

07th Aug 2020

To,

Mr. Suraj Garud.

Subject: Appointment as Trainee

Dear Mr. Garud,

With the subsequent interview you had with us, on **05th Aug 2020**, we are pleased to appoint you as temporary **Trainee / Apprentice** as per the provisions of the standing orders framed under the Industrial Employment (Standing Orders) Act 1948 as applicable time to time in our organization on the following terms and conditions with effect from **07th Aug 2020** for a period of **12 months**.

1. You will be in temporary employment of the company for a period of 12 months. This period may be extended by the company if found necessary. We also reserve the right to terminate your services during the above period at any time without assigning any reason what so ever and without notice or pay in leave thereon.
2. You shall be paid consolidated stipend of **Rs. 12,328 /-** per month break up of which is as under. Besides the above, you shall be paid bonus as per the provisions of Payment of Bonus Act, 1965.

Basic	: Rs. 7200.00/- p.m.
Special Allowance	: Rs. 3136.00/- p.m.
HRA	: Rs. 571.00/- p.m.
Training Allowance	: Rs. 1421.00/- p.m.
3. On completion of the temporary period, your services are liable to be terminated. No separate letter of termination would be issued on completion of the temporary period and you would be relieved automatically.
4. You will be subject to the provisions of the standing orders framed under the Industrial Employment (Standing Orders) Act 1948 as applicable time to time.
5. You will be required to attend duties as and when required at timings in any shift at present in existence or which may be started subsequently which may be nominated by us consistent with the requirement of the organization. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be





HRS.W.APPRENTICE.CON

Date: 01/02/2021

Name : MR. CHITTARANJAN LAXMAN MASKE

App. Reg. No. : [REDACTED]

Dear Chittaranjan,

ENGAGEMENT AS A GRADUATE APPRENTICE IN BPCL

This has reference to the written test, interview and your medical examination for the purpose of engagement as Apprentice under the provisions of The Apprentices Act'1961, we are pleased to engage you as a "Graduate Apprentice" under **Civil Engineering** stream in our Corporation.

You are requested to report at **Solapur Territory Office** on **08.02.2021** for further instructions, at the following address at 08.30 a.m.

Mr. Mahendra Shashikant Dalvi
Territory Manager (Retail)
Bharat Petroleum Corporation Ltd.
Solapur Retail Territory, Pakni POL Depot
Near Pakni Railway Station
Taluka North Solapur,
Dist. Solapur - 413 255
Maharashtra.

It may please be noted that :

1. Your engagement as an 'Apprentice' will be for a period of one year with effect from 08.02.2021. During the period of apprenticeship training, you'll be paid a stipend of Rs. 25,000/- per month. The apprenticeship training is for the purpose of imparting training and doesn't call for employment in the organization after the completion of training.
2. Your engagement as an apprentice shall be governed by the provisions of Apprentices Act, 1961 and the rules made there under.
3. While undergoing apprenticeship training, which will predominantly be on the job training, you are expected to -
 - a) Learn the trade conscientiously and diligently.
 - b) Be regular in attendance
 - c) Maintain daily learning journal/work diary and get it countersigned by your supervisor every week
 - d) Carry out lawful advises and directions of the officials at the location.
 - e) Carry out your obligations under the contract of apprenticeship
4. You will be entitled to holidays as per the holiday calendar applicable to the establishment of your engagement (12 Holidays) & 12 casual leaves (one CL for every completed month of engagement) and 10 sick leaves on a prorated basis.



5. Weekly off may be granted on a staggered basis.
6. The health, safety and welfare provisions of Factories Act, 1948 shall be made applicable to you.
7. The period of apprenticeship training shall not be extended beyond the specified period of one year.
8. Your learning shall be reviewed quarterly and annually. Upon successful completion of apprenticeship training, a certificate shall be issued by the Corporation.
9. You are required to adhere to the safety procedures/practices.
10. In respect of matters not expressly stated in this contract, shall be construed to be governed by the provisions of Apprentices Act, 1961 and the rules made thereunder.
11. This engagement is on the basis of you having furnished to the Corporation, correct and factual information and documents regarding your date of birth, qualifications, caste and other details. If at any time, it is found or revealed that you have furnished false or incorrect information and/or documents or withheld pertinent information etc. to secure or have secured engagement, your apprenticeship training shall be liable to be terminated with immediate effect.
12. On the question of interpretation of any terms and conditions, the decision of the Corporation shall be final and binding on you.

If the above terms and conditions are acceptable to you, you're requested to return as token of acceptance, the duplicate of this letter duly signed, at the time of reporting. It may please be noted that you shall have to make travel arrangements at own cost.

Please note that your offer of engagement will automatically stand cancelled without any further reference to you, if you fail to fulfil any of the terms and conditions mentioned above.

Yours faithfully,

For **BHARAT PETROLEUM CORPORATION LIMITED**



PRAVEEN ANASWARA
SENIOR MANAGER EMPL. RELATIONS (HRS), WEST




Principal

Shree Ramchandra Education Society's
Shree Ramchandra College of Engineering
Pune-Nagar Road, Lonikand, Pune-412216



PATIL CONSTRUCTION & INFRASTRUCTURE LTD.

CIN: U45202MH2010PLC200931

Corporate Off.: 3rd Floor, PMPML Commercial Building No. 1, Shankarseth Road,

Opp. Income Tax Building, Swargate, Pune - 411 042. (MH)

Ph.: 020 - 24479626 / 24479978 / 79 / 80 • Fax : 020 - 24479625

E-mail : pcil@patilgroup.co.in • www.patilgroup.co.in



03 Feb 2021

Ref. No.: To

Date:

Mr. Rupesh Santram Thamke
At / PO – Kolwadi, Laxmi Niwas
Kesnand – Thur Road, Near Gaikwad Mala

APPOINTMENT LETTER

Dear Mr. Rupesh

1. With reference to your application and subsequent interview / discussion you had with us, we are pleased to inform you to report for joining our organization **Patil Construction & Infrastructure Ltd** on the date and details mentioned below:-

Designation	: Trainee Engineer
Department	: Billing
Location	: H.O., Pune
Reporting To	: Mr. Bhamare
Date of Joining	: 24 Dec 2020
Salary	: Rs 12,000/- per month.

2. You shall be on probation for a period of 06 months, which may be extended as deemed fit by the Management. **Resignation during the probation period will only be accepted after minimum service of six months.** If you decide to leave the job abruptly during the probation period, you will be losing your clearance amount whatsoever may be. Notice period for resignation would be one month.

3. Further, during the period of probation or on confirmation, the company reserves the right to discontinue / terminate your services at any time without assigning any reason whatsoever depending upon the scope of work.

4. The hours required to fulfill your duties shall be considered as the working hours.

We hereby welcome you in our organization and wish you a successful career & bright future with us.

For Patil Construction & Infrastructure Ltd

Manager
HR & Admin

I Accept the above Terms & Conditions

Signature of Employee

Date:

Principal

Shree Ramchandra Education Society's
Shree Ramchandra College of Engineering
Pune-Nagar Road, Lonikand, Pune-412216



Ref No.: 142920/ 2021

July 21, 2021

Rohini Keval Shinde

Sr. No. 165, near Keshav garden, Malwadi, Hadapsar, Pune.
Pune, Maharashtra, 411028**Subject: Employment Letter**

Dear Rohini Keval Shinde,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level - GCM 1)**. Your total emoluments are Rs. 340000/-per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **July 21, 2021** at 10.00 am and your work location will be **Pune**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

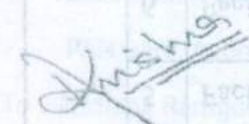
You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely


For SYNTEL PRIVATE LTD,

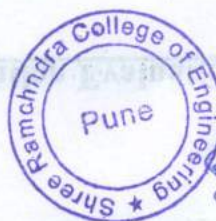


Adarsh Krishna
Deputy General Manager - HR

Enc: Acceptance Copy & Annexure 'A', Terms and Condition & Checklist

I accept the offer on the stipulated terms and conditions and shall join Atos Syntel on

21/07/2021 date and signature 



Principal

Shree Ramchandra Education Society's
Shree Ramchandra College of Engineering
Pune-Nagar Road, Lonikand, Pune-412216



Letter Of Intent

1 message

Archana Ramgude <archana.ramgude@metaengitech.com>

Sun, 1 Sep, 2019 at 1:17 pm

To: kharadejagannath@gmail.com

Cc: Annie Albuquerque <annie.albuquerque@metaengitech.com>, Manohar Sandbhor <manohar.sandbhor@metaengitech.com>, Amol Barangule <amol.barangule@metaengitech.com>, Pradeep Patil <pradeep.patil@metaengitech.com>, Bhakti Phirke <bhakti.phirke@metaengitech.com>

Dear Mr.Jagannath Kharade,

With reference to the discussion you had with us, we are pleased to offer you an "**Graduate Engineer Trainee**" in our organization on the terms and conditions mutually discussed and agreed.

Please note that the formal Letter of Appointment stipulating detailed terms and conditions of your Appointment will be issued to you after your joining the duties with us.

Also, please arrange to submit the following documents to the HR department of the Company at the time of joining the duties.

· Passport size photographs – 5 Nos.

· Educational Certificates

· PAN Card, Aadhar Card (Mandatory) and Driving License or Voter ID card & Bank details,

Report To :- Archana Ramgude / Amol Barangule

Address :- Metamorphosis Engitech India Pvt Ltd.

Gat No 56/3,4,5 village Pimple Jagtap

Tal – Shirur Dist – Pune 412208

Time :- 8:15 AM

This Offer is valid till **01st Sept. 2019**; hence you are required to join your duties by this date.

Note: For Transportation Contact Admin Mr. Amol Barangule Mobile No: +91-9158889291.

Thanks & Best Regards,

Archana Ramgude

Asst.Manager HR, IR & Admin

Mob : +91-9049000380

E mail : archana.ramgude@metaengitech.com

Web. : www.metaengitech.com



Principal

Shree Ramchandra Education Society's
Shree Ramchandra College of Engineering
Pune-Nagar Road, Lonikand, Pune-412216



SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tai
Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40781100

Date: 31st October 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Akash Suryakant Darekar,
Syntellect ID: SBE1830678

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case





Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

Adarsh Krishna
Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

Signature



Principal

Shree Ramchandra Education Society's
Shree Ramchandra College of Engineering
Pune-Nagar Road, Lonikand, Pune-412216