department:	Customer Service	
Date of Joining:	27 May 2024	
Compensation Structure FY 2024-25		
Salary Component	Monthly	Annual
Basic Pay	13,500	1,62,000
House Rent Allowance	6,750	81,000
Special Allowance	6,750	81,000
Gross Salary	27,000	3,24,000
Performance based Bonus*	0	38,000
Employer PF Contribution	1,800	21,600
Insurance Premium	0	0
Total Cost to Company (CTC)	28,800	3,83,600
Insurance Premium**	0	0
Employee PF Contribution	1,800	21,600
Professional Tax	200	2,400
CTC (Pre-Tax)	26,800	3,59,600
**Insurance Cover is an additional gift to you, its premium is paid by the company on your behalf.		

- Income Tax is applicable on total salary and deducted at source.
- You will be eligible for Gratuity as per provisions of the statutory norms in force.
- *Performance based Bonus will be paid proportionately at the end of every quarter
- *Your performance is reviewed every quarter and 25% of performance based bonus is paid out based on your performance.
- **We want you & your family to be insured. You will be covered under Group Medical Insurance & Group Personal Accident Insurance Policy. Your Insurance premium is paid by the Company, outside above mentioned compensation structure.
- You understand the the company has the right to change the Compensation, Perks & Benefits offered from time to time.

Confidentiality: Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.



Placement TRCAC <placement@trcac.org.in>

Fwd: Selection to the post of Junior Officer-M&O in Grade B

5 messages

Ayushi Singh <ayushisingh3900@gmail.com>
To: "placement@trcac.org.in" <placement@trcac.org.in>

Tue, May 28, 2024 at 11:26 AM

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

From: **Snehal Pabrekar** <snehal.pabrekar@saraswatbank.com>
Date: Fri, 24 May, 2024, 7:41 pm
Subject: RE: Selection to the post of Junior Officer-M&O in Grade B
To: ayushisingh3900@gmail.com <ayushisingh3900@gmail.com>
Cc: Shantadurga Nadkarni <shantadurga.nadkarni@saraswatbank.com>

24th May, 2024

Dear Sir/Madam,

We refer to the Campus Placements held at your college wherein you had participated in the Group Discussion and subsequently attended the Personal Interview at our Corporate Office, Prabhadevi.

Heartiest Congratulations!!!!

We are pleased to inform you that the Bank has decided to offer you appointment to the post of Junior Officer (Marketing & Operations) in Grade B (clerical cadre) on probation.

The following are some of the terms and conditions:

1. You will be on probation for a period of six months. On joining, you will draw Gross Salary of Rs.26,925/- p.m. approx. and the total CTC (including yearly benefits) will be Rs.3.70 lac approx. (attached)
2. You will be posted at any of our branches in New Delhi and will be required to furnish an undertaking to that extent. The Bank reserves the right to change your posting, depending on the vacancies.
3. You will be required to furnish an undertaking cum security bond whereby failing to serve the Bank for a period of minimum two years, the Bank will have the right to recover an amount of Rs.50,000/- (Rs. Fifty Thousand only) from you.

If the above three clauses are acceptable to you, kindly convey your acceptance by return mail on or before 28th May 2024.

On receipt of your mail, we would be arranging for a medical examination to be conducted shortly followed by verification of your documents.

Please note that Appointment letter will be issued to you only after confirmation of your medical fitness and subject to verification of your marksheets/ certificates/ KYC/ any other required documents against the originals.

In addition, the passing certificate of Graduation is a mandatory requirement.

Kindly confirm receipt of this mail.

Thanks and Regards,

Shantadurga Nadkarni | Senior Manager – HR Department

Saraswat Co-operative Bank Ltd. (Scheduled Bank)

Ekanath Thakur Bhavan, [953 Appasaheb Marathe Marg,](#)

[Prabhadevi, Mumbai 400 025](#)

Tel No.: +91 22 6600 5521

Email: shantadurga.nadkarni@saraswatbank.com

Website: www.saraswatbank.com

Saraswat Bank - Mile Yahan, Dono Jahan - Where Technology Meets Tradition

 **Junior Officer_Proposed CTC.pdf**
196K

Ayushi Singh <ayushisingh3900@gmail.com>
To: placement@trcac.org.in

Tue, May 28, 2024 at 12:08 PM

On Mon, 27 May, 2024, 10:28 am Snehal Pabrekar, <snehal.pabrekar@saraswatbank.com> wrote:

24th May, 2024

Dear Sir/Madam,

We refer to the Campus Placements held at your college wherein you had participated in the Group Discussion and subsequently attended the Personal Interview at our Corporate Office, Prabhadevi.

Heartiest Congratulations!!!!

We are pleased to inform you that the Bank has decided to offer you appointment to the post of Junior Officer (**Marketing & Operations**) in Grade B (clerical cadre) **on probation**.

The following are some of the terms and conditions:

1. You will be on probation for a period of six months. On joining, you will draw Gross Salary of Rs.26,925/- p.m. approx. and the total CTC (including yearly benefits) will be Rs.3.70 lac approx. (attached)
2. You will be posted at any of our branches in Mumbai and will be required to furnish an undertaking to that extent. The Bank reserves the right to change your posting, depending on the vacancies.
3. You will be required to furnish an undertaking cum security bond whereby failing to serve the Bank for a period of minimum two years, the Bank will have the right to recover an

amount of Rs.50,000/- (Rs. Fifty Thousand only) from you.

[Quoted text hidden]

Alden D'souza <aldendsouza24sep@gmail.com>
To: "placement@trcac.org.in" <placement@trcac.org.in>

Tue, May 28, 2024 at 12:24 PM

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

From: **Snehal Pabrekar** <snehal.pabrekar@saraswatbank.com>
Date: Fri, 24 May, 2024, 7:41 pm
Subject: RE: Selection to the post of Junior Officer-M&O in Grade B
To: aldendsouza24sep@gmail.com <aldendsouza24sep@gmail.com>
Cc: Shantadurga Nadkarni <shantadurga.nadkarni@saraswatbank.com>

24th May, 2024

Dear Sir/Madam,

We refer to the Campus Placements held at your college wherein you had participated in the Group Discussion and subsequently attended the Personal Interview at our Corporate Office, Prabhadevi.

Heartiest Congratulations!!!!

We are pleased to inform you that the Bank has decided to offer you appointment to the post of Junior Officer (Marketing & Operations) in Grade B (clerical cadre) on probation.

The following are some of the terms and conditions:

1. You will be on probation for a period of six months. On joining, you will draw Gross Salary of Rs.26,925/- p.m. approx. and the total CTC (including yearly benefits) will be Rs.3.70 lac approx. (attached)
2. You will be posted at any of our branches in New Delhi and will be required to furnish an undertaking to that extent. The Bank reserves the right to change your posting, depending on the vacancies.
3. You will be required to furnish an undertaking cum security bond whereby failing to serve the Bank for a period of minimum two years, the Bank will have the right to recover an amount of Rs.50,000/- (Rs. Fifty Thousand only) from you.

[Quoted text hidden]

 **Junior Officer_Proposed CTC.pdf**
196K

Sujal Peshawaria <itssujal0110@gmail.com>
To: placement@trcac.org.in

Tue, May 28, 2024 at 7:17 PM

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

From: **Snehal Pabrekar** <snehal.pabrekar@saraswatbank.com>
Date: Mon, 27 May, 2024, 10:28 am
Subject: RE: Selection to the post of Junior Officer-M&O in Grade B
To: itssujal0110@gmail.com <itssujal0110@gmail.com>

24th May, 2024

Dear Sir/Madam,

We refer to the Campus Placements held at your college wherein you had participated in the Group Discussion and subsequently attended the Personal Interview at our Corporate Office, Prabhadevi.

Heartiest Congratulations!!!!

We are pleased to inform you that the Bank has decided to offer you appointment to the post of Junior Officer (**Marketing & Operations**) in Grade B (clerical cadre) **on probation**.

The following are some of the terms and conditions:

1. You will be on probation for a period of six months. On joining, you will draw Gross Salary of Rs.26,925/- p.m. approx. and the total CTC (including yearly benefits) will be Rs.3.70 lac approx. (attached)
2. You will be posted at any of our branches in Mumbai and will be required to furnish an undertaking to that extent. The Bank reserves the right to change your posting, depending on the vacancies.
3. You will be required to furnish an undertaking cum security bond whereby failing to serve the Bank for a period of minimum two years, the Bank will have the right to recover an amount of Rs.50,000/- (Rs. Fifty Thousand only) from you.

[Quoted text hidden]

 **Junior Officer_Proposed CTC.pdf**
196K

Alden D'souza <aldendsouza24sep@gmail.com>
To: placement@trcac.org.in

Tue, Jun 11, 2024 at 1:42 PM

Dear madam,

I accept the offer

Regards
Alden Dsouza
Contact no : +91 7506559925

[Quoted text hidden]



15TH SEP 2023
ADITI JAISWAL
Mumbai,
Email – core@starsnstripes.co.in

Subject: Offer for Employment

It gives us immense pleasure to welcome you to the team at Stars N Stripes.

We are pleased to offer you a position of **Executive – Meta Data** at Stars N Stripes with a start date of 9th October 2023.

The starting salary for this position is **INR 1.80L Per Annum** to be paid on a per month basis. A 2% tax deduction will be applied to your monthly salary."

We request you to email the following documents / Credentials at the time of Joining and submit these documents to the People Team on the day you join our organization

- PAN CARD COPY
- PHOTP ID PROOF
- BANK DETAILS

Please confirm your acceptance of this offer by signing and returning this letter by 16th September 2023.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

See You Soon
Stars n Stripes

ADITI JAISWAL

A handwritten signature in blue ink, appearing to read 'Aditi Jaiswal', with a horizontal line underneath.



Fwd: Tata Consultancy Services | BPS Campus Hiring - Batch 2024 | Interview Selects

placement tcsc <placement@tcsc.edu.in>
To: Placement TRCAC <placement@trcac.org.in>

Fri, Jan 5, 2024 at 12:55 PM

----- Forwarded message -----
From: **Disha Terkar** <disha.terkar@tcs.com>
Date: Thu, Dec 28, 2023 at 4:58 PM
Subject: Tata Consultancy Services | BPS Campus Hiring - Batch 2024 | Interview Selects
To: placement@tcsc.edu.in <placement@tcsc.edu.in>
Cc: Uttara Nair <uttara.nair@tcs.com>

TCS Confidential

Dear Ameya,

Greetings from TCS 😊

Please find below the names of students who have cleared the BPS Campus Interview from your institute.

DT Number	Candidate Name	College Name
DT20234578006	TISHA Bhavani PATEL	Thakur Ramnarayan College Of Arts And Commerce
DT20234578176	THRISHA Janardhan POOJARY	Thakur Ramnarayan College Of Arts And Commerce
DT20234578108	MANISHA Mahesh MADDHESHIYA	Thakur Ramnarayan College Of Arts And Commerce
DT20234578088	MANSI Mukesh GAHLOT	Thakur Ramnarayan College Of Arts And Commerce
DT20234577989	RAHEN Ravindra MOHITE	Thakur Ramnarayan College Of Arts And Commerce
DT20234956633	Shanon David Nalka	Thakur College of Science & Commerce

Congratulations to the students on clearing the TCS BPS Campus Hiring Interview!

Please note that the offer validity is subject to meeting the eligibility criteria at all points of time and document check once the candidate completes the final semester.

Best Regards,
Disha Terkar

Talent Acquisition Group – Campus Team
Mailto: disha.terkar@tcs.com
Website: <http://www.tcs.com>



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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error,

please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

--

Best /-

Ms. Priyanka Vijaybhan Singh - Head Training & Placement Consultant | Dr. Girish Tere - Chairperson, Training & Placement Cell (TPC)

Thakur College of Science and Commerce

Email: priyanka.singh@trcac.org.in | placement@tcsc.edu.in

Handphone : +91 9594026665 | +91 9920319945

College Tel Nos: 022 28870627, 022 28462565

College Fax : 022 28868822

Thakur Educational Trust's (Regd.)
THAKUR COLLEGE OF SCIENCE & COMMERCE
AUTONOMOUS COLLEGE AFFILIATED TO UNIVERSITY OF MUMBAI
NAAC Accredited with Grade 'A' (3rd Cycle) & ISO 9001: 2015 Certified
Best College Award by University of Mumbai for the Year 2018-2019

tcsc
CELEBRATING
25 YEARS OF GLORY

<https://www.tcsc.edu.in/page/placements-tpc-contact-us/>

Date: 01/09/2023

Sub: Offer Letter

Dear Tanya Mandal,

Congratulations!

We are pleased to offer you an employment with **Tekno Point Multimedia India Pvt. Ltd.** based on the interview discussions you had with us, and your application was submitted to us. Details for terms and conditions of the offer are as mentioned below:

You will be designated as **Web Content Specialist** and will be based at our Mumbai office, date of commencement of Employment will be w.e.f. **11/09/2023**.

You will be liable to sign a **two-year agreement** with Tekno Point Multimedia India Pvt. Ltd.

Probation period will be of **Six months** from the date of joining.

After one year of employment with the company from the date of confirmation, you will be eligible for a Retention Bonus.

The employment would be subject to the Terms & Conditions mentioned in your appointment letter.

Offered CTC: **1.80 L PA**

CTC post successful probation period: **3 LPA (On the basis of your performance)**

You should login on 11/09/2023 by 10:30 AM (Office Time: 10:30

AM - 7:30 PM)

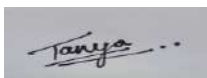
We hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us. If you have any questions, please do not hesitate to contact us.

Once again, congratulations, and we look forward to working with you.

Thanking You,
Devyani Motghare
(HR Manager)

Date of Acceptance: 01/09/2023

Sign:





Employee Name	Tanya Mandal	
Designation	Web Content Specialist	
Effective From	11/09/2023	
Salary Break-up		
Fixed Elements	Per Month (Rupees)	Per Annum(Rupees)
Basic Salary	₹ 7,500.00	90000
HRA	3000	36000
Conveyance Allowance	1250	15000
Medical Reimbursement	1250	15000
Education Allowance		0
Special Allowance	304	3648
Total Gross (A)	13304	159648
Employer Contribution		
Provident Fund	1596	19152
ESI	100	1200
Total Contribution (B)	1696	20352
CTC (A+B) Fixed	15000	180000

This payment is made to you as dictated by the Indian Act Authorities and is subject to change if the Indian Tax law changes.

Date of Acceptance: 01/09/2023

Sign:



Exciting Career Opportunities at Tekno Point/DEPT(R)

Shruti Dalvi <shruti.dalvi@teknopoint.in>
To: Placement TRCAC <placement@trcac.org.in>
Cc: Sarvapi Mishra <sarvapi.mishra@teknopoint.in>

Thu, Dec 28, 2023 at 1:16 PM

Hi Amey,

Adnan Qureshi was selected and will be joining us on 2nd Jan'23
Gopal Gupta will be having his Practical Round today.

[Quoted text hidden]

--

[Quoted text hidden]

“In Investment, **Why** Is More Important Than **How**...
You Decide On **Why** & Let Us Take Care Of The **How**”

Date: - 25th July 2023

To,
Trupti Shetty
C-4 Sanjog Nagar
Rawalpada, Dahisar East
Mumbai -400068

Sub: – Appointment as Trainee - Assistant Relationship Manager

Dear Trupti,

We are glad to inform you that you have been selected for the position of trainee in our company for a period of three months. Your date of joining will be 01st August 2023. During this training period, you are required to undertake all duties and activities assigned to you by the head to whom you will be reporting.

Your starting stipend as a trainee will be Rs.15,000/- per month and is subject to review only on completion of the training period of three months. You will not be eligible for any other monetary benefits from the company during this period. You will be entitled to three sick leaves only.

After successful training and assessment, you will be on probation period for six months with remuneration.

You can indicate your acceptance of the appointment as a trainee by signing or sending us your reply by mailing the same.

Congratulations and welcome on board to the most prestigious company.

With best wishes,
VND WEALTH PVT LTD


Vibhash N. Desai
Managing Director



Corporate Office: 103, Ronit Arcade, First Floor, Opposite Kandivali, Telephone Exchange, S V Road, Kandivali (W), Mumbai – 400 067.

Tel.: +91 22-28645533 / +91 22-2865533

Branch Office: 24-25, Siddhivinayak Plaza, Chikuwadi, Shimpoli Road, Behind Borivali Biryani Centre, Borivali (W), Mumbai - 400 092.

Tel.: +91 22-28996583

Email: vndfundz@yahoo.com | **Website:** www.vndwealth.in

Branches: Andheri - Kurla - Fort



JULY 3rd, 2023

Ms. Asmita Shetty,

Dear Asmita
Shetty,

This has reference to the interview and discussions you had with us.

We are pleased to appoint you as '*Business Development Executive*' You would be on probation for a period of 3 months.

Location: Mumbai


Find below your compensation details:

Particulars	Monthly (Amount in INR)	Annually (Amount in INR)
Basic Salary (A)	12,500.00	150,00.00
House Rent Allowance (B)	6,250.00	75,000.00
Special Allowance (C)	6,250.00	75,000.00
Fixed Salary Inhand (D=A+B+C)	25,000.00	3,00,000.00
Daily Travel Allowance(On the days of your fieldwork)	2,500.00	30,000.00
Performance Cum Continuity Bonus (On successful completion of 1 year)	2,500.00	30,000.00
Performance Incentives (Payable based on the achievement of Monthly Targets)	12,500.00	1,50,000.00
Overall CTC	42,500.00	5,10,000.00

Best Regards,


Amit Mehra
Co-founder/ Director



I Agree to above and attached Terms and conditions 

Dated 3/07/2023

KIME CAREERS

Shop No. 242, 2nd Floor, Kakade Plaza, Opp. Kakade City, Karve Nagar, PUNE - 411052

■ Contact - 8626049876 ■ Email- ickothrud@mims.edu ■ Website - www.kimeedu.co.in



JULY 3rd, 2023

Ms. Gouri Panickar,

Dear Gouri
Panickar,

This has reference to the interview and discussions you had with us.


We are pleased to appoint you as '*Graduate Trainee*' You would be on probation for a period of 3 months.

Location: Mumbai

Find below your compensation details:


Particulars	Monthly (Amount in INR)	Annually (Amount in INR)
Basic Salary (A)	12,500.00	150,000.00
House Rent Allowance (B)	6,250.00	75,000.00
Special Allowance (C)	6,250.00	75,000.00
Fixed Salary Inhand (D=A+B+C)	25,000.00	3,00,000.00
Daily Travel Allowance(On the days of your fieldwork)	2,500.00	30,000.00
Performance Cum Continuity Bonus (On successful completion of 1 year)	2,500.00	30,000.00
Performance Incentives (Payable based on the achievement of Monthly Targets)	12,500.00	1,50,000.00
Overall CTC	42,500.00	5,10,000.00

Best Regards,


Amit Mehra
Co-founder/ Director



I Agree to above and attached Terms and Conditions

 Dated 03-07-2023

KIME CAREERS

Shop No. 242, 2nd Floor, Kakade Plaza, Opp. Kakade City, Karve Nagar, PUNE - 411052
■ Contact - 8626049876 ■ Email- ickothrud@nmims.edu ■ Website - www.kimeedu.co.in

As per our Discussion please find the address for the campus drive on 22nd November 2023.

Address : Thakur Ramnarayan Educational Campus, Swami Vivekananda Marg, Anand Nagar, Dahisar East, Mumbai, Maharashtra 400068

Reporting Time : 10 A.M.

- **Best Regards,**

Ameya Dalvi

Sr. Placement Executive| Placement and Higher Education (P.H.E.) Committee

Email ID - placement@trcac.org.in

Handphone - 09702715569.

Website - www.trcac.org.in



Thakur Educational Trust's (Regd.)

**THAKUR RAMNARAYAN
COLLEGE OF ARTS & COMMERCE**

ISO 21001:2018 Certified



Thakur Ramnarayan Educational Campus, S.V. Road, Dahisar (East), Mumbai - 400 068
Tel: 022 2828 1200 | Fax: 022 2828 1300 | www.trcac.org.in

[Quoted text hidden]

Sumana Pandit <Sumana.Pandit@jmfl.com>

Thu, Nov 23, 2023 at 10:36 AM

To: Placement TRCAC <placement@trcac.org.in>

Cc: Terence Raphael <Terence.Raphael@jmfl.com>, Sanskriti Saxena <Sanskriti.Saxena@jmfl.com>

Hi Ameya,

Please find the list selected students after yesterday's Campus drive,

Candidate Name	Status
Hersch	Selected
MOHAMMAD FAIZ ISMAIL SHAIKH	Selected
Kaushik Nayak	Hold
Anjali Roy	Selected
Damini Upadhyay	Selected
Sonali Das	Selected

As discussed, the joining of the above candidates will be post their final semester i.e in the month of June'24.

[Quoted text hidden]

Sumana Pandit <Sumana.Pandit@jmfl.com>

Thu, Dec 14, 2023 at 6:37 PM

To: Placement TRCAC <placement@trcac.org.in>

Cc: Terence Raphael <Terence.Raphael@jmfl.com>, Ravianand Kharwar <Ravianand.Kharwar@jmfl.com>, Sanskriti Saxena <Sanskriti.Saxena@jmfl.com>

Hi Ameya,

Please note, additional to the below selection list, please consider Kaushik Nayak as selected and do share the required documents for all.

Regards,

Best Regards,

Sumana Pandit

Manager | Human Resources

JM Financial Products Limited

Corporate Identity Number: U67190MH2007PTC174287

4th floor Suashish IT Park, Plot No. 68E, off Datta Pada Road, Opp. Tata Steel, Borivali (East) Mumbai - 400 066

Phone: Direct :022-45057159 | Board :022-45057000

Cell : 9833130412 |

E-Mail: Sumana.Pandit@jmfl.com

URL: www.jmfinancialarc.com



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From: Sumana Pandit

Sent: 23 November 2023 10:37

To: 'Placement TRCAC' <placement@trcac.org.in>

Cc: Terence Raphael <terence.raaphael@jmfl.com>; Sanskriti Saxena <Sanskriti.Saxena@jmfl.com>

Subject: RE: Campus Placement - 23-24 - Graduate Trainee

Hi Ameya,

Please find the list selected students after yesterday's Campus drive,

Anjali Roy	Selected
Damini Upadhyay	Selected
Sonali Das	Selected

As discussed, the joining of the above candidates will be post their final semester i.e in the month of June'24.

From: Placement TRCAC <placement@trcac.org.in>

Sent: 17 November 2023 11:37

[Quoted text hidden]

[Quoted text hidden]

Placement TRCAC <placement@trcac.org.in>
To: Sumana Pandit <Sumana.Pandit@jmfl.com>

Thu, Jan 4, 2024 at 12:04 PM

Dear Sumana,

Please refer below the Documents for TRCAC Students.

- **Best Regards,**
Ameya Dalvi
Sr. Executive | Placement and Higher Education (P.H.E.) Committee

Email ID - placement@trcac.org.in

Handphone - 09619811118.

Website - www.trcac.org.in



Thakur Educational Trust's (Regd.)

**THAKUR RAMNARAYAN
COLLEGE OF ARTS & COMMERCE**

ISO 21001:2018 Certified



Thakur Ramnarayan Educational Campus, S.V. Road, Dahisar (East), Mumbai - 400 068
Tel: 022 2828 1200 | Fax: 022 2828 1300 | www.trcac.org.in

[Quoted text hidden]

158. JM Financial Documents Collection (Responses).xlsx
9K

Sumana Pandit <Sumana.Pandit@jmfl.com>
To: Placement TRCAC <placement@trcac.org.in>

Thu, Mar 28, 2024 at 4:04 PM

Hi Daksha,

As discussed, please note the date of joining for all the selected graduate trainee will be on 20th May'24

Regards,



Placement TRCAC <placement@trcac.org.in>

Application open at Firstsource - Thakur College

Prajakta Sawant <Prajakta.Sawant@firstsource.com>

Tue, Sep 5, 2023 at 8:06 PM

To: Ritika Singh <Ritika.Singh@firstsource.com>, Placement TRCAC <placement@trcac.org.in>

Cc: Jimmit Thakar <Jimmit.Thakar@firstsource.com>, "campusmumbai@firstsource.com" <campusmumbai@firstsource.com>

Hello Daksha,

PFB the update on the shortlisted candidates.

Name : Niti Makwana

Status : Final select

Name : Rohit Wankhede

Status : Assessments pending.

Prajakta Sawant

HR Coordinator- Talent Acquisition



Mobile: (+91) 9167698623

Web: www.firstsource.com



~ *Your talent is your priced possession* ~

From: Ritika Singh <Ritika.Singh@firstsource.com>

Sent: Friday, September 1, 2023 6:45 AM

To: Placement TRCAC <placement@trcac.org.in>

Cc: Jimmit Thakar <Jimmit.Thakar@firstsource.com>; campusmumbai@firstsource.com <campusmumbai@firstsource.com>

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Placement TRCAC <placement@trcac.org.in>

November Report: Celebrating Success Of Your Students On Internshala!

1 message

Internshala University Relations <university.relations@internshala.com>
 Reply-To: Internshala University Relations <university.relations@internshala.com>
 To: placement@trcac.org.in

Fri, Dec 1, 2023 at 10:16 AM

Dear Prof. Sumathi,

We are delighted to bring to your attention the amazing accomplishments of the following students from Thakur Ramnarayan College Of Arts And Commerce last month.

PLACEMENT UPDATE:

Name of the Student	Degree (stream)	Year of graduation	Organization Name	Placement type	Salary/Stipend	Date of selection
Rayann Aslam Barudwale	NA(NA)	NA	Earth5R	Internship	Performance Based	29/11/2023
Anish Bangera	NA(NA)	NA	Jaikrit Marketing And Branding Solutions LLP	Internship	₹5000-12000 /month	27/11/2023
Anuradha Kahar	NA(NA)	NA	Hamari Pahchan NGO	Internship	Performance Based	15/11/2023
Anuradha Kahar	NA(NA)	NA	Earth5R	Internship	Performance Based	15/11/2023
Dharmita Suthar	NA(NA)	NA	Marpu Foundation	Internship	Performance Based	11/11/2023
Nidhi Maru	NA(NA)	NA	WEBAPPS SOFTWARE SOLUTIONS	Job	₹ 3,00,000 - 5,00,000 /year	09/11/2023

[Show all students](#)

View the overall placement and skilling progress report of all your students by logging in to your student activity dashboard [here](#)

Warmest congratulations to you and your outstanding students, Prof. Sumathi! We look forward to continued success together.

Want more students to get certified with industry relevant and government approved certification in partnership with **NSDC and Skill India** to make them job-ready? Schedule a meeting now: [here](#).

Many thanks,
 Himanshi Dwivedi
 Manager - University Relations
 Phone - +91 9769014773
[Internshala](#)



Fwd: Campus Drive 2024 conformation on 8th Feb

Placement TRCAC <placement@trcac.org.in>

To: Divya Devraj Kasar <DK00904344@techmahindra.com>

Hello,

Greetings for the day

Kindly find the documents of the following students from Thakur Ramnarayan College of Arts and Commerce, Dahisar - (East), Mumbai.

- 1) Ranjai S. Giri
- 2) Bhairavi V. Tripathi
- 3) Rohit R. Wankhade

- Best Regards,
Sumeet M. Rathod
Chairperson & Training Head | Placement and Higher Education (P.H.E.) Committee

Email ID - placement@trcac.org.in
Handphone - 09004543628.

Website - www.trcac.org.in



Thakur Educational Trust's (Regd.)

**THAKUR RAMNARAYAN
COLLEGE OF ARTS & COMMERCE**

ISO 21001:2018 Certified



Thakur Ramnarayan Educational Campus, S.V. Road, Dahisar (East), Mumbai - 400 068
Tel: 022 2828 1200 | Fax: 022 2828 1300 | www.trcac.org.in

On Wed, Feb 28, 2024 at 9:36 PM Divya Devraj Kasar <DK00904344@techmahindra.com> wrote:

Hello,

Please find below the process:

1. Aadhar card copy, Resume and College Letter from selected candidate. (Attached sample college letter for reference)
2. Kindly fill the tracker.

S no.	Name	Address	Additional Details	Aadhaar Card	Complete Coll

Please Note : These candidates are not final selects. They have to go for further rounds.

Regards,

Divya.

From: Divya Devraj Kasar
Sent: Friday, February 9, 2024 4:04 PM
To: 'placement tcsc' <placement@tcsc.edu.in>
Subject: RE: Campus Drive 2024 conformation on 8th Feb

Dear Amey,

PFB the final list of SVAR Selects.

Name	Email id/Name	Score	Status
Soniya mehta	mehtasoniya2003@gmail.com	66	Shortlisted
Mrigank Dubey	mrigankdube@gmail.co	76.51	Shortlisted
Ranjai giri	giriranjai83@gmail.com	60.37	Shortlisted
Ashish singh	ashishsingh963963@gmail.com	69.17	Shortlisted
harsh dubey	dubeyharsh7555@gmail.com	68.99	Shortlisted



Placement TRCAC <placement@trcac.org.in>

Fwd: Campus Recruitment Proposal

shivani <shivani.c@kimeedu.co.in>
To: Placement TRCAC <placement@trcac.org.in>
Cc: amit.m@kimeedu.co.in, kirti.u@kimeedu.co.in

Mon, Sep 4, 2023 at 7:11 PM

Hello Prachi,

Please find below final selection list of candidates.

<i>Sr. No.</i>	<i>Name</i>
1	Malav gandhi
2	Priyanka chahuan
3	Jagruti upadhyay
4	Ayush yadav
5	Prathana yerunkar
6	Devika mistry
7	Harsh pandey
8	Mansi khanduri
9	Rehan qureshi
10	Soniya chatterjee

Further joining process of the selected students will be updated shortly.

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Thakur Ramnarayan Educational Campus

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Harneet Julka (Corporate, KMBL) <harneet.julka@kotak.com>

Wed, May 17, 2023 at 12:19 PM

To: Placement TRCAC <placement@trcac.org.in>, "Yogesh Warulkar (Corporate, KMBL)" <yogesh.warulkar@kotak.com>

Cc: Priyanka Singh <priyanka.singh@trcac.org.in>, placement tcsc <placement@tcsc.edu.in>, "Mukesh Raheja (Corporate, KMBL)" <mukesh.raheja@kotak.com>, "Niyati Ranawat (Corporate, KMBL)" <niyati.ranawat1@kotak.com>

Hi Ameya,

We released Deepika's offer on Monday, 15th May'23.

She has not accepted the offer yet in spite of multiple follow ups.

Request you to please check and confirm

Regards,

Harneet Julka | Human Resources | Kotak Mahindra Bank |

2nd Floor - Kotak Infinity, Building No. 21, Infinity Park, A.K. Gen Vaidya Marg, Mumbai – 400097

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Harneet Julka (Corporate, KMBL) <harneet.julka@kotak.com>

Wed, May 31, 2023 at 9:56 AM

To: Placement TRCAC <placement@trcac.org.in>, "Yogesh Warulkar (Corporate, KMBL)" <yogesh.warulkar@kotak.com>

Cc: Priyanka Singh <priyanka.singh@trcac.org.in>, placement tcsc <placement@tcsc.edu.in>, "Mukesh Raheja (Corporate, KMBL)" <mukesh.raheja@kotak.com>, "Niyati Ranawat (Corporate, KMBL)" <niyati.ranawat1@kotak.com>

Hi Ameya,

This is regarding Deepika Bisht. Her joining is scheduled for tomorrow however, she has not completed her on-boarding formalities yet.

My team and I are trying to reach her since last week but haven't received any response from her.

Report to Thakur Ramnarayan College

Principal and Head Coordinator

Subject: Training and Placement Report 2023-2024

Stream	Batch Size	Date started	Date complete	Placed Number	Trainer
BCom/BAF/ BA/BMS	64	24-Jul-2023	14-Sep-2023	60	Sowmya N
BCom/BAF/ BA/BMS/B.Sc.IT /BMM	58	23-Jan-2024	16-Feb-2024	47	Sowmya N
BA	1	4-Mar-2024	14-Mar-2024	1	Sowmya N

Summary of training:

The students have completed 80-100 hours program including Personal effectiveness, Communication Readiness, Career Readiness and Work Readiness. Training was delivered through online class. The students have also undergone individual counselling during the program, post training, pre-placement and also post placements.

Summary of placements:

Total **Placed students** through **TNS India Foundation** is 108.

Student Name	Company Name	Designation	CTC
Himangshi Jyotirmay Dave	Harjai Computers Pvt Ltd	Jr Executive - Talent Acquisition	240000
Venkateshwara Ravi	Axis Bank(Rekrut)	Customer Care Executive	194000
Harsh Santosh Jain	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Keisha Fernandes	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Krupali Amit Patel	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Ankit Subhash Pal	Axis Bank(Rekrut)	Customer Care Executive	194000
Mansi Devendra Shah	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000

Harsh Ravichandra Karkera	Axis Bank(Rekrut)	Senior Telecalling Officer	216000
Diksha Santosh Jaiswar	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Sneha Shivraj Patil	Motilal Oswal Financial Services Limited	Executive	325000
Abhishek Ashish Gupta	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Aditi Shripad Tondwalkar	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Rakshita Ratnakar Naik	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Pranita Dinkar Chate	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Krishna Arvind Parmar	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Komal Bramhadev Mane	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Hasti Alpesh Oza	Religare Broking Limited	RM-Executive	300000
Adarsh Sushil Tiwari	ICICI Prudential Life Insurance	Financial services consultant	300000
Adarsh Omprakash Yadav	Hinduja Global Solutions Limited	Customer Care Executive	265000
Rucha Anesh Thakur	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Priyanka Suresh Lohar	ICICI Prudential Life Insurance	Financial services consultant	300000
Prashant Shivpoojan Singh	Axis Bank(Rekrut)	Customer Care Executive	194000
Avantika Janardan Chauhan	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Shivam Avadhesh Dubey	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Rishi Rilesh Barot	Hinduja Global Solutions Limited	Customer Care Executive	265000
Bhavana Babulal Choudhary	Axis Bank(Rekrut)	Customer Care Executive	194000
Hetu Atul Gholap	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Soni Santosh Yadav	Axis Bank(Rekrut)	Customer Care Executive	194000
Kanishka Mahesh Tawde	Audentia Research Private Limited	Business Development Executive	242400

Yash Prashant Devrani	Paisa Bazar	Associate Sales Consultant	223561
Rajveer Manoj Singh	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Tanisha Umesh Patil	Motilal Oswal Financial Services Limited	Executive	250000
Sanjana Shrawan Singh	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Shrishti Virendra Pandey	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Abhishek Rakesh Choudhary	Axis Bank(Rekrut)	Customer Care Executive	194000
Himanshu Rajkumar Vishwakarma	Axis Bank(Rekrut)	Customer Care Executive	194000
Aditi Krishnanand Yadav	Axis Bank(Rekrut)	Customer Care Executive	194000
Saumiya Elango Naiker	Catalyst	Tele Sales Executive	190000
Jagruti Rajesh Upadhyay	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Soniya Sanjay Chatterjee	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Prerana Umesh Joshi	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Nayum Yusufbhai Shaikh	Axis Bank(Rekrut)	Customer Care Executive	194000
Devang Prakash Shukla	Paisa Bazar	Associate Sales Consultant	223561
Jassi Sandeep Gupta	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Nutan Kanhaiyalal Vishwakarma	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Md Akhlaqur Rahman	Axis Bank(Rekrut)	Customer Care Executive	194000
Sahil Manohar Narkar	Audentia Research Private Limited	Research	242400
Bobby Lawrence Joseph	Innovsource Services Private Limited	Customer Care Executive	216000
Aditi Kamal Vishwakarma	Harjai Computers Pvt Ltd	Jr Executive - Talent Acquisition	240000
Divya Ajay Tiwari	Paisa Bazar	Associate Sales Consultant	223561
Surendra Subhedar Yadav	Aditya Birla Health Insurance	Senior Direct Sales Executive	250000
Mihir Vinay Kadav	Housiey	Relationship Manager	

Jain Nilam Lalit	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Nidhi Nandkishore Upadhyay	Harjai Computers Pvt Ltd	Jr Executive - Talent Acquisition	240000
Saumya Mohan Das	Aditya Birla Health Insurance	Assistant Sales Manager	280000
Aum Rajesh Parulekar	Datamatics Business Solutions	CSR	180000
Mudra Sandeep Kadam	Audentia Research Private Limited	Business Development Executive	242400
Manisha Mahesh Maddheshiya	Tata Consultancy Services	Back Office Operations	190000
Priya Ajit Singh	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Vruti Hitendra Bamania	Motilal Oswal Financial Services Limited	Executive	325000
Karan Kirtibhai Sheth	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Saleha Rashid Shaikh	Motilal Oswal Financial Services Limited	Executive	250000
Kaushik Ratnakar Nayak	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Thrisha Janardhan Poojary	Kotak Mahindra Bank Limited	AM - CASA/ Digital Banking	250000
Celina Christian Gracious	Housiey	Relationship Manager	300000
Maitri Hemant Sawant	Hinduja Global Solutions Limited	Customer Care Executive	265000
Abhayraj Ramnarayan Yadav	Hiremi	Business Development Associate	400000
Surendra Shivbabu Gupta	Axis Bank(Rekrut)	Customer Care Executive	194000
Rehan Amin Qureshi	Axis Bank(Rekrut)	Customer Care Executive	194000
Disha Rakesh Bachhawat	Paisa Bazar	Associate Sales Consultant	223561
Shikha Dubey	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Priyanka Mansingh Chauhan	Muthoot Finance	Sales Officer	200000
Anand Gulabchand Rai	Motilal Oswal Financial Services Limited	Executive	325000
Mahek Javed Khan	Housiey	Relationship Manager	300000

Arshiya Asif Chamadia	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Ayushi Ajit Singh	ICICI Lombard	Associate Development Manager	300000
Anchal Amit Singh	Motilal Oswal Financial Services Limited	Executive	325000
Rohini Rampal Gaiwala	Kotak Mahindra Bank Limited	AM-CASA-Digital Banking	300000
Sonal Sanjay Vishwakarma	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Khushboo Chouhan Bhawanisingh Chouhan	Axis Bank(Rekrut)	Customer Care Executive	194000
Jennifer Jacinta Karkada	Housiey	Relationship Manager	300000
Rahul Ravi Kashyap	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Aaditee Rajesh More	Axis Bank(Rekrut)	Customer Care Executive	194000
Sakshi Vasant Gosar	Axis Bank(Rekrut)	Customer Care Executive	194000
Mishra Ashish Chhamapati	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Sneha Lal Bahadur Yadav	Axis Bank(Rekrut)	Customer Care Executive	194000
Surbhi Sunil Ayare	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Shilpa Pramod Chaudhary	Axis Bank(Rekrut)	Customer Care Executive	194000
Nikita Vitthal Bhosale	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Samiksha Satishchandra Shetty	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Afeefa Mushtaque Khan	Hinduja Global Solutions Limited	Customer Care Executive	265000
Poonam Vinod Kori	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Ayush Pravin Yadav	Motilal Oswal Financial Services Limited	Executive	325000
Jinal Rajendra Kumar Bansal	Axis Bank(Rekrut)	Customer Care Executive	194000
Ranjai Satish Giri	Tech Mahindra	IT Support (Voice)	240000
Khushboo Akhtar Khan	Axis Bank(Rekrut)	Customer Care Executive	194000

Mansi Prakash Khanduri	Religare Broking Limited	RM-Executive	300000
Khushi Dinesh Chauhan	Urban Money	Relationship Manager	250000
Devika Ashish Mestry	KIME CAREERS LLP	Business Development Executive	510000
Shrijana Purshottam Basyal	Axis Bank(Rekrut)	Customer Care Executive	194000
Bhawesh Premnath Chaudhary	Religare Broking Limited	RM-Executive	300000
Sumit Pradeep Pandey	HYFLY	CSE	174000
Sakshi Somnath Kale	Hinduja Global Solutions Limited	Customer Care Executive	265000
Diya Manoj Zankar	Religare Broking Limited	RM-Executive	300000
Aldrin Sabu Chungath	HDB Financial Services	Senior Telecalling Officer	216000
Pradeep Ranjit Yadav	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Ronak Pradeep Singh	HDB Financial Services	Senior Telecalling Officer	216000
Priya Kamlesh Patel	Datamatics Business Solutions	CSR	180000

Please note – Remaining students are continuing to receive updates about vacancies and undergoing placement process.

Report By

Sowmya Nair
 Program Specialist - Trainer
 TNS India Foundation

Report to Thakur Ramnarayan College

Principal and Head Coordinator

Subject: Training and Placement Report 2023-2024

Stream	Date started	Date complete	Placed Number	Trainer
BAF/Bcom/BMS/BM M/BSc.IT/BA/BSc.CS	23-Jan-2024	16-Feb-2024	57	Sowmya N

Summary of training:

The students have completed 80-100 hours program including Personal effectiveness, Communication Readiness, Career Readiness and Work Readiness. Training was delivered through online class. The students have also undergone individual counselling during the program, post training, pre-placement and also post placements.

Summary of placements:

Total **Placed students** through **TNS India Foundation** is **48**.

Student Name	Company Name	Designation	CTC
Keisha Fernandes	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Mansi Devendra Shah	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Adarsh Omprakash Yadav	Hinduja Global Solutions Limited	Customer Care Executive	265000
Rishi Rilesh Barot	Hinduja Global Solutions Limited	Customer Care Executive	265000
Rajveer Manoj Singh	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Soniya Sanjay Chatterjee	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Mihir Vinay Kadav	Housiey	Relationship Manager	
Vruti Hitendra Bamania	Motilal Oswal Financial Services Limited	Executive	325000
Celina Christian Gracious	Housiey	Relationship Manager	300000

Maitri Hemant Sawant	Hinduja Global Solutions Limited	Customer Care Executive	265000
Rehan Amin Qureshi	Axis Bank(Rekrut)	Customer Care Executive	194000
Priyanka Mansingh Chauhan	Muthoot Finance	Sales Officer	200000
Anand Gulabchand Rai	Motilal Oswal Financial Services Limited	Executive	325000
Mahek Javed Khan	Housiey	Relationship Manager	300000
Arshiya Asif Chamadia	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Anchal Amit Singh	Motilal Oswal Financial Services Limited	Executive	325000
Rohini Rampal Gaiwala	Kotak Mahindra Bank Limited	AM-CASA-Digital Banking	300000
Sonal Sanjay Vishwakarma	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Khushboo Chouhan Bhawanisingh Chouhan	Axis Bank(Rekrut)	Customer Care Executive	194000
Jennifer Jacinta Karkada	Housiey	Relationship Manager	300000
Rahul Ravi Kashyap	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Aaditee Rajesh More	Axis Bank(Rekrut)	Customer Care Executive	194000
Sakshi Vasant Gosar	Axis Bank(Rekrut)	Customer Care Executive	194000
Mishra Ashish Chhamapati	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Sneha Lal Bahadur Yadav	Axis Bank(Rekrut)	Customer Care Executive	194000
Surbhi Sunil Ayare	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Shilpa Pramod Chaudhary	Axis Bank(Rekrut)	Customer Care Executive	194000
Nikita Vitthal Bhosale	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Samiksha Satishchandra Shetty	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Afeefa Mushtaque Khan	Hinduja Global Solutions Limited	Customer Care Executive	265000
Poonam Vinod Kori	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Ayush Pravin Yadav	Motilal Oswal Financial Services Limited	Executive	325000

Jinal Rajendra Kumar Bansal	Axis Bank(Rekrut)	Customer Care Executive	194000
Khushboo Akhtar Khan	Axis Bank(Rekrut)	Customer Care Executive	194000
Mansi Prakash Khanduri	Religare Broking Limited	RM-Executive	300000
Khushi Dinesh Chauhan	Urban Money	Relationship Manager	250000
Shrijana Purshottam Basyal	Axis Bank(Rekrut)	Customer Care Executive	194000
Bhawesh Premnath Chaudhary	Religare Broking Limited	RM-Executive	300000
Sakshi Somnath Kale	Hinduja Global Solutions Limited	Customer Care Executive	265000
Diya Manoj Zankar	Religare Broking Limited	RM-Executive	300000
Aldrin Sabu Chungath	HDB Financial Services	Senior Telecalling Officer	216000
Pradeep Ranjit Yadav	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Ronak Pradeep Singh	HDB Financial Services	Senior Telecalling Officer	216000
Aditi Shripad Tondwalkar	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Hasti Alpesh Oza	Religare Broking Limited	RM-Executive	300000
Jagruti Rajesh Upadhyay	Mahindra Business Solutions(Catalyst)	Tele Sales Executive	216000
Sneha Shivraj Patil	Motilal Oswal Financial Services Limited	Executive	325000
Ankit Subhash Pal	Axis Bank(Rekrut)	Customer Care Executive	194000

Please note – Remaining students are continuing to receive updates about vacancies and undergoing placement process.

Report By

Sowmya Nair
Program Specialist - Trainer
TNS India Foundation