



Shanti Education Society's

A. G. Patil Institute of Technology, Solapur

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ISO 9001:2015 CERTIFIED

DTE Inst. Code: EN6308

18 (2/2A)/2, Pratap Nagar, Opp. S.R.P. Camp, Vijapur Road, Solapur - 413 008 (Maharashtra)
Ph.No.: 0217-2342499 Email: contact@agplt.edu.in Web: www.agplt.edu.in

Department of Mechanical Engineering

Placement Summary

(A. Y. 2023-24)

Training & Placement Cell

Roll No.	Student Name	Job	Package
1	BANSODE SIDDHART ASHOK	IMCO Alloys, Mumbai	3-4 LPA
		Dhoot Transmission, Aurangabad	2.5 LPA
2	CHANDKOTE AFTAB NOORAHMAD	Karantara Engineering, Mumbai	3.5 LPA
		Dhoot Transmission, Aurangabad	2.5 LPA
3	GAIKWAD ABHIJIT DATTA	BOSCH, Pune	2.20 LPA
4	GAIKWAD TANMAY DEVIDAS	IMCO Alloys, Mumbai	3-4 LPA
		Karantara Engineering, Mumbai	3.5 LPA
5	SWAPNIL PANDIT HANJAGE	Dhoot Transmission, Aurangabad	2.5 LPA
6	HOTKAR ARYAN NANDKUMAR	Karantara Engineering, Mumbai	3.5 LPA
7	JADHAV SANKET LAXMAN	Dhoot Transmission, Aurangabad	2.5 LPA
8	JANKAR PRATHMESH SIDRAM		
9	KAMBALE ROHAN RAJU	Dhoot Transmission, Aurangabad	2.5 LPA
10	MANE ANKITA RAMCHANDRA	Aeque Consumer Product Pvt. Ltd. Hubali	3 LPA
11	MATHEW SANU SAMSON		
12	PARASHETTI PRATIK SURESH	Karantara Engineering, Mumbai	3.5 LPA
13	PATIL HARSHVARDHAN ULHAS	Dhoot Transmission, Aurangabad	2.5 LPA
14	PAWAR ADITYA BABU	IMCO Alloys, Mumbai	3-4 LPA
15	RASHINKAR GAURAV DHANANJAY	HLF Services Limited	2.5 LPA
16	RAZVI MD.QAMAR MD.UMAR	Dhoot Transmission, Aurangabad	2.5 LPA
17	SHAIKH HASNAIN SIRAJ		
18	SHAIKH SAYYED RASOOL		
19	UMAP PRATIK ANIL	IMCO Alloys, Mumbai	3-4 LPA
		Karantara Engineering, Mumbai	3.5 LPA
		BOSCH, Pune	2.20 LPA
20	WAGHMARE MUKESH BHIMRAO	Dhoot Transmission, Aurangabad	2.5 LPA

Total No. of Students	20
Total No. of Job Offers	21
Total No. of Students Placed	16

T. & P. Coordinator

T.P.O.

5/25/24, 11:55 AM

A G Patil Institute of Technology Mail - RE: Job Description for your reference



TRAINING & PLACEMENT CELL <tpo@agpit.edu.in>

RE: Job Description for your reference

hr <hr@imcoalloys.com>
To: "Prof. N. P. Patil (T.P.O.,AGPIT, Solapur)" <tpo@agpit.edu.in>

Mon, Mar 18, 2024 at 3:59 PM

Dear Sir,

As discussed attached is a list of shortlisted students in a day or two they will get offer letter and joining details also.

Some of Marketing people told us they will confirm till today evening so waiting for their inputs.

Onkar and Komal Confirmed.

Best Regards,
Swapna Kulkarni

(Assistant Manager- Human Resources)



imco

IMCO Alloys Pvt. Ltd.
B 129-130, Additional Ambarnath MIDC Anand Nagar, Dist. Thane -421506
Office :+91 8169859655
www.imcoalloys.com

[Quoted text hidden]

List Of Students 1.xlsx
33K



wd: Offer Letter and CTC breakup

message

RATIK UMAP <umappratik123@gmail.com>
x: gndagpit@gmail.com

Sat, May 25, 2024 at 1:28 P

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

From: hr <hr@imcoalloys.com>
Date: Fri, Mar 22, 2024, 5:02 PM
Subject: Offer Letter and CTC breakup
To: <umappratik123@gmail.com>

Hello Pratik,

Congratulations on Offer!!!!

Attached is your offer letter and CTC breakup kindly find the same and revert back with your confirmation on joining.

Best Regards,
Swapna Kulkarni

(Assistant Manager- Human Resources)

cid:54CDE7BA-6A15-4998-BD10-F7D1F9170D7A
IMCO Alloys Pvt. Ltd.
B 129-130, Additional Ambarnath MIDC Anand Nagar, Dist. Thane -421506
Office: +91 8169859655
www.imcoalloys.com



Ref. IMCO/Cam/09

Date: 21/03/2024

To,
Pratik Anil Umap
Omkar Housing Society,
Majarewadi Hotagi Road ,
Solaour, Maharashtra.
Mobile No -7030718603.

OFFER LETTER

With reference to your application, we are pleased to inform you that you have been selected for the post of "Trainee Engineer- Marketing". The key terms and conditions of this offer are outlined below:

- (a) You will join on or before 15th April 2024 and not later than this date.
- (b) Your compensation (cost to the company) is Rs.2.40L per annum.
- (c) Your services will be on Probation for a period of six months from the date of joining and on completion of your probation period based on performance review you will be confirmed.
- (d) Please bring the following documents in original at the time of joining:
 1. Address Proof.
 2. Identity Proof.
 3. Date of Birth Proof (School Living or Birth Certificate)
 4. All Educational Certificates.
 5. Bank Account Details.
 6. Two Contact Details from your native place and from nearby Current address.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.
For IMCO Alloys Pvt. Ltd

Geeta Gupta
Geeta Gupta
Director

IMCO ALLOYS PVT. LTD.
B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506
Ph.: :+91 8422984801 , 8422984802
Email: info@imcoalloys.com/tech@imcoalloys.com
www.imcoalloys.com



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Annexure A

COST TO THE COMPANY CALCULATION SHEET		
NAME	Pratik Anil Umap	
DESIGNATION	Trainee Engineer	
SALARY / BENEFIT COMPONENTS	(COLUMN A)	(COLUMN B)
	AMOUNT (RS. / YEARLY)	AMOUNT (RS. / YEARLY)
BASIC	7,500.00	90,000.00
HOUSE RENT ALLOWANCE	3,200.00	38,400.00
EDUCATIONAL ALLOWANCE	3,000.00	36,000.00
MEDICAL REIMBURSEMENT	2,000.00	24,000.00
OTHER ALLOWANCE	2,200.00	26,400.00
TOTAL	17,900.00	2,14,800.00
PF Employer Contribution	900.00	10,800.00
ESIC Employer Contribution	581.75	6,981.00
BONUS P.M. (PAID YEARLY)	624.75	7,497.00
GROSS SALARY	20,006.50	2,40,078.00

Note: Accommodation will be provided by the company.

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com



Offer Letter and CTC breakup

messages

<hr@imcoalloys.com>
: aditya.pawar56679015@gmail.com

Fri, 22 Mar, 2024 at 5:18 p

Hello Aditya,

Congratulations on Offer!!!!

Attached is your offer letter and CTC breakup kindly find the same and revert back with your confirmation on joining.

Best Regards,
Swapna Kulkarni

(Assistant Manager- Human Resources)



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IMCO Alloys Pvt. Ltd.
B 129-130, Additional Ambemath MIDC Anand Nagar, Dist. Thane -421506
Office :+91 8169859655
www.imcoalloys.com

aditya pawar <aditya.pawar56679015@gmail.com>
: hr <hr@imcoalloys.com>

Sat, 23 Mar, 2024 at 10:04 p

I accept the offer
(Quoted text hidden)

<hr@imcoalloys.com>
: Aditya pawar <aditya.pawar56679015@gmail.com>

Wed, 27 Mar, 2024 at 10:53 a

Hi Aditya,

Received your confirmation for joining on 15th April 2024, kindly share train tickets once confirmed.

Best Regards,
Swapna Kulkarni

(Assistant Manager- Human Resources)



imco

Ref. IMCO/Cam/10

Date: 21/03/2024

To,
Aditya Babu Pawar
Solapur, Maharashtra.
Mobile No-8308706669.

OFFER LETTER

With reference to your application, we are pleased to inform you that you have been selected for the post of "Trainee Engineer- Marketing". The key terms and conditions of this offer are outlined below:

- (a) You will join on or before 15th April 2024 and not later than this date.
- (b) Your compensation (cost to the company) is Rs.2.40L per annum.
- (c) Your services will be on Probation for a period of six months from the date of joining and on completion of your probation period based on performance review you will be confirmed.
- (d) Please bring the following documents in original at the time of joining:
 1. Address Proof.
 2. Identity Proof.
 3. Date of Birth Proof (School Living or Birth Certificate)
 4. All Educational Certificates.
 5. Bank Account Details.
 6. Two Contact Details from your native place and from nearby Current address.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.
For IMCO Alloys Pvt. Ltd

Geeta Gupta
Geeta Gupta
Director

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com



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Annexure A

COST TO THE COMPANY CALCULATION SHEET		
NAME	Aditya Pawar	
DESIGNATION	Trainee Engineer	
	(COLUMN A)	(COLUMN B)
SALARY / BENEFIT COMPONENTS	AMOUNT (RS. / YEARLY)	AMOUNT (RS. / YEARLY)
BASIC	7,500.00	90,000.00
HOUSE RENT ALLOWANCE	3,200.00	38,400.00
EDUCATIONAL ALLOWANCE	3,000.00	36,000.00
MEDICAL REIMBURSEMENT	2,000.00	24,000.00
OTHER ALLOWANCE	2,200.00	26,400.00
TOTAL	17,900.00	2,14,800.00
PF Employer Contribution	900.00	10,800.00
ESIC Employer Contribution	581.75	6,981.00
BONUS P.M. (PAID YEARLY)	624.75	7,497.00
GROSS SALARY	20,006.50	2,40,078.00

Note: Accommodation will be provided by the company.

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91.8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com

Offer letter and CTC breakup

message

<hr@imcoalloys.com>
From: gaikwadtanmay084@gmail.com

Fri, 22 Mar, 2024 at 4:13 p

Hello Tanmay,

Congratulations on Offer!!!!

Attached is your offer letter and CTC breakup kindly find the same and revert back with your confirmation on joining.

Best Regards,
Sona Kulkarni

(Assistant Manager- Human Resources)



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IMCO Alloys Pvt. Ltd.
B 129-130, Additional Ambarnath MIDC Anand Nagar , Dist. Thane -421506
Office :+91 8169859655
www.imcoalloys.com



imco

Ref. IMCO/Cam/01

Date: 21/03/2024

To,

Tanmay Devidas Gaikwad
Block No-35 Krushna Park,
Near New RTO Office,
Solapur Maharashtra.
Mobile No-9975457412.

OFFER LETTER

With reference to your application, we are pleased to inform you that you have been selected for the post of "Trainee Engineer - R and D". The key terms and conditions of this offer are outlined below:

- (a) You will join on or before 15th April 2024 and not later than this date.
- (b) Your compensation (cost to the company) is Rs.2.40L per annum.
- (c) Your services will be on Probation for a period of six months from the date of joining and on completion of your probation period based on performance review you will be confirmed.
- (d) Please bring the following documents in original at the time of joining:
 1. Address Proof.
 2. Identity Proof.
 3. Date of Birth Proof (School Living or Birth Certificate)
 4. All Educational Certificates.
 5. Bank Account Details.
 6. Two Contact Details from your native place and from nearby Current address.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.
For IMCO Alloys Pvt. Ltd

Geeta Gupta

Geeta Gupta
Director

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambarnath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com



Annexure A

COST TO THE COMPANY CALCULATION SHEET		
NAME	Tanmay Devidas Gaikwad	
DESIGNATION	Trainee Engineer	
SALARY / BENEFIT COMPONENTS	(COLUMN A)	(COLUMN B)
	AMOUNT (RS. / YEARLY)	AMOUNT (RS. / YEARLY)
BASIC	7,500.00	90,000.00
HOUSE RENT ALLOWANCE	3,200.00	38,400.00
EDUCATIONAL ALLOWANCE	3,000.00	36,000.00
MEDICAL REIMBURSEMENT	2,000.00	24,000.00
OTHER ALLOWANCE	2,200.00	26,400.00
TOTAL	17,900.00	2,14,800.00
PF Employer Contribution	900.00	10,800.00
ESIC Employer Contribution	581.75	6,981.00
BONUS P.M. (PAID YEARLY)	624.75	7,497.00
GROSS SALARY	20,006.50	2,40,078.00

Note: Accommodation will be provided by the company.

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com



Offer Letter and CTC breakup

message

<hr@imcoalloys.com>

: siddharthbansode11102002@gmail.com

Fri, 22 Mar 2024 at 5:21 p

Hello Siddharth,

Congratulations on Offer!!!!

Attached is your offer letter and CTC breakup kindly find the same and revert back with your confirmation on joining.

Best Regards,
S. P. Kulkarni

(Assistant Manager- Human Resources)



imco

IMCO Alloys Pvt. Ltd.
B 129-130, Additional Ambernath MIDC Anand Nagar , Dist. Thane -421506
Office :+91 8169859655
www.imcoalloys.com



imco

Ref. IMCO/Cam/11

Date: 21/03/2024

To,
Siddharth Ashok Bansode
At Post-Sanjay Nagar,
Kumthe Naka,
Solapur, Maharashtra.
Mobile No.-8766567517.

OFFER LETTER

With reference to your application, we are pleased to inform you that you have been selected for the post of "Trainee Engineer- Marketing". The key terms and conditions of this offer are outlined below:

- (a) You will join on or before 15th April 2024 and not later than this date.
- (b) Your compensation (cost to the company) is Rs.2.40L per annum.
- (c) Your services will be on Probation for a period of six months from the date of joining and on completion of your probation period based on performance review you will be confirmed.
- (d) Please bring the following documents in original at the time of joining:
 1. Address Proof.
 2. Identity Proof.
 3. Date of Birth Proof (School Living or Birth Certificate)
 4. All Educational Certificates.
 5. Bank Account Details.
 6. Two Contact Details from your native place and from nearby Current address.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of this offer.
For IMCO Alloys Pvt. Ltd

Geeta Gupta
Geeta Gupta
Director

IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com



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Annexure A

COST TO THE COMPANY CALCULATION SHEET		
NAME	Siddharth Bansode	
DESIGNATION	Trainee Engineer	
SALARY / BENEFIT COMPONENTS	(COLUMN A)	(COLUMN B)
	AMOUNT (RS. / YEARLY)	AMOUNT (RS. / YEARLY)
BASIC	7,500.00	90,000.00
HOUSE RENT ALLOWANCE	3,200.00	38,400.00
EDUCATIONAL ALLOWANCE	3,000.00	36,000.00
MEDICAL REIMBURSEMENT	2,000.00	24,000.00
OTHER ALLOWANCE	2,200.00	26,400.00
TOTAL	17,900.00	2,14,800.00
PF Employer Contribution	900.00	10,800.00
ESIC Employer Contribution	581.75	6,981.00
BONUS P.M. (PAID YEARLY)	624.75	7,497.00
GROSS SALARY	20,006.50	2,40,078.00

Note: Accommodation will be provided by the company.

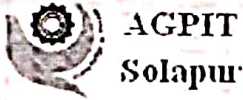
IMCO ALLOYS PVT. LTD.

B-129,130, Additional Ambernath, Anand Nagar MIDC, Pin: 421506

Ph.: :+91 8422984801 , 8422984802

Email: info@imcoalloys.com/tech@imcoalloys.com

www.imcoalloys.com



TRAINING & PLACEMENT CELL <tpo@agpit.edu.in>

SELECTED CANDIDATES LIST

4 messages

Mayur Kolhe <mayurkolhe@dhoottransmission.com>
To: tpo@agpit.edu.in

Thu, May 23, 2024 at 11:11 AM

Dear sir ,

Please find attached herewith selected candidates list of B.tech & Diploma candidates, kindly do the process....

Please confirm the joining date .


Thanks & Regards... 



Mayur kolhe

HR Dept.

HR & Admin Dept.

 Dhoot Transmission Pvt. Ltd.

Harnessing Safety Building Future..

DISCLAIMER:

This email and any attachments to it may be confidential and are intended solely for the use of the individual to whom it is addressed. Any views or opinions expressed are solely those of the author and do not necessarily represent those of Dhoot Transmission. If you are not the intended recipient of this email, you must neither take any action based upon its contents, nor copy or show it to anyone. Please contact the sender if you believe you have received this email in error. Dhoot Transmission and / or its group companies prohibit and may take steps to prevent their information systems from being used to view, store or forward offensive or discriminatory material. Please ensure you have adequate virus protection before you open or detach any documents from this transmission. Dhoot Transmission and / or its group companies do not accept any liability for viruses.

 Registration-3.pdf
48K

5/25/24, 12:16 PM

A G Patil Institute of Technology Mail - SELECTED CANDIDATES LIST

Prof. N. P. Patil (T.P.O.,AGPIT, Solapur) <tpo@agpit.edu.in>
To: Mayur Kolhe <mayurkolhe@dhoottransmission.com>

Fri, May 24, 2024 at 11:03 AM

Thank you Sir.
Students can join in the first week of June.
Kindly, send the offer letters.

Warm Regards
Prof. Naresh Patil
Training and Placement Officer
A.G. Patil Institute of Technology, Solapur (Maharashtra)
(NAC Accredited)
Mobile No.: +91 7387237488
Tel.:0217-2342499
E-mail: tpo@agpit.edu.in
Linkedin
Website: www.agpit.edu.in

Please do not print this email unless it is absolutely necessary.

" Save Papers - Save Trees - Go Green "

[Quoted text hidden]


Mayur Kolhe <mayurkolhe@dhoottransmission.com>
To: "Prof. N. P: Patil (T.P.O.,AGPIT, Solapur)" <tpo@agpit.edu.in>
Cc: mayurkolhe1111@gmail.com, vrushabhawale96@gmail.com

Fri, May 24, 2024 at 3:21 PM

Dear sir

PFA selected candidates list with offer letter format

Please print the offer letter selected candidates, with stamp & sign .

Thanks & Regards... 



Mayur kolhe

HR & Admin Dept.

[Quoted text hidden]


[Quoted text hidden]

31 attachments

 **GAYATRI MUNDEWADI.pdf**
384K

 **HARSHVARDHAN ULHAS.pdf**
384K

 **MANSI RANDIVE.pdf**
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 **BHIMBAI KADABGOAN.pdf**
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 **CHETAN LALSARE.pdf**
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Mayur Kolhe <mayurkolhe@dhoottransmission.com>
To: "Prof. N. P. Patil (T.P.O.,AGPIT, Solapur)" <tpo@agpit.edu.in>
Cc: vrushabhawale96@gmail.com

Sat, May 25, 2024 at 11:43 AM

Dear sir ,

Please collect the offer letter for all students and joining date is a 02.06.20226 please confirmation of joining students .

Thanks & Regards... 



Mayur kolhe

HR & Admin Dept.

 Dhoot Transmission Pvt. Ltd.

Harnessing Safety Building Future..

From: Prof. N. P. Patil (T.P.O.,AGPIT, Solapur) <tpo@agpit.edu.in>
Sent: Friday, May 24, 2024 11:04 AM
To: Mayur Kolhe <mayurkolhe@dhoottransmission.com>
Subject: Re: SELECTED CANDIDATES LIST


Thank you Sir..

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



31 attachments

 **MD QAMAR.pdf**
384K

 **MUKESH WAGHMARE.pdf**
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 **NADAF AMIN.pdf**
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 **NADAF SADDAM.pdf**
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-  **MD QAMAR.pdf**
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-  **BHARGAVI BHALCHANDRA.pdf**
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Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MR.BANSODE SIDDHARTH ASHOK
Subject: Offer Letter
Dear-SIDDHARTH

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on,

The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S - 'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at Dhoot transmission Pvt. Ltd. Plot no: A-1/4, MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).

1. You shall be designated as :- **O S - GBE / GBT**
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.02-06-2024**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

* +Incentive Rs. 1000/- as applicable. Facility: Transportation free (company pay daily 10) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

SIGN:-

(Name:-)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MISS.JADHAV SANKET LAXMAN
Subject: Offer Letter
Dear-SANKET

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S - 'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).

1. You shall be designated as :- **O S - GBE / GBT**
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.02-06-2024**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

* +Incentive Rs. 1000/- as applicable. Faculty Transportation free (company pay daily 10) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

5. While in the employment of the company or while on deputation, you shall make your own arrangements of accommodation and transportation to and from the work place.

6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

8. You shall abide by the rules and regulations as applicable to the industry and the terms and conditions of the agreement settlement / award as applicable to the employees of your category / grade. You shall achieve the efficiency levels / production forms and fixed and finalized for the workman of your category / grade through agreements / settlements / awards.

9. You are governed by the Model standing orders / Services Rules as framed by the Company as regards to the areas covered therein.

10. This order is finalized after holding discussions with you and on your acceptance of the draft.

11. At the time of joining, you are requested to furnish the following documents:

1. Original documents of qualification & experience.
2. Photocopies of all your certificates, matriculation onward.
3. Passport sized 5 colored photographs (Colored)
4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

SIGN:-

(Name:-)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MISS.AFTAB NOORAHAMAD CHANDKOTE
Subject: Offer Letter
Dear-NOORAHAMAD

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S - 'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).

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8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

* +Incentive Rs. 1000/- as applicable. Facility: Transportation free (company pay daily 10) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.
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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:

SIGN:-

(Name:-)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To

MR.WAGHMARE MUKESH BHIMRAO

Subject: Offer Letter

Dear-MUKESH

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S - 'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd.** Plot no: **A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

1. You shall be designated as :- **O S - GBE / GBT**
National Apprenticeship Training Scheme (NATS)
2. Your date of entry into the service of the Company is **.02-06-2024**
3. You shall be paid Stipend :

O S - GBE / GBT					
DUTY TIME	per day	26 day	26 day	30 day	31 day
8 HR DUTY	442	11500	12376	14144	14586
9 HR DUTY	497	12900	13400	14898	15392

* +Incentive Rs. 1000/- as applicable. Exemption Transportation free (company pay daily 10) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

4. You are required to work at our Shendra Plant or at any other place as informed to you from time to time. Your services are liable to be transferred from one shift to another (with one day's notice), from one work to another (without notice) from one place to another anywhere in India (with one weeks notice) where the Company has undertaken its work. Further your services shall be let on hire to any other industry / employer and / or you may be deputed any other industry owned by any person other than the Company any where in India for no extra remuneration.

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6. Selected candidates "If after successfully completing one year trainee period under (NATS - APP / DE GBE OBE / OBT) the package of candidate, it is possible Rs. 250000/-p.a." (depend upon candidates behavior, performance & attendance as per company norms.)

7. You have informed us the present local address, for communication with you. You shall give prior intimation whenever you propose to change your address or residence without fail. Failure to do so shall be at your risk and consequences.

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4. Proof of your Experience, Last Salary, and Relieving letter from previous employer.
5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

For
Dhoot Transmission Pvt.Ltd.
Plot no: A-1/4,MIDC,
Shendra Industrial Estate, Aurangabad, MS



I am in receipt of the original of this letter. I have gone through / understood the contents. I sign and return the copy, having accepted the confirmation order completely.

Dated:
SIGN:-

(Name:- _____)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MISS.RAZVI MD QAMAR MD UMAR
Subject: Offer Letter
Dear-MD QAMAR

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S - 'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd.** Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).

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* +Incentive Rs. 1000/- as applicable. Facility Transportation free (company pay daily 10) & Canteen Subsidized Payable (Deduction of Rs. 670/- per month).

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5. 4 Color Photocopies of Aadhar Card & Pan Card (Compulsorily)

We look forward to your joining in our organization. You are hereby requested to sign and return the duplicate copy of this order as a token of acceptance.

For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



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Dated:

SIGN:-

(Name:-)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MISS.SWAPNIL PANDIT HANJAGE
Subject: Offer Letter
Dear-SWAPNIL

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

The following terms and conditions:

With reference to your application for the suitable position and the subsequent interview you had with us. We are pleased to offer you the position of **O S -'GBE' / 'GBT'** Subject to the Term and Condition as mutually discussed. You will deploy at **Dhoot transmission Pvt. Ltd. Plot no: A-1/4,MIDC, Shendra Industrial Estate, (Aurangabad, Maharashtra).**

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For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



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Dated:

SIGN:-

(Name:-)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MISS.PATIL HARSHVARDHAN ULHAS
Subject: Offer Letter
Dear-HARSHVARDHAN

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

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For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS



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Dated:

SIGN:-

(Name:-)



Dhoot Transmission Pvt.Ltd.

Offer Letter

1

24-05-2024

To
MR.KAMBLR ROHAN RAJU
Subject: Offer Letter
Dear-KAMBLR

We **DHOOT TRANSMISSION PVT.LTD.** do hereby offer employment in our industry on ,

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For

Dhoot Transmission Pvt.Ltd.

Plot no: A-1/4,MIDC,

Shendra Industrial Estate, Aurangabad, MS

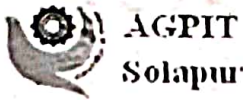


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Dated:

SIGN:-

(Name:-)



TRAINING & PLACEMENT CELL <tpo@agpit.edu.in>

Selection of students...

2 messages

prasanna vardhaman ekhande <pekhande@rediffmail.com>
To: tpo@agpit.edu.in

Mon, May 27, 2024 at 5:47 PM

Dear Sir,

Good evening.

We would like to inform you that following 5 students from your Institute have been selected in Karamtara Mumbai's Pool Campus Drive held at WIT, Solapur on 5th & 6th April 2024.

- 1) PARASHETTI PRATIK SURESH
- 2) HOTKAR ARYAN NANDKUMAR
- 3) UMAP PRATIK ANIL
- 4) CHANDKOTE AFTAB NOORAHMAD
- 5) GAIKWAD TANMAY DEVIDAS

Thank You so much for your support for this campus recruitment drive.

Regards,

Prasanna Ekhande,
Training and placement officer,
Walchand Institute of Technology, Solapur.
Cell: 9422 457311
Email Id.: pekhande@rediffmail.com

Prof. N. P. Patil (T.P.O.,AGPIT, Solapur) <tpo@agpit.edu.in>
To: prasanna vardhaman ekhande <pekhande@rediffmail.com>

Tue, May 28, 2024 at 11:29 AM

Dear Sir,

Thank you for giving an opportunity to our students...
Looking forward towards the same support and cooperation in future as well.
Thank you.

Warm Regards,

Prof. Naresh Patil
Training and Placement Officer
A.G. Patil Institute of Technology, Solapur (Maharashtra)
(NAC Accredited)
Mobile No.: +91 7387237488
Tel.:0217-2342499
E-mail: tpo@agpit.edu.in
LinkedIn
Website: www.agpit.edu.in

Please, do not print this email unless it is absolutely necessary.
" Save Papers -Save Trees - Go Green "

[Quoted text hidden]



Date: 6th April, 2024

Mr. Aryan Nandkumar Hotkar
26/A, Ramling Nagar, Vijapur Road, Solapur, MH, India

Subject: Offer of Employment as Trainee Engineer (Grade – A1) – Mechanical

Dear Mr. Aryan Nandkumar Hotkar,

We are pleased to offer you the full-time position of "Trainee Engineer" in Karamtara Engineering Pvt. Ltd. in the Company's manufacturing facilities based at Boisar/Nagpur/Bhuj/Karnataka/Any other location in India, contingent upon your successful completion of the present course of instruction, background verification & your joining the services of the Company in person in the month of June, 2024. However, your initial training will be in Tarapur, Boisar only unless otherwise communicated.

We trust that your skills and experience will be the perfect fit for our organisation. In this role, you will be required to take full ownership of the product & engineering life cycle, understand customer needs through market research and contribute to the growth of the organisation.

Compensation & benefits:

1. You will be entitled for annual CTC of Rs. 2.40 Lacs (Rupees Two Lacs Forty Thousand per annum only).
2. You will be provided the shared single bachelor's accommodation at free of cost by the Company.
3. You will be on probation for the period of one year from the date of your joining. Basis your performance and recommendations of your reporting manager and completion of the probation period, you will be confirmed in the services of the Company.
4. On successful completion of your training period of one year, you will be elevated to the next level in accordance with the Company's career and succession plan/policy.
5. Please note that the leaves during probation & thereafter shall be governed by the Company's policy.

As Dittals

Karamtara Engineering Pvt. Ltd.

Registered Office : 705, Morya Landmark II, New Link Road, Andheri (West), Mumbai - 400053, India.
► Tel. : +91 22 26731000 / 40710000 ► Fax: +91 022 26731015 ► CIN: U45207MH1996PTC099333

www.karamtara.com



6. You will not engage yourself in any other professional assignment [be it full time or part time or consultancy basis or in any other form] while working at Karamtara Engineering Pvt. Ltd.
7. Please note that the resignation, disassociation or termination of employment during the probation shall be governed by the existing policy of the company.
8. You will be required to submit the following documents on the date of your joining :
 - Photocopy of Date of Birth Certificate
 - Photocopy of Aadhar Card
 - Photocopy of PAN Card
 - 6 Passport size photographs
 - Photocopy of all Educational / professional Certificates

We welcome you onboard at Karamtara Group and look forward to your meaningful contribution in the growth of the organisation.

Please acknowledge the receipt of this offer letter by annotating your full signature

Yours Sincerely

For Karamtara Engineering Pvt. Ltd.

Vijay Shitole
Head-Human Resources

I Accept

Aryan Hotkar

Karamtara Engineering Pvt. Ltd.

Registered Office : 705, Morya Landmark II, New Link Road, Andheri (West), Mumbai - 400053, India.

► Tel. : +91 22 26731000 / 40710000 ► Fax: +91 022 26731015 ► CIN: U45207MH1996PTC099333

www.karamtara.com



Date: 6th April, 2024

Mr. Tanmay Gaikwad
Block No 35, Krushna Park,
near new RTO Office, Vijapur Road, Solapur – 413 004

Subject: Offer of Employment as Trainee Engineer (Grade – A1) – Mechanical

Dear Mr. Tanmay Gaikwad ,

We are pleased to offer you the full-time position of "Trainee Engineer" in Karamtara Engineering Pvt. Ltd. in the Company's manufacturing facilities based at Boisar/Nagpur/Bhuj/Karnataka/Any other location in India, contingent upon your successful completion of the present course of instruction, background verification & your joining the services of the Company in person in the month of June, 2024. However, your initial training will be in Tarapur, Boisar only unless otherwise communicated.

We trust that your skills and experience will be the perfect fit for our organisation. In this role, you will be required to take full ownership of the product & engineering life cycle, understand customer needs through market research and contribute to the growth of the organisation.

Compensation & benefits:

1. You will be entitled for annual CTC of Rs. 2.40 Lacs (Rupees Two Lacs Forty Thousand per annum only).
2. You will be provided the shared single bachelor's accommodation at free of cost by the Company.
3. You will be on probation for the period of one year from the date of your joining. Basis your performance and recommendations of your reporting manager and completion of the probation period, you will be confirmed in the services of the Company.
4. On successful completion of your training period of one year, you will be elevated to the next level in accordance with the Company's career and succession plan/policy.
5. Please note that the leaves during probation & thereafter shall be governed by the Company's policy.


Karamtara Engineering Pvt. Ltd.

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 - Photocopy of all Educational / professional Certificates

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Please acknowledge the receipt of this offer letter by annotating your full signature

Yours Sincerely

For Karamtara Engineering Pvt. Ltd.

Vijay Shitole
Head-Human Resources

I Accept

Tanmay Gaikwad

Karamtara Engineering Pvt. Ltd.

Registered Office : 705, Morya Landmark II, New Link Road, Andheri (West), Mumbai - 400053, India.

► Tel. : +91 22 26731000 / 40710000 ► Fax: +91 022 26731015 ► CIN: U45207MH1996PTC099333

www.karamtara.com



Date: 6th April, 2024

Mr. Aftab Noorahamad Chandkote
B 221, Gurudevdatto Nagar,
Jule Solapur, MH, India 413 008

Subject: Offer of Employment as Trainee Engineer (Grade – A1) – Mechanical

Dear Mr. Aftab Noorahamad Chandkote ,

We are pleased to offer you the full-time position of "Trainee Engineer" in Karamtara Engineering Pvt. Ltd. in the Company's manufacturing facilities based at Boisar/Nagpur/Bhuj/Karnataka/Any other location in India, contingent upon your successful completion of the present course of instruction, background verification & your joining the services of the Company in person in the month of June, 2024. However, your initial training will be in Tarapur, Boisar only unless otherwise communicated.

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Please acknowledge the receipt of this offer letter by annotating your full signature

Yours Sincerely

For Karamtara Engineering Pvt. Ltd.



Vijay Shitole
Head-Human Resources

I Accept

Aftab Chandkote

Karamtara Engineering Pvt. Ltd.

Registered Office : 705, Morya Landmark II, New Link Road, Andheri (West), Mumbai - 400053, India.

► Tel. : +91 22 26731000 / 40710000 ► Fax: 191 022 26731015 ► CIN: U45207MH1996PTC099333

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Date: 6th April, 2024

Mr. Pratik Suresh Parshetti
B 1, Pushpak Appt. Bennur Nagar,
Ashok Nags, Solapur, 413 004

Subject: Offer of Employment as Trainee Engineer (Grade – A1) – Mechanical

Dear Mr. Pratik Suresh Parshetti ,

We are pleased to offer you the full-time position of "Trainee Engineer" in Karamtara Engineering Pvt. Ltd. in the Company's manufacturing facilities based at Boisar/Nagpur/Bhuj/Karnataka/Any other location in India, contingent upon your successful completion of the present course of instruction, background verification & your joining the services of the Company in person in the month of June, 2024. However, your initial training will be in Tarapur, Boisar only unless otherwise communicated.

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We welcome you onboard at Karamtara Group and look forward to your meaningful contribution in the growth of the organisation.

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Yours Sincerely

For Karamtara Engineering Pvt. Ltd.



Vijay Shitole
Head-Human Resources

I Accept

Pratik Parashetti

Karamtara Engineering Pvt. Ltd.

Registered Office : 705, Morya Landmark II, New Link Road, Andheri (West), Mumbai - 400053, India.

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HLF SERVICES

Mr.GAURAV DHANANJAY RASHINKAR

Emp Code HSL23863

COLLECTION EXECUTIVE

SOLAPUR

SUBJECT: EMPLOYMENT

With reference to our Offer and your acceptance, We are glad to offer you employment with HLF SERVICES LIMITED with effect from 26-Mar-2022.

Subsequent to this Employment

- 1 Your place of posting will be at our SOLAPUR office.
- 2 You will be designated as COLLECTION EXECUTIVE:
- 3 Your grade shall be CE.
- 4 This position involves field work and hence your compensation will directly be guided by the performance turned out by you. You will be given a demand list every month by your supervisor and your compensation would be determined based on number of contracts allotted to you as detailed in the scheme enclosed. Broadly your compensation would be in the range as depending on the performance benchmark as per the scheme below, Please refer Annexure 1 for detailed structure.

Category	No. of Collection Contracts	Minimum CTC * (Fixed + Variable)	Maximum CTC * (Fixed + Variable)
Level 1	Collection above 150 Contracts	Rs 1,98,000/-	Rs 3,00,000/-
Level 2	Collection above 125 to 150 Contracts	Rs 1,80,000/-	Rs 2,52,000/-
Level 3	Collection above 100 to 125 Contracts	Rs 1,68,000/-	Rs 2,04,000/-

Category	No. of Collection Contracts	Earning
Level 4	Collection Less than 100 Contracts	Rs 1,50,000/-

*On achievement of performance levels indicated in Annexure 1.

- 5 Your date of joining shall be considered as 26-Mar-2022 for all terminal benefits.
- 6 Your Employment Code is HSL23863. You shall quote this code for all future Correspondence.
- 7 You will be able to access our apps by logging in to <https://apps.hindujaleylandfinance.com>, We have sent your login details(userid/password) to your personal mail id as mail and to your mobile as sms. We request you to change your password immediately on your first login.

We welcome you to our organisation & wish you all success.

Best wishes,

Authorized Signatory

HLF SERVICES LIMITED

Corporate Office: No. 27A, Developed Industrial Estate, Gundy, Chennai- 600 032. Tel. (044) 3925 2525 Fax: 044-3925 2525

Registered Office: 1, Sardar Patel Road, Guindy, Chennai- 600 032.

Website: <https://www.hindujaleylandfinance.com/>



HLF SERVICES

Annexure 1

CE CATEGORIES

Particulars	Level 1		Level 2		Level 3		Level 4
	150 + Allocated Contracts		125-150 Allocated Contracts		100-125 Allocated Contracts		Less than 100 Allocated Contracts
A. Salary and Incentives	Min Earnings	Max Earnings	Min Earnings	Max Earnings	Min Earnings	Max Earnings	Earnings
Basic	8000	8000	8000	8000	8000	8000	8000
HRA	4000	4000	4000	4000	4000	4000	4000
Location Allowance	1500	1500	1500	1500	500	500	500
Special Allowance	1500	1500	0	0	0	0	0
*Monthly Incentive							
a)Collection of CD between 90%-100%	1500	5000	1500	3500	1500	2500	0
b)60-90 Portfolio to NIL(for CV) and 2%(for SCV) at end of period	0	5000	0	4000	0	3000	0
Total Gross per month	16500	25000	15000	21000	14000	18000	12500
Gross Per Annum(A)	198000	300000	180000	252000	168000	216000	150000
B.Retirals Per Annum							
EPF@Fixed cost 12%	18000	21600	15840	21600	14400	20160	12240
ESI	3465	5250	3150	4410	2940	3780	2625
Gratuity	4615	4615	4615	4615	4615	4615	4615
Total per Annum (B)	26080	31465	23605	30625	21955	28555	19480
Potential EarningTotal (A+B)	224080	331465	203605	282625	189955	244555	169480

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HLF SERVICES

SUBJECT: GENERAL TERMS & CONDITIONS OF EMPLOYMENT

Further to our Employment Letter you will be governed by the following terms and conditions of employment:

1 **Credentials**

The offer of appointment is being made on the particulars of your qualifications, training, experience, age present or previous remuneration and benefits etc. furnished by you in your bio - data/ application for employment in our organization. Should any of the particulars furnished by you be found to be incorrect, and/or any of the documents/certificates submitted by you is found to be not genuine, your services shall liable to be terminated without any notice or notice pay in lieu of notice or any terminal benefits

2 **Medical Fitness**

The Company retains the right to medically examine you at any point of time in future and your services will be retained only if you are found medically fit for your position.

3 **Leaves**

You will be eligible for leave as per the Leave Policy of the Company.

4 **IT Security**

While commencement of your services in the company, you are required to strictly adhere to the IT security practices / procedures and HLF SERVICES LIMITED acceptable usage policy as prescribed by the company.

5 **Code of Conduct**

a) You will be subject to the Rules & Regulations of the Company in force from time to time relating to discipline, attendance, working hours, working conditions & Code of conduct.

b) You will not without our previous permission in writing, carry on any business, or enter, for any part of your time, whether during working hours or otherwise, in any capacity the services of, or by employed by any other firm, company or person. You will devote your whole time and attention exclusively to your duties to promote the interests of our organization.

c) Commitments or dealings on behalf of the company can be entered into only within authority or discretion vested in you, with prior written sanction of the management or those in authority over you.

6 **Job Assignment**

a) You shall be required to carry out various duties assigned by Hinduja Group Companies during your employment with us depending upon the exigencies & administrative needs.

b) You should devote your full time and attention to the work assigned to you. You shall at all times obey and abide by the lawful terms and orders given by your superiors, and shall work diligently, faithfully and well. The Company shall be the sole judge to determine whether the work assigned to you is suitable or not.

7 **Transfer of Service**

Your services are liable to be transferred from one Department to another, one State to another State, from one Branch to another or from Branch to H.O. or vice versa, or sister/subsidiary Company of the group anywhere in India. Subsequently, you will be eligible for HRA / Other allowance as per Company's Policy.

Signature of Employee

HLF SERVICES LIMITED

Corporate Office: No. 27A, Developed Industrial Estate, Gundy, Chennai- 600 032 Tel. (044) 3925 2525 Fax: 044-3925 2525

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HLF SERVICES

8 Company Assets

You shall be responsible for safe keeping and return in good condition and order of all the Company's property which may be in your use, custody or charge.

9 Secrecy

A) You shall maintain secrecy of all the information/data of the Company's operation which you may come to know during the Course of your employment with us. Any failure on your part to maintain secrecy of the company you will be liable for legal action.. This secrecy clause is applicable on employment and even after separation

B) Your Access to various IT System of the company are governed by our IT Policy. As per the IT Policy, no user shall share his/her login credential and password to any other user / employee / Outsider. Any violation of this shall be viewed seriously and shall attract disciplinary action as appropriate.

10 Residential Address

You should keep us informed of any change in your residential address or in your civil status

11 Training

In the event of the Company deputing you for acquiring specialized know-how through training within the country or abroad, you will be required to execute a bond to continue employment: for a period of 3 years with the Company.

12 Retirement

You will retire from the company on attaining the age of 58 years. Extension, if any, will be at the sole discretion of the management.

13 Resignation

Would you wish to resign from the services of the company, you shall give to the company 30 DAYS notice in writing. However, it may vary as per Company's policy/Grade prevailing at the time of your resignation. Your acceptance of resignation shall be at the sole discretion of the Management and shall be subject to handing over charge of your duties & responsibilities as assigned to you. This clause shall be applicable to all probationers & confirmed employees.

14 Notice Pay

Subsequent to the resignation, failure on your part to provide the required notice of resignation, you shall be liable to pay an equivalent amount. (Gross Salary) to the company in lieu of notice. The acceptance of salary in lieu of notice period is at the sole discretion of the company. During the period of notice, you are not eligible for any kind of leave such as CL & PL This clause shall be applicable to all probationers & confirmed employees

15 Performance Based Incentive

The Performance based incentive will be sanctioned and released as per company's policy, which will be at the sole discretion of the Management Resigned/Relieved/Terminated employees and employees serving their notice period will not be eligible for Performance based incentive though they have earned the same during their tenure with us.

16 Termination of Service

Your employment is liable to be terminated for the following reasons without notice and without payment of notice

Signature of the Employee

HLF SERVICES LIMITED

Corporate Office: No. 27A, Developed Industrial Estate, Guindy, Chennai- 600 032 Tel: (044) 3925 2525 Fax: 044-3925 2525

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HLF SERVICES

- A) If you fail, refuse or neglect to carry out or perform any duty or duties assigned to you by the company.
- B) If you are found guilty of any fraud, misappropriation, insubordination or misconduct whether in the course of performance of your duties or otherwise,
- C) If you are found unfit to be entrusted with responsible work commensurate with your position, as a consequence of any misconducted, moral turpitude etc.
- D) Loss of confidence in you by the company due to any act of commission or omission on your part
- E) If you become physically unfit for the performance of your duties.
- F) If you commit any breach of any of the terms and conditions of this letter of appointment.
- G) Failure on your part to join the Transferred Location on the specified date without any valid reasons
- H) If you violate any of the terms and conditions, or act against the HR policies and practices of the Company.

17 **Abandonment of Service**

In case you remain absent without leave or overstay sanctioned leave for a continuous period of 8 days including weekly offs and holidays, it will be assumed that you have voluntarily abandoned your contract of employment without giving notice or payment of notice pay in lieu thereof as required. In such circumstances, settlement of dues from the company will be done only if notice pay as per policy is remitted to the company.

18 **Service Rules**

You shall be governed by services rules, if any, of the Company and shall be required to sign necessary undertaking in this regard at any time.

19 **Company Policy**

Any Change in the above Terms & Conditions, as declared by the Management, the same shall be conveyed through Company Circulars, emails etc. which will be automatically applicable to you.

20 **Arbitration**

All disputes, differences and / or claims arising out of any financial loss due to negligence of duty, financial fraud, and misappropriation of money, omission of duties or commission of any offenses punishable under Indian Penal Code, arising out of these presents shall be referred to Arbitration held at Chennai, in accordance with the provisions of Arbitration and Conciliation Act, 1996. The sole Arbitrator shall be chosen from the panel of Arbitrators maintained by the Company. The Arbitrator may lay down from time to time the procedure to be followed by him in conducting arbitration proceedings and shall conduct arbitration proceedings in such manner as he considers appropriate.

21 **Jurisdiction**

Any dispute arising out of this employment will be referred within the courts of Chennai Jurisdiction in Chennai.

22 **Sexual Harassment Policy**

You shall be governed by company's Sexual Harassment, policy for which the company has constituted a Sexual Harassment Internal Committee.

For HLF SERVICES LIMITED,

Authorized Signatory

Signature of the Employee

HLF SERVICES LIMITED

Corporate Office: No. 27A, Developed Industrial Estate, Guindy, Chennai- 600 032. Tel: (044) 3925 2525 Fax: 044-3925 2525

Registered Office: 1, Sardar Patel Road, Guindy, Chennai- 600 032.

Website: <https://www.hindujaleylandfinance.com/>

Dear Ankita Ramchandra Mane,

Congratulations and welcome to the dynamic world of Aequs Group. At Aequs we are leading by values and geared by opportunities.

We are pleased to offer you the position of "Inspector" at Aequs Consumer Products Private Limited located in Hubli, Karnataka. We have mentioned the compensation break-up and standard deductions for your perusal in Annexure - I. Please feel free to reach us if you need any clarification on the Compensation break-up.

We look forward to your contribution in making Aequs a world class organization. Aequs is poised to see significant growth over the coming years and would offer tremendous learning and growth opportunities to its talented employees. We are glad that you will be a part of this journey and we are very keen on your being a part of Aequs Group.

As part of the offer, please provide us 2 references (with contact details of your present/last Supervisor and your present colleague) for reference check process. This offer is valid only if you clear the reference check process and the Pre-Employment Medical Test.

Compensation:

A detailed breakup of the compensation is attached in the Annexure - I. All the statutory adjustments will be applicable as per the prevailing laws.

Specific Goals will be assigned by your Reporting Manager upon your joining the company.

Note: As per the appraisal policy an individual should have put in at least 3 months of service as of 31st March to be eligible for that year's appraisal. Our Appraisal Cycle is from 1st of April to 31st of March.

Transfer

You will be initially posted at Hubli. However, you are liable to be transferred at any time from one job to another, from one post to another, from one Department/Section to another, from one Establishment to another, owned, operated or managed by the Company, or any of its associated Companies in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the Establishment to which you are transferred.

Benefits:

1. Medical:

Aequs offers its employees a medical insurance coverage of Rs.2 lacs per annum for the family (Definition of family: Employee, Spouse, 2 Children & Parents).

Apart from this, as a Special Economic Zone, we are hosting an Occupational Health Center to attend to the employees' health and medical requirements.

2. Food & Transportation:

Aequs offers its employees subsidized food & transportation, which is optional in nature. Employees can avail these services with minimum charges as per the company policy/guidelines.

Recovery of Benefits/Additional Joining Benefits:

In the event, if you had to leave the services of our organization for any reason whatsoever (other than involuntary exit) within 1 Year from the date of the payment/ reimbursement, all such expenses (viz. Joining Bonus, Retention Bonus, Relocation Benefit, Notice Pay reimbursement or any other monetary benefits as agreed) will become refundable to the company. The same amount would be recovered from you at the time of Full & Final Settlement.

Note: Please consider Offer/Compensation details as highly confidential information and do not share with any person(s). Sharing of compensation details may lead to termination of offer/employment.

A detailed breakup of the compensation is attached in the Annexure - I. All the statutory adjustments will be applicable as per the prevailing laws.

We do hope that you find the offer appealing and will positively consider the prospect of joining us on **18/12/2023**.

****You need to submit the necessary/relevant documents at the time of joining. (You have to submit us the Relieving Letter/Service Certificate at the time of joining).***

Request you to respond back to this Offer **to indicate your acceptance of the offer and confirm your date of joining within 24 hours**. We request you to send the duly signed resignation accepted copy through email in next **3 working days**. 10 days or a week before your Date of joining, we will share the Joining/Onboarding Formalities.

Please reach out to us on call or e-mail, if you need any further clarity on this formal offer.

**Best Regards,
Talent Acquisition Team,
Aequs Group**