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JAWAHAR NAVODAYA VIDYALAYA, AMBA-PARTUR, DISTRICT- JALNA-431501

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MINISTRY RESOURCE DEVELOPMENT

¼f"kk foHkkx½ DEPARTMENT OF EDUCATION

Hkkjr ljdkj Govt. of India

E-mail:jnvjalna101@rediffmail.com, jnvjalna@gmail.com Website: jnvjalna.org

F. No. JNV Jalna/Contract Physics/2022-23/407

Date: 15.09.2022

To,

Name of Candidate	CHITRALEKHA ANIL KOLHE
Address	Sai Nagar, Parsodi Road, Dhamangaon railway Amravati
Candidate's Contact No	: 7798061400, 9665655449
Candidate's email ID	: minalkolhe97@gmail.com

Sub: Appointment to the Post of PGT- Physics on Contract Basis – reg.

I am to refer to the subject cited above and inform you that, you have been offered contract Appointment to the post of PGT-Physics. You are hereby posted at JAWAHAR NAVODAYA VIDYALAYA as mentioned below till 30.04.2023 or joining of regular teacher whichever is earlier.

NAME OF JNV :	BHANDARA
JNV ADDRESS :	Jawahar Navodaya Vidyalaya, Village Pachgaon, District Bhandara, Maharashtra, INDIA PIN – 441905 Principal Mo : 9531036312
Contact No. & email - ID	jnvbandara@gmail.com

You are hereby directed to report to the Principal of the above mentioned JNV with all the original documents and a set of Attested Xerox copies of the certificates for joining the post on contract basis on or **before 20.09.2022**

No TA/DA will be paid for joining the post on contract basis. On finding your documents in order, the Principal and you may enter into an agreement for the contract post. In case you fail to report to the Vidyalaya within stipulated time, the offer will automatically stand cancelled.

The present remuneration will be Normal Station Rs.35750/- & Hard Station Rs.42250/- as per NVS RO Pune letter No.F 2-58/CONTRACT/NVS(PR)/2020/3 dated. 01.04.2021.

Please note that this order is subject to the condition of availability of vacancy at the place of posting. In case of non-availability of vacancy, the candidate should be liable to adhere to further orders of the competent authority. Accommodation will be provided as per availability of quarters (single/shared) and free food at mess will be as per rules after the students report the JNV and mess function fully.

Only Casual Leave will be sanctioned as admissible during the period of contract as per NVS norms/Rules.

*Signature*

----- 'Section Break(Continuous)' -----

(S K Nagdeote)

PRINCIPAL

7542044075

Copy to:

----- 'Section Break(Continuous)' -----

1. The Principal, JNV, BHANDARA – with a direction to verify the documents with originals and allow the concerned employee to join after getting satisfied regarding the eligibility of the candidate. A copy of joining report to be sent through email/post immediately. The following clause shall be incorporated in the Contract Agreement signed/to be signed between the Principal (on behalf of the Samiti) & Contract employee.  
"During the period of contract agreement, The contract employee shall be entitled for remuneration for the post against which he/she has been appointed at approved rates notified by the Samiti, from time to time."
2. The Deputy Commissioner, NVS RO Pune –for information.



**BHUMIKA ENTERPRISES**

☎:8055217879

📍 Office Add:- Talegaon Chakan Road, Near Saraswati School, Induri,  
Tal: Maval, Dist: Pune, 410507 ✉ bhumikaaenterprises07@gmail.com



Name:- YOGESH R. DANGARE

EID Number:- \_\_\_\_\_

D.O.B:- 19-08-1997 Sex:- Male

Blood Group:- B+

Unit:- Top Band India Pvt.Ltd /

D.O.J:- \_\_\_\_\_

Contact:- ~~XXXXXXXXXX~~

7276253642

*PRK*

Authorised Signatory





**Dhanshri Sanjay Jawadekar**

**Emp Code : 159328**

**Location : Pune**

**Emergency : 7517718891**

A handwritten signature in black ink, appearing to be "D. Sanjay", written over a horizontal line.

**Authorized Signatory**

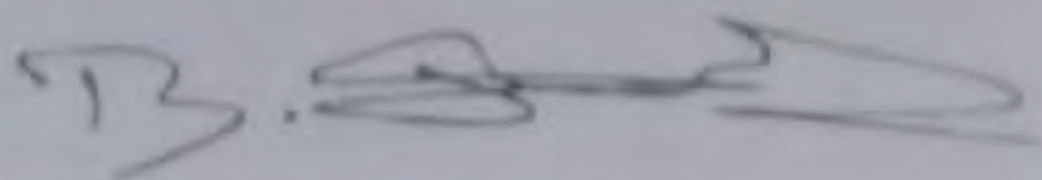


Saloni Ratan Jaiswal

Emp Code : 159373

Location : Pune

Emergency : 9545773177

A handwritten signature in black ink, appearing to be 'S. Jaiswal', written over a horizontal line.

Authorized Signatory



# Dhoot Transmission Pvt Ltd.

DATE.12/10/2022

To,

Ms. Prachi Gadkari

Aadrash College Dhimgaon

MSc/ electronics

Sub: - offer for the engagement of Apprenticeship.

Dear, Prachi

With the references to your application and the subsequent personal discussion we had with you on 01th Aug. 2022 We DHOOT TRANSMISSION PVT LTD do hereby pleased to engage you as an apprentice in our organization.

You shall be paid stipend as agreed by you per month and two days attendance bonus, Transportation facility will be provided free of cost and canteen facility is available on subsidized rates.

You are required to work at our, farola, chitegaon plant in Aurangabad location

At the time of joining, report to HR- Department for completing the joining formalities please bring all the original documents for verification at above mentioned factory address as well as copy of the following documents,as applicable.

- 1) Certificate in proof of age & Certificate in respect of educational qualification.
- 2) Recent passport size photograph (5-copies)
- 3) Identity proof Xerox copy of (Driving License / Election Card / Passport)
- 4) Pan Card & Aadhar card-copy mandatory (Original for verification).
- 5) Medical fitness certificate and Vaccination Certificate.
- 6) Address proof Xerox copy of (Electricity Bill/Election Card/Passport/Driving License/Aadhar card)

You are requested to join on or before 01 Aug 2022

Please counter sign a copy of this letter as a token of your acceptance and return the same to us.

For,

Receivers: Name & Signature

DHOOT TRANSMISSION PVT LTD.

Gut No. 102. (Planf-11) Farola, Paithan Road,  
Aurangabad - 431 105. Maharashtra. (INDIA)  
R: +91-24J1-662600  
Tele Fax : +91-2431-662720  
E-mail : sales@dhoottransmission.com  
Website : .dhoottransmission.com



Regd. Office :  
312, Nanekarwadi, Chakan,  
Taluka Khed,  
District - Pune - 410 501  
H: +91-2135 - 660781,  
Fax : +91-2135-286499.





**Corporate Office:**

2<sup>nd</sup> Floor, Premdeep Building, Above Latur Urban Co-Op. Bank Ltd.,  
Lulla Nagar Chowk, Camp-Kondhwa Road, Pune - 411 040,  
(Maharashtra) INDIA. Tel.: +91-20-41471234  
Email: enquiry@cian.co, cianhealthcare@yahoo.co.in  
Web: [www.cian.co](http://www.cian.co)

**Registered Office:**

Milkant No. 3339, Block No.1 from South Side, C.S. No. 227/2 + 3A,  
Harpale Park, Opp. Berger Paint, Phursungi, Tal. Haveli, Dist. Pune - 412 308,  
(Maharashtra) INDIA. Tele-Fax: +91-20-26982792

**Factory:**

Kh. No.: 248, Village Sisona, Bhagwanpur, Roorkee, Haridwar,  
Pin - 247 661, Uttarakhand, Tel.: 1332 235352

**CIN:** L24233PN2003PLC017563

Offer Letter

Nov 04<sup>th</sup>, 2022

Mr. Himanshu Shende

Sub: Offer Letter for the Post of Executive - Business Development

Dear Himanshu,

We are pleased to offer you employment at **CIAN Healthcare Limited**. We Feel that your skills and background will be valuable assets to our team.

As per our discussion, your position will be **Executive - Business Development**, your starting date would be on or before 7<sup>th</sup> Nov 2022.

27<sup>th</sup> September 2022

**Vaishnavi Sanjay Chandak**  
**Pune**

**E-mail ID – vaishnavichandak18@gmail.com**

**Offer Letter**

**Dear Vaishnavi Sanjay Chandak,**

We are pleased to make you an offer of employment with us and this letter sets forth the terms of employment:

1. Designation : **Associate- Accounts Services / InP - Account Services Associate I**
2. Company: : **FIS Solutions (India) Private Limited**
3. Place of Posting : Upper Ground Floor to 7th Floor,  
Westend Center One, Survey No. 169/1,  
Sector II, Aundh, Pune 411007, INDIA
4. Date of Joining : **29<sup>th</sup> September 2022**
5. Compensation & Benefits :

Annual Base Pay	: Rs.	<b>372,093</b> /-
Performance Pay	: Rs.	<b>27,907</b> /-
Total Compensation (TC)	: Rs.	<b>400,000</b> /-

Break up of above Compensation details are provided in Annexure 1.

6. **Background Checks** :- Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.
7. **Confidentiality** : You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
8. **Notice Period**: Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.
9. **Probation Period**: You will be on probation initially for a period of 6 months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation.
10. **Cause for Termination means**: A wilful failure by You to substantially perform your duties and responsibilities, breach of Company policies and Code of Business Conduct and Ethics and the

commission by You of theft, fraud, breach of trust or any material act of dishonesty involving the Company or its Affiliates.

11. **Hours of work** : Your normal working hours shall be 9 hours per day and 45 hours per week, including applicable intervals for rest. The Company also reserves the right to vary your hours of work and days of attendance, either on a permanent or temporary basis, dependent on business requirements. In the event of this you will be provided with reasonable notice.

The company follows a flexible working time system, which will enable You to choose your arrival and/or departure time from a range of available hours, subject to approval from your Reporting Manager. Further, You may be required to work in shifts or in a different weekly work schedule due to business reasons. You will be communicated about such differential schedule and work timings by your Reporting Manager.

You will be required to devote the whole of your time, attention and skill to the business and affairs of the Company both during normal business hours and during such additional hours, as permitted by Law as are necessary for the proper performance of your duties or as the Company may reasonably require from time to time.

Sharing of this information will result in withdrawal of your letter of offer

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

The Annexure II needs to be accepted and signed along with this offer letter.

We look forward to having you on board with Team FIS.

Yours sincerely



**Tanmoy Banerjee**  
**Senior Director – Business Partner**  
**The People Office**



Date: 21st September 2022

Dear Jayashree Yende,

Congratulations! We are pleased to inform you that you have been selected for the position of **Junior Analyst** in **BAND I** at Hexaware Technologies Limited, for work location **Pune**. Your date of joining will be **22nd September 2022**. Your compensation structure is as follows:

COMPONENTS		PM		PA	
A: Monthly	1.1 Basic	INR	7,500	INR	90,000
	1.2 HRA	INR	7,245	INR	86,940
	1.3 Special Allowance	INR	2,500	INR	30,000
	1.4 VPA	INR	5,000	INR	60,000
	<b>Total (A)</b>	<b>INR</b>	<b>22,245</b>	<b>INR</b>	<b>2,66,940</b>
B: Benefits	2.1 Provident Fund	INR	1,200	INR	14,400
	2.2 GLIP & Medclaim	INR	155	INR	1,860
	2.3 ESIC	INR	-	INR	-
	2.4 Bonus	INR	1,400	INR	16,800
	<b>Total (B)</b>	<b>INR</b>	<b>2,755</b>	<b>INR</b>	<b>33,060</b>
<b>TOTAL CTC: [A+B]</b>		<b>INR</b>	<b>25,000</b>	<b>INR</b>	<b>3,00,000</b>

MONTHLY TAKE HOME CALCULATION					
COMPONENTS MONTHLY	MONTHLY TAKE		MONTHLY TAKE HOME BASED ON RATING		
Gross(Refer to Total [A] above)	INR	22,245	Rating 1 (Considering 50% Monthly VPA)	INR	19,395
Add: Bonus @ 15%	INR	1,050	Rating 2 (Considering 75% Monthly VPA)	INR	20,645
Less : ESIC (1.75% of Gross Salary)	INR	-	Rating 3 (Considering 100% Monthly VPA)	INR	21,895
Less : PF Contribution (12% of 1.1)	INR	1,200	Rating 4 (Considering 125% Monthly VPA)	INR	23,145
Less : Profession Tax	INR	200	Rating 5 (Considering 150% Monthly VPA)	INR	24,395
<b>Net Take Home Salary</b>	<b>INR</b>	<b>21,895</b>			

**Check Points:** Please tick the below check boxes while returning the signed copy.

- ☐ **Variable Performance Allowance** will be paid based on the ratings at the end of every month. These ratings will be given for your performance in line with the KRAs. VPA for employees for the first 30 days or training period, whichever is higher, will be paid at a default rating of 2. In case you exceed performance and get a rating of 4 and above you will be entitled to make more than your Target Variable Pay as mentioned above in the structure.
- ☐ **Bonus** – Advance Bonus @ 15% will be paid as a part of the monthly take home. The final bonus is payable as per Payment of Bonus Act 1965 which will be decided & paid before Diwali after adjusting the amount paid out as a monthly component.
- ☐ **Gratuity** – is payable as per statutory norms.
- ☐ **Notice Period** - Any voluntary termination of employment by an employee requires a notice of 7 working days during the probation period of three months and two months written notice post confirmation in Hexaware BPS.
- ☐ **Probation Period** - An employee is eligible for Confirmation post the completion of the Probation period subject to a satisfactory performance review. The Probation period may be extended upto a maximum of 3 months by the reporting manager and the same shall be binding on the employee
- ☐ The above salary is subject to income tax deductions & is calculated based on the Statutory provisions prevailing at the time of issue of this letter which may change from time to time as per Government rules and regulations.
- ☐ The Company provides Transportation facility (for regular shifts only) as part of the Employee Welfare scheme and is not considered as a part of the CTC.
- ☐ A detailed Offer Letter will be issued on you undergoing a medical check up and submission of relevant documents required at the time of joining. Non Compliance of the same will entail the date of joining to being revised, with effect from completion of all joining formalities.
- ☐ There would be no Night Shift Allowance.
- ☐ Employee will be eligible for a Transport Allowance of INR 1100 subject to deduction on availing company transport.
- ☐ Employee would be subject to a Bond for a period of one year effective from the date of joining.
- ☐ Notice Period - Any voluntary termination of employment by an employee requires a written notice of 7 days during the probation period & 60 days written notice post confirmation.
- ☐ Employee is expected to be flexible with rotational shifts depending on the Client's time zone and/or work allocation.
- ☐ Salary information is to be kept confidential and is governed by the Non-Disclosure and Confidentiality clause mentioned in your appointment letter. All other terms & conditions will remain the same as per company policy

Place: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

• **Policies**

**Leave Entitlement -**

Rules related to Earned Leaves and Sick Leaves

**Eligibility & Procedure**

	Earned Leave	Sick Leave
Entitlement for confirmed employees	21 days per calendar year of service, or pro-rata for partial period of service in a calendar	7 days per calendar year of service, or pro-rata for partial period of service in a calendar year.

**Mediclaime Policy -**

The coverage is for all Hexaware BPS

MEDICLAIM GRADE AND SUM INSURED		
Grade	Sum - Insured	Policy Type
Band 1	Rs. 125000	Individual

**Group Life Insurance Policy -**

The coverage is for all Hexaware BPS

GROUP LIFE INSURANCE POLICY GRADE AND SUM INSURED	
Grade	Sum - Insured
Band 1	Rs.5,000,00

The employee will be eligible for Mediclaim and GLIP benefits under this scheme from the **date of joining**.

For Hexaware Technologies Limited

**Mohd Shahbaz**

General Manager - Human Resources



**ACCEPTANCE**

I, \_\_\_\_\_, have read and understood the above terms and conditions governing the services and employment at Hexaware Technologies Limited., and the same are acceptable to me.

**Place:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



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

July 19, 2022

Ref:HDBFS/22-23/HRIC347893/Appt/A59398

Mr.Akshay Ranjitrav Ingale,  
72,  
Ward No.2,  
Near Hanuman Mandir Vasad,  
Near Gajanan Maharaj Temple,  
Dhamangaon -444709

Dear Mr.Akshay Ranjitrav Ingale,

**LETTER OF APPOINTMENT**

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

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



**Terms and Conditions:**

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

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



**Annexure A**

	<b>Compensation Breakup</b>	
Name	MR.AKSHAY RANJITRAV INGALE	
Role	Sales Executive	
Grade	G7	
Location	Dattapur Dhamangaon	
<b>Annual Compensation Break up</b>		<b>HDBFS Monthly</b>
Basic	96,756	8,063
HRA	38,700	3,225
Conveyance Allowance	19,344	1,612
Provident Fund (Employer's contribution)	13,932	1,161
<b>Gross Salary (A)</b>	<b>1,68,732</b>	<b>14,061</b>
ESIC (Employer's contribution)-----(B)	4,402	367
Gratuity----- (C)	4,654	388
<b>Total Fixed Compensation (D=A+B+C)</b>	<b>1,77,788</b>	<b>14,816</b>
<b>Note:</b>		
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.		
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively		
You will be entitled to Performance Incentive Plan as per Company Policy		
Gratuity is as per "The Payment of Gratuity Act".		
You will be covered under Group Personal Accident Insurance as per policy of the Organization		
		Ref:HDBFS/22-23/HRIC347893/ Appt/A59398

I accept the terms and conditions as mentioned in the Appointment letter.

Mr.Akshay Ranjitrav Ingale