



Job Offer: Junior Engineer Position at Adroit Enterprises

2 messages

hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Thu, Jun 6, 2024 at 2:58 PM

Reply-To: hr@adroit-enterprises.com

To: grupesh991@gmail.com

Cc: TnP RM CET <tnp@rmcet.com>

Dear Rupesh Gawade,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Medicclaim Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:42
To: 'grupesh991@gmail.com' <grupesh991@gmail.com>
Cc: 'TnP RMCET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Rupesh,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone – 8378958215, 9960635752

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

!-- Virus Free Mail Using Seqrite UTM --!

TnP RM CET <tnp@rmcet.com>
To: "V.K. Dongare" <dongarevk@rmcet.com>

Thu, Jun 6, 2024 at 3:09 PM

[Quoted text hidden]

!-- Virus Free Mail Using Seqrite UTM --!



Job Offer: Junior Engineer Position at Adroit Enterprises

2 messages

hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Thu, Jun 6, 2024 at 2:59 PM

Reply-To: hr@adroit-enterprises.com

To: nileshacharekar223@gmail.com

Cc: TnP RM CET <tnp@rmcet.com>

Dear Nilesh Acharekar,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:35
To: 'nileshacharekar223@gmail.com' <nileshacharekar223@gmail.com>
Cc: 'TnP RMCET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Nilesh,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Assembly Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

!-- Virus Free Mail Using Seqrite UTM --!

TnP RMCET <tnp@rmcet.com>
To: "V.K. Dongare" <dongarevk@rmcet.com>

Thu, Jun 6, 2024 at 3:09 PM

[Quoted text hidden]

!-- Virus Free Mail Using Seqrite UTM --!



Job Offer: Junior Engineer Position at Adroit Enterprises

2 messages

hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Thu, Jun 6, 2024 at 3:01 PM

Reply-To: hr@adroit-enterprises.com

To: roshanbhuvad134@gmail.com

Cc: TnP RM CET <tnp@rmcet.com>

Dear Roshan Bhuvad,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 9960635752

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:33
To: 'roshanbhuvad134@gmail.com' <roshanbhuvad134@gmail.com>
Cc: 'TnP RM CET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Roshan,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Assembly Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

!-- Virus Free Mail Using Seqrite UTM --!

TnP RM CET <tnp@rmcet.com>
To: "V.K. Dongare" <dongarevk@rmcet.com>

Thu, Jun 6, 2024 at 3:09 PM

[Quoted text hidden]

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Job Offer: Junior Engineer Position at Adroit Enterprises

4 messages

hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Thu, Jun 6, 2024 at 2:54 PM

Reply-To: hr@adroit-enterprises.com

To: siddheshjadhav4585@gmail.com

Cc: TnP RM CET <tnp@rmcet.com>

Dear Siddhesh Jadhav,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 9960635752

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:50
To: 'siddheshjadhav4585@gmail.com' <siddheshjadhav4585@gmail.com>
Cc: 'TnP RMCET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Siddhesh,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone – 8378958215, 9960635752

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

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hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Reply-To: hr@adroit-enterprises.com
To: mayurtamb30@gmail.com
Cc: TnP RM CET <tnp@rmcet.com>

Thu, Jun 6, 2024 at 2:55 PM

Dear Mayuresh,

[Quoted text hidden]

Phone - 8378958215

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 27 May 2024 10:51
To: 'mayurtamb30@gmail.com' <mayurtamb30@gmail.com>
Subject: FW: Call for Final Round of Interview

Dear Mayuresh,

Pl. go through trail mail.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Sent: 21 May 2024 10:47

To: 'mayurtamb@gmail.com' <mayurtamb@gmail.com>

Cc: 'TnP RM CET' <tnp@rmcet.com>

Subject: Call for Final Round of Interview

Dear Mayuresh,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

[Quoted text hidden]

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TnP RMCET <tnp@rmcet.com>
To: "V.K. Dongare" <dongarevk@rmcet.com>

Thu, Jun 6, 2024 at 3:02 PM

[Quoted text hidden]

!-- Virus Free Mail Using Seqrite UTM --!

Mayuresh Tamboskar <mayurtamb30@gmail.com>
To: hr@adroit-enterprises.com
Cc: TnP RMCET <tnp@rmcet.com>

Thu, Jun 6, 2024 at 6:51 PM

I accept the offer.

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



Job Offer: Junior Engineer Position at Adroit Enterprises

hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Reply-To: hr@adroit-enterprises.com
To: mayurtamb30@gmail.com
Cc: TnP RM CET <tnp@rmcet.com>

Thu, Jun 6, 2024 at 2:55 PM

Dear Mayuresh,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Sent: 27 May 2024 10:51

To: 'mayurtamb30@gmail.com' <mayurtamb30@gmail.com>

Subject: FW: Call for Final Round of Interview

Dear Mayuresh,

Pl. go through trail mail.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Sent: 21 May 2024 10:47

To: 'mayurtamb@gmail.com' <mayurtamb@gmail.com>

Cc: 'TnP RM CET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Mayuresh,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

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CORIZO

Empowering Tomorrow's Leaders

OFFER LETTER

DATE: 07.02.2024

Dear **Abhishek bajirao borage**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer with **Corizo Edutech**.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: The minimum period of service is **three (3) months** from the date of enforcement of this offer letter. The employee may **choose to extend their employment** via communication verbally as well as via written communication to their reporting HR personnel for an additional period as per their wishes. The **minimum period of service is not negotiable**.

Please be informed that upon joining the office, the initial **10 days** will be designated as **on-the-job training (OJT)**, and during this period, **remuneration will not be provided**.

2. Designation and Salary: You shall be employed as a **Business Development Associate** with us and your benefits will be as follows:

3. Remuneration: For the duration of your probation period you will be eligible for a compensation of **INR 15,000** which will be fixed and **Rs.10,000** will be the variable pay per calendar month.

Please find the following confirmation of your employment.

Probation Start Date: **04/03/2024**

Probation End Date: **04/06/2024**

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.



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During the probationary period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your probation period.

By accepting this offer letter of employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with Corizo Edutech and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Corizo Edutech. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to terminate your employment and further legal actions will be taken.

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**



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Empowering Tomorrow's Leaders

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <radhika@corizo.co.in> **within 2 working days from the receipt of this mail**. The offer shall stand automatically withdrawn without further action on the part of **Corizo Edutech** if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full-Time Employment (After Probation Period)

Location: Bangalore

Pay after Probation Period: 4 LPA (Fixed) + 2.5 LPA (Variable)

DOJ: 04/03/2024

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech.

NAME: _____

DATE: _____

(Candidate's Signature)

1. Graduation Certificate-12th standard or equivalent examination mark sheet
2. Colour scanned copy of your photographs
3. Aadhar Card Scanned Copy
4. PAN Card Scanned Copy
5. Bank Account Details: Bank Name, Your Name as per Bank records
6. Account Number, IFSC Code



Acceptance of Offer - Junior Engineer Position,

1 message

Siddhesh Jadhav <siddheshjadhav4585@gmail.com>

Tue, Jun 11, 2024 at 11:32 AM

To: hr@adroit-enterprises.com

Cc: "tnp@rmcet.com" <tnp@rmcet.com>

I am pleased to accept the offer for the position of Junior Engineer at Adroit Enterprises, Pune. I am excited about the opportunity to contribute to the team and start my journey with Adroit Enterprises.

I confirm my acceptance of the position and I will join on the date of 21/06/2024.

Thank you for this opportunity. I look forward to contributing to the success of Adroit Enterprises.

Best regards,

Siddhesh jadhav

On Thu, 6 Jun 2024, 3:00 pm , <hr@adroit-enterprises.com> wrote:

Dear Siddhesh Jadhav,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 9960635752

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:50
To: 'siddheshjadhav4585@gmail.com' <siddheshjadhav4585@gmail.com>
Cc: 'TnP RM CET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Siddhesh,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone – 8378958215, 9960635752

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

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PRIVATE AND CONFIDENTIAL

Name: Mr. Ambuj Singh

Date: 20 March 2024

Dear Ambuj,

Congratulations! On behalf of Ciklum Group, we are delighted to invite you to become a part of our team and make you this job offer on the following terms.

- **Employer:** Ciklum India Private Limited
- **Employment contract:** Full Time
- **Expected Start Date:** 15 July 2024
- **Probation period:** 6 months
- **Location:** Hybrid working model (Office) –Galore Tech IT Park, 3rd Floor LMD Chowk, Bavdhan, Pune, Maharashtra 411021
- **Job Title:** Software Engineer
- **Fixed Basic Salary:** INR 3,50,000 /- (Rupees Three Lakhs Fifty Thousand Only)
- **Bond:** You have committed to serving the Company uninterrupted for a minimum of two years from your Date of Joining. In the event of resignation, retirement, or absconding during this period, you agree to reimburse three months' salary as determined by the company at the time of departure.

	Monthly Gross Salary (Rs)	Annual Gross Salary (Rs)
Basic	13,683	164,200
HRA	4,379	52,544
Conveyance	1600	19,200
Medical Allowance	4200	50,400
LTA	1500	18,000
Food Coupon	0	0
Other Allowance	2,005	24,056
TOTAL(A)	27,367	328,400
Additional Benefits:		
Employer PF contribution	1800	21600
Retention Bonus	0	0
TOTAL(B)	1,800	21,600
Total CTC (A+B)	29,167	350,000

ciklum.com

Czech Republic • Denmark • Germany • India • Israel • Pakistan • Poland • Romania • Slovakia • Spain • Switzerland • Ukraine • United Kingdom • United States

CONFIDENTIAL



1. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
2. Compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.
3. Rate of TDS is subject to Declaration and submission of related information and documents by Employee.
4. For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, Minimum PF computation will be considered.
5. Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same.
6. You will be entitled to gratuity as per the provisions of the Gratuity Act.

All salary and other compensation amounts are subject to applicable deductions and contributions as required by law or the relevant benefit plans.

- **Working hours:** 10:00 AM to 7:00 PM hours Indian Standard Time (IST) (Work timing may differ depending on the client and project requirements).
- **Working week:** Monday to Friday, 40 hours working week
- **Vacation:** You will be entitled to 21 days of paid leaves per calendar year of service, or pro-rata for a partial period of service in a calendar year. During your probationary period, you will receive one paid leave day per month. Once you have completed your probationary period, any remaining leave balance will be credited to your account on a prorated basis. In addition, you will be granted 12 public holidays. Each year, you may carry forward up to 9 days of unused leave balance.
- **Benefits:**

As per company policy, you will be covered under Group Medical Insurance of 3.50 Lacs and Personal Accidental Policy of 5.00 Lacs. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and up to 2 children). This insurance will start on your date of joining

All Company benefits plans are subject to revision, amendment or withdrawal from time to time as determined by the Company at its discretion

- **Notice Period and Termination Clause:**
 - During the probation period: 1 month
 - After the confirmation: 3 months

Please kindly note that your employment is subject to the following conditions:

- Successfully pass the right to work check with prior obtaining of work or equivalent permit (if needed)
- Provision of copies of valid personal identification documents to Ciklum India Private Limited
- Signing of Appointment letter with Ciklum India Private Limited
- Review and acceptance of [Ciklum Code of Conduct](#)
- Successful Background and Compliance check completion* or upon removal of obstacles identified

**Ciklum performs Background and Compliance checks based on the information provided by you only. Checks performed by Ciklum, are based on our legitimate interest, considering that GDPR principles such as proportionality and data minimization are implemented. We perform checks via open sources, aggregated open sources or media against following parameters: illegal activity, embezzlement, fraud, corruption or bribery; money laundering and slave trafficking; appearance in the sanction lists; conflicts of interest and/or relationships with persons on the*

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CONFIDENTIAL



sanction lists, or persons connected to government officials, large financial corporations and political parties. For more information about how your personal data is processed please review our [Privacy Notice](#) or request Cikulum Third Party Due Diligence Procedure from our representatives.

We kindly ask you to indicate your acceptance of our Offer by sending us a confirmation letter (email).

If you have any questions, please feel free to contact your Recruitment Consultant at your convenience.

We are confident you will make a significant contribution to the success of Cikulum and look forward to working with you.

Declaration and Acknowledgement from the candidate (Read, Agreed, Accepted)

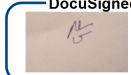
Yours faithfully,

For **Cikulum India Private Limited**

DocuSigned by:

4C9B5927D3E54B4...

Saravanan Palaniswamy
Regional Delivery Head

DocuSigned by:

1AEAB96FF7944D6...

22-Mar-24

Ambuj Singh

Cikulum (www.cikulum.com) is a custom product engineering company that supports both multinational organizations and scaling startups to solve their most complex business challenges. With a global team of over 4,000 highly skilled developers, consultants, analysts and product owners, we engineer technology that redefines industries and shapes the way people live.

Happy to have you aboard! Together, we will engineer the experiences of tomorrow.



CORIZO

Empowering Tomorrow's Leaders

OFFER LETTER

DATE: 07.02.2024

Dear **Atharva Sanjay haryan**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer with **Corizo Edutech**.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: The minimum period of service is **three (3) months** from the date of enforcement of this offer letter. The employee may **choose to extend their employment** via communication verbally as well as via written communication to their reporting HR personnel for an additional period as per their wishes. The **minimum period of service is not negotiable**.

Please be informed that upon joining the office, the initial **10 days** will be designated as **on-the-job training (OJT)**, and during this period, **remuneration will not be provided**.

2. Designation and Salary: You shall be employed as a **Business Development Associate** with us and your benefits will be as follows:

3. Remuneration: For the duration of your probation period you will be eligible for a compensation of **INR 15,000** which will be fixed and **Rs.10,000** will be the variable pay per calendar month.

Please find the following confirmation of your employment.

Probation Start Date: **04/03/2024**

Probation End Date: **04/06/2024**

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.



CORIZO

Empowering Tomorrow's Leaders

During the probationary period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your probation period.

By accepting this offer letter of employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with Corizo Edutech and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Corizo Edutech. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to terminate your employment and further legal actions will be taken.

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**



CORIZO

Empowering Tomorrow's Leaders

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <radhika@corizo.co.in> **within 2 working days from the receipt of this mail**. The offer shall stand automatically withdrawn without further action on the part of **Corizo Edutech** if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full-Time Employment (After Probation Period)

Location: Bangalore

Pay after Probation Period: 4 LPA (Fixed) + 2.5 LPA (Variable)

DOJ: 04/03/2024

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech.

NAME: _____

DATE: _____

(Candidate's Signature)

1. Graduation Certificate-12th standard or equivalent examination mark sheet
2. Colour scanned copy of your photographs
3. Aadhar Card Scanned Copy
4. PAN Card Scanned Copy
5. Bank Account Details: Bank Name, Your Name as per Bank records
6. Account Number, IFSC Code

CALL LETTER – 2024

Dear **Chaitanya Jayant Rajwade**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **PYTHON FULL STACK** and your mode training will be **OFFLINE** The Date of Batch commencement would be officially sent to your registered mail id.

Note:

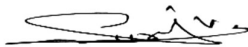
- We do not charge for the complete training.
- We do not charge you for any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1year from your date of joining.
- The training includes Core Python, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).
- Mode of training will not be changed.
- Offline training happens at Pentagon Space Vijaynagar Campus.

Following rules to be followed for placement activities:

- You should maintain 85% attendance.
- Should be ready to relocate to different cities for job and Interviews (Bengaluru, Hyderabad, Pune, Mumbai, Chennai, Delhi or any metro cities.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,



Mr. Suraj Vijay Shetty
Business and Campus Head

REBIT.

रिजर्व बैंक सूचना प्रौद्योगिकी प्राइवेट लिमिटेड
Reserve Bank Information Technology Pvt Ltd



Bhakti Sawant

Employee ID: ReBIT2400

Blood Group: AB(+)

rebit.org.in





Arana
ENERGY SERVICES



Chetan Khedkar

Trainee Engineer

Employee Id : 19034

ARANA ENERGY SERVICES PVT. LTD.



image004.png
6K



CMMI DEV / 5

image005.png
6K



Microsoft
Partner

image003.png
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6K



image002.png
3K



CMMI DEV / 5

image005.png
6K



image004.png
6K

Vaibhavi Joshi (IND) <Vaibhavi.j@infogen-labs.com>
To: TnP RMCET <tnp@rmcet.com>

Thu, Mar 7, 2024 at 8:25 PM

Thank You Rashmi.

We are ok with the arrangements as mentioned by Aniruddha on the call.

Please note we will need accommodation from 11th Mar to 13th Mar. We will check out on 13th Mar.

[Quoted text hidden]

Vaibhavi Joshi (IND) <Vaibhavi.j@infogen-labs.com>
To: TnP RMCET <tnp@rmcet.com>

Fri, Mar 15, 2024 at 4:33 PM

Hello Aniruddha,

Thank You for your Hospitality. PFB final shortlisted candidates.

They will receive the offer letter by Monday / Tuesday.

Name
Sagar Prabodhan Garate
Singh Ambuj Ashok
Makarand Vijay Damale

On Hold – Will get back by Monday

Name
Bhakti Mahendra Sawant
Shubham Shivalochan Maurya
Mihir Vijay Vilankar

Regards,

Vaibhavi (VJ)

M:: +91 8007751954

Global HR - Director

W: www.infogen-labs.com / <https://www.ciklum.com/>

The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without a written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

From: TnP RMCET <tnp@rmcet.com>

Sent: Thursday, March 7, 2024 7:29 PM

[Quoted text hidden]

[Quoted text hidden]

TnP RMCET <tnp@rmcet.com>
To: Rashmi More <morers@rmcet.com>

Fri, Mar 15, 2024 at 4:37 PM

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

From: Vaibhavi Joshi (IND) <Vaibhavi.j@infogen-labs.com>

[Quoted text hidden]

[Quoted text hidden]

TnP RMCET <tnp@rmcet.com>
To: "Vaibhavi Joshi (IND)" <Vaibhavi.j@infogen-labs.com>

Fri, Mar 15, 2024 at 4:38 PM

Thank You for your information.

[Quoted text hidden]



Job Offer: Jr Engineer

3 messages

hr@adroit-enterprises.com <hr@fukoku.com>
Reply-To: hr@adroit-enterprises.com

Thu, Jun 6, 2024 at 2:58 PM

To: TnP RM CET <tnp@rmcet.com>

Dear Sir, 7 students of RM CET are selected and offered from FUKOKU India, Pune.

I hope this email finds you well. We are delighted to extend an offer to you for the position of Jr Engineer at Fukoku India, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Jr Engineer

Location: Chakan , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Medicclaim Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	2000
Safety Shoes	1000
CTC 1st year	204000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response. Please following students above message and information.

1. Vikrant Ghag 2. Pranavkumar Kambale 3. Tejas Jadhav 4. Rutuj Bhingarde 5. Samir Sarang 6. Shreyas Mali 7. Saqib Guhagarkar

CALL LETTER – 2024

Dear **Harshad Shinde**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **PYTHON FULL STACK** and your mode training will be **OFFLINE** The Date of Batch commencement would be officially sent to your registered mail id.

Note:

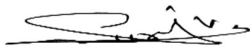
- We do not charge for the complete training.
- We do not charge you for any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1year from your date of joining.
- The training includes Core Python, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).
- Mode of training will not be changed.
- Offline training happens at Pentagon Space Vijaynagar Campus.

Following rules to be followed for placement activities:

- You should maintain 85% attendance.
- Should be ready to relocate to different cities for job and Interviews (Bengaluru, Hyderabad, Pune, Mumbai, Chennai, Delhi or any metro cities.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,



Mr. Suraj Vijay Shetty
Business and Campus Head



TnP RM CET <tnp@rmcet.com>

RM CET x JAPFA India || Campus Placement - IT

4 messages

Juhi Singh (India Head Office - HR & GA) <Juhi.singh@japfa.com>

Wed, Jan 24, 2024 at 1:12 PM

To: TnP RM CET <tnp@rmcet.com>

Cc: "Samir Bhiwapurkar (Head - HR & GA - Japfa India)" <samir.bhiwapurkar@japfa.com>, "Bhagvat Chavan (Land Acquisition & Liasoning General Manager - HR & GA - Japfa India)" <bhagvat.chavan@japfa.com>

Hi Dr. Anirudh,

Greetings from Team JAPFA!

I am pleased to inform you that we have successfully concluded the campus placement process with RM CET. After thorough interviews, we are excited to announce the selection of two outstanding candidates: **Simran Nadaf and Ajay Valapkar**.

As per our discussion, both candidates will be hired for a training period of one year, during which they will actively contribute to live projects while enhancing their skills.

Post successful completion of the training, they will be confirmed in their roles. The stipend for this period will be **Rs. 25,000 per month**, with the commencement date set for **1st February 2024**.

To proceed with their onboarding, we kindly request your confirmation of this arrangement. Additionally, please provide the following documents for the further processing of their employment:

1. Photo Scan
2. Bank Document (Cancelled Cheque / Front Page of Bank Passbook)
3. Educational Certificates
4. Pan Card/ Aadhar card

Your prompt response to this matter is highly appreciated. Feel free to reach out if you have any questions or require further details.

Best Regards

Juhi Singh

HR & GA

M: +91-6232754660

E: juhi.singh@japfa.com

JAPFA COMFEED INDIA PVT. LTD.

[91 Sakore Nagar, Vimannagar, Pune](#)

India

Growing Towards Mutual Prosperity

Note : This email and its attachments are intended for the sole receipt of its stated addressees. Their contents are private and confidential. If you have received this email or its attachments in error, please immediately notify the sender and destroy the same without reading, using, copying, storing and/or disseminating the same. As email communications are not secure, neither the sender nor any of the Japfa companies or their affiliates accepts any responsibility for any errors or changes resulting from interference or tampering.

From: TnP RMCET <tnp@rmcet.com>

Sent: Thursday, January 18, 2024 03:55 PM

To: Juhi Singh (India Head Office - HR & GA) <Juhi.singh@japfa.com>

Subject: Resumes of the candidates

You don't often get email from tnp@rmcet.com. [Learn why this is important](#)

Caution: This email originated from outside of the organization and maybe malicious. Do not click links or open attachments unless you recognize the sender and know the content is safe. [Learn why this is important.](#)

Please find the attached files.

Thanks & Regards,

Training & Placement Officer,

Rajendra Mane College of Engineering & Technology

At & Post Ambav, Devrukh,

Dist-Ratnagiri State- Maharashtra,415804

Mobile: +91-8329203620

Email: tnp@rmcet.com,

(NAAC B++ Grade, ISTE Best Campus Award 2018, AICTE-CII Survey GOLD Category)

TnP RMCET <tnp@rmcet.com>

Wed, Jan 24, 2024 at 1:22 PM

To: "Juhi Singh (India Head Office - HR & GA)" <Juhi.singh@japfa.com>

Thank You for your mail.

[Quoted text hidden]

TnP RMCET <tnp@rmcet.com>

Wed, Jan 24, 2024 at 1:27 PM

To: "HOD(COMP)" <naik_laxman@rediffmail.com>, Rashmi More <morers@rmcet.com>

Cc: Principal RMCET <principal@rmcet.com>

Greetings....

Regarding Japfa Placement drive.

Simran Nadaf and Ajay Valapkar, 02 students from Computer Engineering Department selected by Japfa Team.

[Quoted text hidden]

TnP RMCET <tnp@rmcet.com>

Thu, Jan 25, 2024 at 3:42 PM

To: valapkarjay2002@gmail.com, Simran Nadaf <nsimran026@gmail.com>

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

From: **Juhi Singh (India Head Office - HR & GA)** <Juhi.singh@japfa.com>

Date: Wed, 24 Jan 2024, 13:12

Subject: RMCET x JAPFA India || Campus Placement - IT

To: TnP RMCET <tnp@rmcet.com>

Cc: Samir Bhiwapurkar (Head - HR & GA - Japfa India) <samir.bhiwapurkar@japfa.com>, Bhagvat Chavan (Land Acquiition & Liasoning General Manager - HR & GA - Japfa India) <bhagvat.chavan@japfa.com>

[Quoted text hidden]



JK Files & Engineering Limited

(Formerly known as JK Files (India) Limited)

A subsidiary of Raymond Limited

Jekegram, Pokhran Road No. 1, Thane West, - 400 606.

Tel No. : (+91-22) 6152 7000 | Email: jkfiles@raymond.in

www.jksuperdrive.com | CIN: U27104MH1997PLC105955

Date: 03rd May, 2024

Mr. Yash Amburle
Rajendra Mane College of Engineering & Technology, Ambav

Dear Yash,

Congratulations on being selected for the Graduate Engineer Trainee at JK Files & Engineering Limited for a period of one year.

Your training will commence from 01st June 2024 and will get completed by 31st May 2025.

During your training you will be offered a CTC of Rs. 4,00,000/- per annum. (Rupees Four Lakhs per annum) and your base location will be Thane.

Upon joining, you shall be required to furnish the following documents:

- 2 Passport Size Photographs
- Education certificates
- Address proof (Copy of Electricity Bill / Ration Card / Passport)
- Aadhar Card
- PAN card
- Bank Details (Cancelled Cheque / Copy of Pass Book / Copy of Account Statement)

During your training period, we expect you to undergo training in the department / section in which you are placed with high standard of initiative and efficiency. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by JK Files from time to time in relation to conduct, discipline and other matters.

You are expected to comply with the policies of company including the Code of Business Conduct and Ethics as they form an integral part of the terms of your training.

During the course of your assignment with us, you will be privy to classified information including but not limited to, particulars or details of work, processes, research carried out, administrative and organization matters of confidential

13 | Page



Complete tools and hardware solutions provider

Website: www.jksuperdrive.com

Registered Office
New Hind House, N.M. Marg,
Ballard Estate, Mumbai- 400 001.



JK Files & Engineering Limited

(Formerly known as JK Files (India) Limited)
A subsidiary of **Raymond** Limited

Jekegram, Pokhran Road No. 1, Thane West, - 400 606.
Tel No. : (+91-22) 6152 7000 | Email: jkfiles@raymond.in
www.jksuperdrive.com | CIN: U27104MH1997PLC105955

or secret nature. You will undertake to keep the same in complete confidence and not divulge any information to anyone without our consent.

You may indicate your agreement with these terms by returning the signed copy of this letter.

Let me add that we look enthusiastically to your association. We are extremely confident that this assignment will be a good opportunity for you to learn and also make an impact in terms of your contribution.

Thanking you,

Yours Truly,

For JK Files & Engineering Ltd.,

M V Chandrashekar

CHRO - Engineering Business

Received

Yash Ambusole



Complete tools and hardware solutions provider

Website: www.jksuperdrive.com

Registered Office
New Hind House, N.M. Marg,
Ballard Estate, Mumbai- 400 001.



Job Offer: Junior Engineer Position at Adroit Enterprises

hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Thu, Jun 6, 2024 at 2:50 PM

Reply-To: hr@adroit-enterprises.com

To: dhirajshinde6868@gmail.com

Cc: TnP RM CET <tnp@rmcet.com>

Dear Dhiraj Shinde,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 9960635752

Email -hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:53
To: 'dhirajshinde6868@gmail.com' <dhirajshinde6868@gmail.com>
Cc: 'TnP RM CET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Dhiraj,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

!-- Virus Free Mail Using Seqrite UTM --!



Job Offer: Junior Engineer Position at Adroit Enterprises

hr@adroit-enterprises.com <hr@adroit-enterprises.com>

Thu, Jun 6, 2024 at 2:50 PM

Reply-To: hr@adroit-enterprises.com

To: dhirajshinde6868@gmail.com

Cc: TnP RMCET <tnp@rmcet.com>

Dear Dhiraj Shinde,

I hope this email finds you well. We are delighted to extend an offer to you for the position of Junior Engineer at Adroit Enterprises, Pune

After reviewing your qualifications and interviewing you, we believe that you will be a valuable addition to our team.

Position: Junior Engineer

Location: Kasurdi , Pune

Expected Start Date: 15/06/2024

Salary and Benefits:

1st Year	
Gross Salary	186000
Yearly Bonus (Diwali)	10000
Mediclaime Policy premium	4000
Accident Policy premium	1000
Uniform 2 set each	3000
Safety Shoes	1000
CTC 1st year	205000

If you accept this offer, please reply to this mail by confirming your date of joining.

We look forward to your positive response.

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 9960635752

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

From: hr@adroit-enterprises.com <hr@adroit-enterprises.com>
Sent: 21 May 2024 10:53
To: 'dhirajshinde6868@gmail.com' <dhirajshinde6868@gmail.com>
Cc: 'TnP RM CET' <tnp@rmcet.com>
Subject: Call for Final Round of Interview

Dear Dhiraj,

I hope this email finds you well.

I am pleased to inform you that you have been shortlisted for the final round of interview

for the Trainee Design Engineer position at Adroit Enterprises, Pune.

We will let you know soon when interviews will take place and conduct via zoom/skype/In-person.

We look forward to meeting with you and discussing how you can make a valuable contribution to our organization.

Best regards,

Thanks & Regards

Bhagyashri Vakil

Adroit Enterprises

HR Department

Phone - 8378958215

Email - hr@adroit-enterprises.com

Website - www.adroit-enterprises.com

!-- Virus Free Mail Using Seqrite UTM --!

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882M2ZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073/ 7507457680

Date :- 24.02.2024

Mr. Tejas Vilas Salavi,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Renukadas,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Janval, Bhiwandi, Dist – Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
- 4) During the tenure of employment, your services are liable to be terminated without assigning any reason thereof.
- 5) You will not engage in any other trade, business, consultation and /or employment, either paid or unpaid during working hours.
- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
- 8) Your employment will be governed by the rules of the company at all times.

- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time.
- 10) Your services are liable to be transferred to any of the company's Contractual units anywhere in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining.
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S.S. Patil

Authorised Signatory

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882M2ZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073/ 7507457680

Date :- 24.02.2024

Mr. Avdhut Arvind Chandane,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Avdhut,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Janval, Bhiwandi, Dist – Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
- 4) During the tenure of employment, your services are liable to be terminated without assigning any reason thereof.
- 5) You will not engage in any other trade, business, consultation and /or employment, either paid or unpaid during working hours.
- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
- 8) Your employment will be governed by the rules of the company at all times.

- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time.
- 10) Your services are liable to be transferred to any of the company's Contractual units anywhere in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining.
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S. S. Patil

Authorised Signatory

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882MZZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073/ 7507457680

Date :- 24.02.2024

Ms. Bhakti Ranje,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Bhakti,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Janval, Bhiwandi, Dist – Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
- 4) During the tenure of employment, your services are liable to be terminated without assigning any reason thereof.
- 5) You will not engage in any other trade, business, consultation and /or employment, either paid or unpaid during working hours.
- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
- 8) Your employment will be governed by the rules of the company at all times.

- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time.
- 10) Your services are liable to be transferred to any of the company's Contractual units anywhere in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining.
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S.S. Patil

Authorised Signatory

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882M2ZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073 / 7507457680

Date :- 24.02.2024

Mr. Parshuram Padmakar Nevarekar,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Parshuram,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Janval, Bhiwandi, Dist – Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
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- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
- 8) Your employment will be governed by the rules of the company at all times.

- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time
- 10) Your services are liable to be transferred to any of the company's Contractual units any where in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S.S. Patel

Authorised Signatory

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882MZZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073/ 7507457680

Date :- 24.02.2024

Mr. Sairaj Nandkumar Todankar,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Sairaj,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Janval, Bhiwandi, Dist – Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
- 4) During the tenure of employment, your services are liable to be terminated without assigning any reason thereof.
- 5) You will not engage in any other trade, business, consultation and /or employment, either paid or unpaid during working hours.
- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
- 8) Your employment will be governed by the rules of the company at all times.

- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time.
- 10) Your services are liable to be transferred to any of the company's Contractual units anywhere in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining.
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S. S. Paril

Authorised Signatory

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882M2ZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073/ 7507457680

Date :- 24.02.2024

Ms. Sakshi Prabhakar Parsharam,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Sakshi,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Janval, Bhiwandi, Dist – Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
- 4) During the tenure of employment, your services are liable to be terminated without assigning any reason thereof.
- 5) You will not engage in any other trade, business, consultation and /or employment, either paid or unpaid during working hours.
- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
- 8) Your employment will be governed by the rules of the company at all times.

- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time.
- 10) Your services are liable to be transferred to any of the company's Contractual units anywhere in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining.
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S. S. Patil

Authorised Signatory

SHREE SADGURUKRUPA ENTERPRISES

C-106, Ramchandra Apartment, Thangewadi, Kalyan (W), Dist. Thane - 421301

GST No. : GSTIN 27BLAPP1882M2ZM, Pan Card No.: BLAPP1882M

Contact No. 8698819073/ 7507457680

Date :- 24.02.2024

Ms. Vidya Majalkar,
Devrukh,
Ratnagiri,
Maharashtra.

Sub :- Your appointment as trainee under fixed term employment.

Dear Vidya,

We are appointing you in our organization on the following terms and conditions :-

- 1) Your appointment is with effect from 1st March 2024 at any site where we provide services to clients.
- 2) You have been selected and appointed as "Trainee" for a period Dt. 1.03.2024 to 31.01.2025 since 01.03.2024 and posted at Inventronics SSL India (P) Ltd Located at S.N. 15, All India Logistics Park, Jarval, Bhiwandi, Dist - Thane, Maharashtra.
- 3) Your monthly gross will be Rs. 16000/- per month including allowances as applicable to you.
- 4) During the tenure of employment, your services are liable to be terminated without assigning any reason thereof.
- 5) You will not engage in any other trade, business, consultation and /or employment, either paid or unpaid during working hours.
- 6) You will endeavor to satisfy your superiors in respect of your work, obligations, duties and responsibilities.
- 7) You will not disclose any information, secret or otherwise of the company to any outside person, agency or any other Organisation (S).
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- 9) You will strictly adhere to the company's discipline and observe all the rules and regulations that are in force in the company from time to time
- 10) Your services are liable to be transferred to any of the company's Contractual units anywhere in India.
- 11) You will be entitled to avail P.F. ESIS, on appropriate basis, subject to your joining
- 12) Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions stated herein above.

For Shree Sadgurukrupa Enterprises

S.S. Patil

Authorised Signatory



Regarding Campus Recruitment Drive in College

2 messages

hr . <hr@luckywheels.in>

Thu, Jun 7, 2024 at 5:37 PM

To: "tnp@rmcet.com" <tnp@rmcet.com>

Cc: Naresh Mane <ceo@luckywheels.in>

Dear Anirudha Joshi Sir,

Greetings from Lucky Wheels Pvt Ltd. Kolhapur....!!!

We are authorized Dealer of Ashok Leyland Light & Heavy Commercial Vehicle in **Kolhapur, Sangli, Satara, Ratnagiri & Sindhudurg**. with current manpower of **600+ employees** in respective locations.

Also we have Dealerships of **Mahindra Tractors** and **Piaggio Appe** (Three Wheeler Rikshow) in Southern Maharashtra & Konkan.

Sir, as per the campus placement drive following students are selected and offered for as Sales Advisor at (Hatkhamba) LCV & HCV Sales And Service Showrooms.

1. Mr. Sanchit Karbhari 2. Mr. Sourabh Pawar 3. Mr. Shubham 4. Mr. Azhar Siddiqui 5. Prathamesh Salvi

We heartily request you to kindly inform them their selection from drive.

JD-Sales Advisor and Monthly Salary is of Rs. 13000+ Incentives

In case of any queries or support kindly feel free to contact us.

Thanks & Regards,

Yuvraj Kamble.

Sr.HR Manager

Mob:- 8956080782/9156839299.

hr@luckywheels.in.

Lucky Auto,

Lucky Wheels Pvt. Ltd.

Near Konduskar Petrol Pump, NH-4 Highway, Gokul Shirgaon, Kolhapur. 416234.

Please consider the **Environment** before printing this email....!!!



Ashok Leyland Requirements.xlsx

12K



JK Files & Engineering Limited

(Formerly known as JK Files (India) Limited)

A subsidiary of **Raymond** Limited

Jekegram, Pokhran Road No. 1, Thane West, - 400 606.
Tel No. : (+91-22) 6152 7000 | Email: jkfiles@raymond.in
www.jksuperdrive.com | CIN: U27104MH1997PLC105955

Date: 26th April, 2024

Mr. Omkar Rajendra Sawant
Rajendra Mane College of Engineering & Technology, Ambav

Dear Omkar,

Congratulations on being selected for the Graduate Engineer Trainee at JK Files & Engineering Limited for a period of one year.

Your training will commence from 01st June 2024 and will get completed by 31st May 2025.

During your training you will be offered a CTC of Rs. 3,00,000/- per annum. (Rupees Three Lakhs per annum) and your base location will be Chiplun.

Upon joining, you shall be required to furnish the following documents:

- 2 Passport Size Photographs
- Education certificates
- Address proof (Copy of Electricity Bill / Ration Card / Passport)
- Aadhar Card
- PAN card
- Bank Details (Cancelled Cheque / Copy of Pass Book / Copy of Account Statement)

During your training period, we expect you to undergo training in the department / section in which you are placed with high standard of initiative and efficiency. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by JK Files from time to time in relation to conduct, discipline and other matters.

You are expected to comply with the policies of company including the Code of Business Conduct and Ethics as they form an integral part of the terms of your training.

During the course of your assignment with us, you will be privy to classified information including but not limited to, particulars or details of work, processes, research carried out, administrative and organization matters of confidential



Complete tools and hardware solutions provider

Website: www.jksuperdrive.com

Registered Office
New Hind House, N.M. Marg,
Ballard Estate, Mumbai- 400 001.



JK Files & Engineering Limited

(Formerly known as JK Files (India) Limited)

A subsidiary of **Raymond** Limited

Jekegram, Pokhran Road No. 1, Thane West, - 400 606.
Tel No. : (+91-22) 6152 7000 | Email: jkfiles@raymond.in
www.jksuperdrive.com | CIN: U27104MH1997PLC105955

or secret nature. You will undertake to keep the same in complete confidence and not divulge any information to anyone without our consent.

You may indicate your agreement with these terms by returning the signed copy of this letter.

Let me add that we look enthusiastically to your association. We are extremely confident that this assignment will be a good opportunity for you to learn and also make an impact in terms of your contribution.

Thanking you,

Yours Truly,

For JK Files & Engineering Ltd.,

M V Chandrashekar

CHRO - Engineering Business



Complete tools and hardware solutions provider

Website: www.jksuperdrive.com

Registered Office
New Hind House, N.M. Marg,
Ballard Estate, Mumbai- 400 001.

Offer Letter

Date: 1st July 2024

Ms. Tanvi Vishal Thasale

(e) tanvithasale801@gmail.com

(m) : +91-7498254176

Our Reference: **EP/ 00129 – Tanvi Vishal Thasale**

Sub: Congratulations – You are invited!

Dear Candidate,

This has reference to your interest in taking up full time employment with **Pleximus Inc** and our subsequent meetings.

It gives me great pleasure to invite you to be a part of the **Pleximus Inc** team. You would join as a **Jr.HR Executive**.

Pleximus Inc comprises talented professionals who would be keen on welcoming you onboard.

Your initial place of posting would be Ratnagiri and we expect you to assume charge on 10th July, 2024. Please find below terms of your employment with **Pleximus Inc**.

Joining Office Address

001, A Wing, KSP Residency, Near Arogya Mandir, Ratnagiri - 415612

Remuneration

1. Your remuneration will be INR 12,000/- per month in hand.
2. Your annual salary in hand will be INR 1,44,000 PA.

Employment at will

1. By accepting this offer you confirm that you have understood the nature of our business, your role in the company, reporting structure, work demands and are fully aware that with change in business demand, these may change over time.
2. You have assessed the work requirements and you are reasonably confident of your fitment to the role given your education and experience.
3. You are accepting this offer at will and agree to abide by the terms of the organization.
4. The probationary period is three months from the date of joining.
5. As discussed verbally, you will ensure that you will stay with Pleximus at least 12 months from the date of joining i.e. 10th July, 2025 before giving your resignation.

Work timings

1. As part of the Pleximus workforce, there would be defined work hours at the office but your accountability would be towards task completion. Defined work hours may vary between 48 - 54 hours a week depending on the nature of the project.
2. You agree to meet expectations on maintaining discipline in work timings.
3. Office timings will be Monday to Saturday 09.30 am to 6.30 pm.

Separation

1. Given that this is employment at will, both sides would be free to end the engagement by giving a written notification only after completing 12 months.
2. No resignation will be accepted 12 months from the date of joining.
3. To ensure a smooth separation process employees would be bound to give a clear 2 months of advance information.

Conditionality

This offer is conditional to positive outcome of following:

1. Information provided by you in your application to us for employment (including resume) and documents submitted are genuine.
2. You do not have any impending legal proceedings against you in any court of Law.
3. You are not employed on the date of joining **Pleximus Inc.**
4. That you are medically fit to execute your responsibilities at work.

Please Note - If the joining date is more than 15 days then every 10 days we will need a confirmation or call from your end.

(Either we will call or you have to call from your end that the joining date will be met without delays. If no calls done from your end or no calls received to re-confirm your joining date, then this offer will get void and null)

I once again welcome you to the family of **Pleximus Inc** professionals and wish you a satisfying experience at **Pleximus Inc**. Please sign a copy of this offer as acceptance, look forward to meeting you on your joining day.

(This offer is valid for a week from the date of issue of this document)

Warm regards,



Razin Naik

Pleximus Inc

I undersigned_____accept the offer letter and promise to adhere to all the working principles of Pleximus. I hereby confirm my acceptance of the offer of appointment in Pleximus.

Employee Name and
Signature



APPOINTMENT LETTER & EMPLOYEE AGREEMENT

Reference: RA Global/22/21
Date: 13th January 2023

To,
Mr. Onkar Katkar

Dear Candidate,

We are pleased to offer you an appointment in our organization as a "**Trainee Design Engineer**".

Key Responsibility Areas

1. Engineering Design
2. 3D Laser Scanning, Reverse Engineering

The terms and conditions of your appointment are as follows:

This is to offer for your employment RA Global Tech Solutions LLP as Trainee Design Engineer. You will be reporting to Technical Office Manager at RA Global Tech Solutions LLP. Your roles & responsibilities will be mainly for mechanical design & CAD related activities, along with other duties.

Terms of Employment

Location: Mumbai, India

Basic Salary: Monthly 15,000 INR

Travel allowance: In case of travel outside Mumbai will be reimbursed at actual for travel, lodging and food.

Life insurance: As per group policy.

Medical Insurance: You will be covered as per Company Medical Insurance

Bonus: As per company performance, 2500 every month deduction which will be paid you in month of April.

Contract period: 2 years

Salary Increment will be as per industrial norm after completion of 1 years

Date of joining: On or before March 1st, 2024. As discussed this will be agreed mutually.

Working hours: Mon-Sat 9am-6.30pm, 0.5hr lunch



RA Global Tech Solutions LLP

No paid leave for 1 year of your tenure

Annual Leave after completion of 1 years: 18 working days for every year of service completed.

Plus, official holidays as per company rules.

All leave in addition to the above shall be without pay.

Basic Salary	15,000
Bonus Component	2,500
Medical Insurance Component	400
Travelling Allowance	400
Annual CTC	2,19,600 INR

We welcome you to RA Global family and wish you a long and successful association with us.

Yours truly,
For RA Global Tech Solutions LLP,






Reshmi Ram
Designated Partner

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein. All past contracts but not limited to the Non-Disclosure Agreement are to be considered null and void.

I have read and understood the above-mentioned terms & conditions of this offer letter and hereby convey my acceptance of this letter.

Name: Onkar Katkar

 225, Neo Corporate Plaza,
Ramchandra Lane, Malad West,
Maharashtra, 400064

 +91-8233083333
 info@planet-odoo.com

Dated:11/12/24

To,
Purva Mahadev Shinde
F2,-2006, partapgad chs, sarova complex, samta nagar,
Kandivali east Mumbai 400101.

Sub: Offer Letter

Dear Purva,

This has reference to your application and the subsequent interview you had with us for the post of Odoo Python Developer. In connection with above, the management takes pleasure to inform you that you have been selected for the said post in our organization with the terms and conditions agreed during our final discussion.

You are requested to join your duty on or before 16th Dec 2024 .

If you will not join your duty on or before 16th Dec 2024,this offer letter will stand canceled.

Kindly note that before joining duty, following Photostat copies along with the original testimonials should be submitted for verification:

1. Appointment letter and relieving letter from last employer.
2. Copy of Resignation letter and/or Acceptance/ relieving letter if received
3. Experience certificates of all the past employers
4. Proof of last salary drawn
5. All educational qualification certificates
6. 3 copies of your photographs (passport size)
7. Age and Residential proof certificate.
8. AADHAR card, PAN Card and previous company UAN/P.F. Account Number
9. Copies of personal Mediclaim policy/if covered in ESIC
10. Medical fitness certificate by the certified doctor at the time of your joining with the company.

This offer letter and thereafter your appointment letter will stand canceled in case of a negative reference check related to your past experience, salary with bank statement, education certificate etc. In this case, the company will not pay any compensation like salary, TA/DA reimbursement etc.

A detailed appointment letter with terms and conditions will be issued to you at the time of your

<https://teckzilla.net/>

joining our organization.

You are requested to send us the copy of this offer letter duly signed as an acceptance of this offer letter.

Thank you.

With Best Wishes

FOR Teckzilla Technologies.
Girish Joshi
CEO

Teckzilla Technologies

QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

5 messages

devikarani.l@qspiders.com <devikarani.l@qspiders.com>

Wed, Nov 29,

To: tnp@rmcet.com

Cc: juvekar.maitreya@rmcet.com, valapkarjay2002@gmail.com, purvashinde2002@gmail.com, parabchinmay02@gmail.com, shubhambhadkamkar2@gmail.com, vedantkhot.vk@gmail.com, samarthnachankar17@gmail.com, nsimran026@gmail.com, singh.ambu.mihirvilankar64@gmail.com, chaitanyarajwade34@gmail.com, bhaktisawantb533@gmail.com, munjdevika@gmail.com, koustubhraorane2002@gmail.com, mary.j@qspiders.com, Shreedeepta <shreedeepta.s@qspiders.in>

Hello Sir/Mam,

Good Afternoon,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2024 passing Batch from your college.

We heartily congratulate students for getting offered & we officially welcome all the selected students to Q/J/PYSpiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & also please revert us with the date of joining along with preferred loaction.



Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dated:

Dear Sir/Mam,

We are happy to inform you that Below 2024 passing batch Students from your **Rajendra mane college of engineering and technology(RMCET)** been Selected in our Incubation Screening Drive.

Full Name	Mobile	Emails	Degree	Degree Stream	10th Marks	12th Marks	Degree Marks	Degree College Name
Maitreya Milind Juvekar	9503818074	juvekar.maitreya@rmcet.com	BE	computer engineering	92.6	82.77	9.06	Rajendra mane college of engineering and technology(RMCET)
Ajay Anant Valapkar	8087658020	valapkarjay2002@gmail.com	BE	computer engineering	95.6	79.38	9.14	Rajendra mane college of engineering and technology(RMCET)
Purva Mahadev Shinde	8766092958	purvashinde2002@gmail.com	BE	computer engineering	93.2	66.62	9.39	Rajendra mane college of engineering and technology(RMCET)
Chinmay Nitin Parab	8411891807	parabchinmay02@gmail.com	BE	electronics and telecommunications engineering	89.2	76.76	8.7	Rajendra mane college of engineering and technology(RMCET)
Shubham Liladhar Bhadkamkar	8530389083	shubhambhadkamkar2@gmail.com	BE	automobile engineering	89.4	68.46	8.71	Rajendra mane college of engineering and technology(RMCET)
Vedant Umesh Khot	9579422787	vedantkhot.vk@gmail.com	BE	computer engineering	77	56	7.5	Rajendra mane college of engineering and technology(RMCET)
Samarth Nitin Nachankar	8668444344	samarthnachankar17@gmail.com	BE	computer engineering	69	86.51	7.12	Rajendra mane college of engineering and technology(RMCET)
Simran siraj nadaf	7666536317	nsimran026@gmail.com	BE	computer engineering	74	90	9.22	Rajendra mane college of engineering and technology(RMCET)

Singh Ambuj Ashok	9987424418	singh.ambuj@rmcet.com	BE	computer engineering	85.2	77.4	9.23	Rajendra mane college of engineering and technology(RMCET)
Mihir Vilankar	9552418714	mihirvilankar64@gmail.com	BE	computer science	91.6	69.34	8.14	Rajendra mane college of engineering and technology(RMCET)
Chaitanya Jayant Rajwade	9021790687	chaitanyarajwade34@gmail.com	BE	computer science	82	62	8.5	Rajendra mane college of engineering and technology(RMCET)
Bhakti Mahendra Sawant	9404370103	bhaktisawantb533@gmail.com	BE	computer science	96	75	9.02	Rajendra mane college of engineering and technology(RMCET)
Devika Madhukar Munj	9579356497	munjdevika@gmail.com	BE	computer engineering	86.6	68	8.63	Rajendra mane college of engineering and technology(RMCET)
Koustubh Vijay Raorane	9325487974	koustubhraorane2002@gmail.com	BE	computer science	88	63.53	8	Rajendra mane college of engineering and technology(RMCET)

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development/Python & General Aptitude**.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th/PUC & Degree[Till Now], 1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only, which will be communicated once we discuss with your placement officer & we would also send you the joining & location confirmation mail. If you join on any other date, free training will not be valid.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

Pune-8867795448/7349196677

[Note- This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ Q/J/PYSpiders]



Thanks & Regards,

L Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail:- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad |AP|Pune | Mumbai | Kolkatta |Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |



image001.png
3K

TnP RMCET <tnp@rmcet.com>

To: Rashmi More <morers@rmcet.com>, "S. P. Adure" <aduresp@rmcet.com>

Wed, Nov 29, 2023 at 3:29 PM

[Quoted text hidden]

7 attachments



image001.png
3K

image003.png
1K



image004.png
11K



image002.jpg
3K



image002.jpg
3K

image003.png
1K



image004.png
11K

TnP RMCET <tnp@rmcet.com>

To: devikarani.l@spiders.com

Wed, Nov 29, 2023 at 3:30 PM

Greetings of the day
Thank You for your mail.
[Quoted text hidden]

7 attachments



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image003.png
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image002.jpg
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image002.jpg
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1K

mary.j@qspiders.com <mary.j@qspiders.com>

Tue, Dec 19, 2023 at 4:20 PM

To: devikarani.l@qspiders.com, tnp@rmcet.com

Cc: juvekar.maitreya@rmcet.com, valapkarajay2002@gmail.com, purvashinde2002@gmail.com, parabchinmay02@gmail.com, shubhambhadkamkar2@gmail.com, vedantkhot.vk@gmail.com, samarthnachankar17@gmail.com, nsimran026@gmail.com, singh.ambuj@rmcet.com, mihirvilankar64@gmail.com, chaitanyarajwade34@gmail.com, bhaktisawantb533@gmail.com, munjdevika@gmail.com, koustubhraorane2002@gmail.com, Shreedeepa <shreedeepa.s@qspiders.in>

Hello Sir/Mam

Good Afternoon

Greetings from QSpiders

As your students are selected for our Free Internship placement integrated boot camp program their Date of Joining/Reporting is scheduled on 22nd January 2024.

1 week prior to the above given dates we will call you & selected students to allot/decide the nearest Q/JSpiders

so we request students to be prepared on the dates & 1/2 days prior reporting students will also have official Online Onboarding by our CEO/founder for which links will be shared accordingly

Any Query please call-8867795448

From: devikarani.l@qspiders.com <devikarani.l@qspiders.com>

Sent: 29 November 2023 15:20

To: tnp@rmcet.com

Cc: juvekar.maitreya@rmcet.com; valapkarajay2002@gmail.com; purvashinde2002@gmail.com; parabchinmay02@gmail.com; shubhambhadkamkar2@gmail.com; vedantkhot.vk@gmail.com; samarthnachankar17@gmail.com; nsimran026@gmail.com; singh.ambuj@rmcet.com; mihirvilankar64@gmail.com; chaitanyarajwade34@gmail.com; bhaktisawantb533@gmail.com; munjdevika@gmail.com; koustubhraorane2002@gmail.com; mary.j@qspiders.com; 'Shreedeepa' <shreedeepa.s@qspiders.in>

Subject: QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

Hello Sir/Mam,

[Quoted text hidden]



image001.png
3K

Shreedeepa <shreedeepa.s@qspiders.in>

Fri, Dec 22, 2023 at 11:04 AM

To: devikarani.l@qspiders.com, tnp@rmcet.com

Cc: juvekar.maitreya@rmcet.com, valapkarajay2002@gmail.com, purvashinde2002@gmail.com, parabchinmay02@gmail.com, shubhambhadkamkar2@gmail.com, vedantkhot.vk@gmail.com, samarthnachankar17@gmail.com, nsimran026@gmail.com, singh.ambuj@rmcet.com, mihirvilankar64@gmail.com, chaitanyarajwade34@gmail.com, bhaktisawantb533@gmail.com, munjdevika@gmail.com, koustubhraorane2002@gmail.com, mary.j@qspiders.com

Hello Sir/Mam

Good Morning

Greetings from QSpiders

As your students are selected for our Free Internship placement integrated boot camp program their Date of Joining/Reporting is scheduled on 17th June 2024

1 week prior to the above given dates we will call you & selected students to allot/decide the nearest Q/JSpiders

so we request students to be prepared on the dates & 1/2 days prior reporting students will also have official Online Onboarding by our CEO/founder for which links will be shared accordingly

Any Query please call - 7349196677



Thanks & Regards

Shreedeepa.S

Contact no: 7349196677

Email: shreedeepa.s@qspiders.in

Business Developer

QSpiders / JSpiders- A Unit of Test Yantra Software Solutions (I) Pvt Ltd

Qspiders Campus Connect Team

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | Pune | Mumbai | Thane | Bhopal | Chandigarh | Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland.

From: devikarani.l@qspiders.com <devikarani.l@qspiders.com>

Sent: Wednesday, 29 November, 2023 03:20 PM

To: tnp@rmcet.com

Cc: juvekar.maitreya@rmcet.com; valapkarajay2002@gmail.com; purvashinde2002@gmail.com; parabchinmay02@gmail.com; shubhambhadkamkar2@gmail.com; vedantkhot.vk@gmail.com; samarthnachankar17@gmail.com; nsimran026@gmail.com; singh.ambuj@rmcet.com; mihirvilankar64@gmail.com; chaitanyarajwade34@gmail.com; bhaktisawantb533@gmail.com; munjdevika@gmail.com; koustubhraorane2002@gmail.com; mary.j@qspiders.com; 'Shreedeepa' <shreedeepa.s@qspiders.in>

Subject: QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

[Caution: This message came from an external domain. Please report if there are any suspicious attachment, links or requests for sensitive information.]

[Quoted text hidden]



image006.png
3K



INTERNSHIP OFFER LETTER

Dear Sagar,

We are excited to extend an offer to you for an **Intern Graphics Designer** position at **Stacklab.in**. This position is located in Pune.

The position will begin on **05 Feb 2024** and will be a six-month internship opportunity. In this internship the first 3 months are unpaid and the next 3 months are paid. Your next 3 months' stipend will be decided on the basis of your performance and ability to learn and understand your core. You will be employed full-time with stacklab. The schedule for this position is Monday to Friday and the 1st and 3rd Saturday of the month, 09:00 AM – 06:00 PM IST. In this role, you will report directly to Mr. Sagar Wankhede. Please submit the necessary documents on your first day to complete your profile.

Your detailed Employment Contract is applicable to all employees of STACKLAB.IN, is attached herewith. This offer is subject to satisfactory references and your medical fitness for employment.

We look forward to you joining the STACKLAB.IN family and wish you a great career with the Company!

Please return a signed copy of these documents as an indication of your acceptance.

Sincerely,

Suyash S. Waghate

Co-Founder, STACKLAB.IN

Address: Office No. 8, 2nd Floor, Akshay Center, near McDonalds,

Belthika Nagar, Thergaon - 411033, Pune.

Contact: 9172316178 | 79720 96756

Mail: admin@stacklab.in

[Stacklab.in](https://stacklab.in)

Appendix A: Salary Breakup and Policy

The details of your annual compensation and benefits are given below. Taxation will be governed by the Income Tax rules and the company will be deducting tax at source as applicable.

COMPONENT	ANNUAL AMOUNT	MONTHLY AMOUNT
FIXED COMPENSATION		
Basic Salary		
HRA		
Personal Allowance		
Gratuity		
Professional Tax		
VARIABLE COMPENSATION		
Annual Variable Pay		
Advance Monthly Performance Bonus		
Total CTC		
Annual Components		
Performance Linked Variable Pay ([4=Platinum Achiever, 3=Gold Achiever, 2= Silver Achiever 1= Bronze Achiever]. Payable on a pro-rata basis, along with increments based on previous FY performance. Any other incentive declared by the company will be adjusted against this PLVP & higher of the two amounts would be payable. Not payable in case of resignation/notice of resignation).	Bronze Achiever	-
	Silver Achiever	24,000
	Gold Achiever	42,000
	Platinum Achiever	60,000

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Stacklab.in

- Provident Fund is not applicable.
- Variable compensation: This will be decided based on the annual performance evaluation and is subject to change. Annual variable pay will be paid annually on a prorated basis at the end of the financial year and this will be based on the company and individual performance.
- AMPB: Advanced Monthly Performance Bonus:
 - AMPB is part of the annual component which is the Annual Performance Bonus, but it is disbursed to employees in advance, to meet their monthly requirements.
 - AMPB disbursement is done assuming a "Silver Achiever" rating for the next year's performance.
 - Employees are not eligible for advanced monthly performance bonuses during their probation period. Once the probation period is over, they will start getting AMPB every month from next month onward. They will be eligible to claim an advance monthly performance bonus of the probation period after confirmation, which otherwise would be paid to them after completion of the 1st annual appraisal depending upon the actual performance rating achieved.
 - If the Quarterly/half-yearly performance review results in a rating below "Silver Achiever", monthly AMPB disbursement will be discontinued.
 - Final Annual Bonus would be calculated at the end of the performance cycle, and any differences in amount will be adjusted against advances already paid as AMPB.
 - AMPB already paid, will be recoverable in the following cases:
 - Actual performance rating at the end of the year is below Silver Achiever, the difference will be adjusted in subsequent salaries.
 - If the employee resigns before the closure of the next appraisal cycle, 100% of the advance performance bonus already paid, will be recoverable and will be adjusted against the full and final settlement.
- Gratuity will be paid after contributing 5 years to the company.
- Your remuneration package is strictly confidential between you and the Company and should not be discussed or disclosed with anyone not divulged to anyone in any manner whatsoever.

Appendix B: Company Policies

The company reserves the right to change the policies at any time without any prior notice

Working Hours, Holidays, and Leave Policy.

- Normal working hours would be from Monday to Friday 9 hours. However, in case of an emergency or due to work commitments, it may require you to work for more hours during weekdays and weekly offs and holidays. There will be no extra pay given for the additional hours.
- There will be an attendance monitoring system in place in case there is a presence of fewer than 5 hours without prior approval, gross salary for the half stay will be deducted.
- 10 statutory holidays are applicable per calendar year.
- Annual Vacations:
 - 20 paid annual leaves will be applicable for every financial year.
 - 5 leaves will be credited after completing the financial quarter. Leaves are to be prorated if the joining is in between the financial quarter
 - A maximum of 10 paid leaves can be accumulated. Excess eaves will be lapsed and will not be encashed.
- In case of sick leaves for more than 2 working days, a doctor's certificate is necessary
- If an employee is on leave for more than approved leaves, loss of pay will be considered and on the gross annual compensation.
- Only 2 loss of pay periods are allowed during the entire tenure with the company

Your Responsibilities Include:

- Learn more about designs
- Understand current trends and new tools and learn.
- Create UI/UX for applications and websites
- Understand designing rules
- Cooperate with other teams.

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Remuneration

- Effective from the date of your reporting for duties, you will be eligible for salary, allowances, and other benefits as detailed in Annexure A - Compensation & Benefits of this letter.
- For the purpose of the contribution of the Provident Fund and encashment of leave, the computations will be based on Basic Pay.
- Our performance year is 1 st April to 31st March of each year. Based on your performance and Company performance, your annual salary will be reviewed, and any increase will be effective from July 1 each year.
- If your Date of Joining falls on or before the 30th of September, you will be eligible for an increment or bonus immediately on July 1 following your joining date. The annual performance bonus and increment shall be pro-rated to your complete duration of service for the said financial year.
- In case your Date of Joining falls on or after 1 st of October, you will be eligible for an increment or bonus effective July 1 of the following year (i.e. one year after the immediate July 1). The annual performance bonus and increment shall be pro-rated to your complete duration of service till the end of the following financial year.
- Based on your date of joining, you will be eligible for salary revision from July 1, 2024, in line with Company policy in this regard.
- Salary reviews and compensation and benefits revision will always be subject to the schedules as may be determined by Company policy from time to time.
- Please note that within your overall compensation, the salary structure of the Company may be altered/modified at any time without prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further, salary, allowances, and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Please note that any kind of payment made to you within the first 6 months of joining (Joining bonus, Relocation expenses, Reimbursements, Training, Performance Bonus) will be recovered by the company in case you leave the organization before the completion of 1 year.
- The Company does not make overtime payments for extra hours worked, if any.
- Your monthly salary will be paid through a bank transfer to your Indian account in Indian Rupees on the last day of the month to your salary account.
- You are requested to note that processing of monthly payments will be subject to the submission of the Permanent Account Number (PAN) and Aadhar Card details to the

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Company. In case you do not have a Permanent Account Number/Aadhar Card, please initiate the application process for the same immediately and carry the acknowledgement as issued by the Income Tax authorities with you on the day of joining. A copy of the acknowledgment will have to be submitted by you for our records.

- Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

Condition of Hire

- Your appointment is based on the information furnished by you in your curriculum vitae shared at the time of your interview, your employment application, and all further declarations and undertakings. Hence, any false statement or information will lead to the termination of your employment without notice.
- You will be on probation for a period of six months from the date of joining, during which you will not be eligible for any leaves. The management can choose to extend your probation period if your performance is not found satisfactory during this period.
- You hereby warrant that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform the duties of your employment
- You also warrant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement between you and any third party and that the Company will in no way be concerned with such liabilities.
- The Company reserves the right to carry out reference verifications or background checks prior to your joining the Company or during your employment with this Company. Such background checks and reference verifications, amongst others, would include past employment and salary (this will include your immediate previous employment), criminal records, countries resided in or worked in etc. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or documents submitted by you are not correct, the Company shall, at its sole discretion be entitled to forthwith terminate and/ or revoke your appointment with the Company, without further reference in the matter.
- You confirm and represent that there exist no personal circumstances which are likely to affect your ability to discharge your obligations during your employment. You further undertake to notify your reporting manager and the HR manager immediately of any material change in personal circumstances that may have an impact on the status of

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your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed, etc.

- You will be required to submit the documents as per the attached **Annexure C Checklist of Joining Documents** to our HR Department mandatorily at the time of reporting for duties. Please note that the Company reserves the right to not accept you onto the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist, particularly the submission of documents in proof of your qualifications, experience, etc. on the day of joining.

Separation Policy

- There are two ways in which separation will be applicable
 - Resignation from the associate
 - If the associate decides to resign, 1 calendar month of notice will be applicable.
 - The company reserves the right to separate the associate early without any additional compensation
 - However, if the associate wants to separate early, it must be mutually agreed upon between either party. The company may decide and seek financial compensation from the employed in this case. The amount of financial compensation to the company will be decided by the company management.
 - Full and final settlement to be done based on the actual last working day
 - Separation initiated by the company
 - The company may decide to initiate separation due to various reasons including business goals, performance, etc. The company will give 1 calendar month's notice of 1 month's basic salary in case of immediate separation.
 - In case of a no-show without any notification, the Company may terminate the employment at any time and will not be obliged for any financial compensation. The experience certificate may also not be issued.

Health Insurance:

- Health insurance is not applicable.

Confidentiality:

During your employment, you will learn and/or be privy to the confidential information of the company and/or its customers. Preservation of the secrecy of such confidential and proprietary information is of great value and importance to the company and its Customers. You there agree that, both during your employment and always thereafter, you will not directly or indirectly use or disclose any such confidential or proprietary information, except with the prior written approval from the company.

If company confidentiality is breached, the company may take legal action which includes monetary compensation as well. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, you will be liable to removal from the services without any notice or compensation whatsoever.

The terms of your employment, including compensation are strictly confidential between you and the Company. Discussion and divulgence of these details with any other party or with any STACKLAB employee will constitute 'Cause' and may result in termination of your employment.

The terms and conditions as stipulated above in this Employment Agreement shall be construed in accordance with the laws of India. In the event of any dispute, you and the Company shall submit to the exclusive jurisdiction of Pune.

This offer letter represents the full extent of the job offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer please contact us.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy (attached) to HR Team duly affixing your full signature on the last page and initials on the remaining pages. Please note that the acceptance copy should reach the latest by 05 Feb 2024 failing which this letter and its contents will stand withdrawn and cancelled automatically, without any further notice to you.



We look forward to having you begin your career at Stacklab.in and wish you a successful job. Welcome to our team!

For STACKLAB.IN

Suyash Waghate

Co-Founder at Stacklab.in

Encl. : Offer & Appointment Letter
: Employment Agreement
: Annexure A- Compensation & Benefits
: Annexure B- Company Policies
: Annexure C- Checklist of Joining Documents

I have read, understood and agreed to the contents including all terms and conditions of the above-mentioned documents.

Signature

Sagar Patkar

Date:

Place:

Address: Office No. 8, 2nd Floor, Akshay Center, near McDonalds,

Belthika Nagar, Thergaon - 411033, Pune.

Contact: 9172316178 | 79720 96756

Mail: admin@stacklab.in

Stacklab.in

Annexure C**Checklist of Joining Documents****(Copy of these documents should be submitted on joining)**

S. No.	Document	No. of Copies
1	Copy of PAN Card	1
2	Copy of Aadhar Card	1
3	Education qualification: Final mark sheet & completion certificate	1
4	Certificates of additional 'Certifications' if any	1
5	Date of Birth Proof (Birth Certificate/School & College leaving/Pan Card/ Passport)	1
6	Passport size Photographs	1
7	Address Proof (Latest Electricity Bill/Telephone Bill/Ration Card/Passport/Voters ID/Rent Agreement/Driving License/Gas Bill)	1
8	Photo ID Proof (Passport, Pan Card, Voter ID, Aadhar Card)	1
9	Bank Passbook/ Cancelled Cheque	1

Address: Office No. 8, 2nd Floor, Akshay Center, near McDonalds,

Belthika Nagar, Thergaon - 411033, Pune.

Contact: 9172316178 | 79720 96756

Mail: admin@stacklab.in

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CONFIDENTIAL



PRIVATE AND CONFIDENTIAL

Name: Mr. Sagar Garate

Date: 20 March 2024

Dear Sagar,

Congratulations! On behalf of Ciklum Group, we are delighted to invite you to become a part of our team and make you this job offer on the following terms.

- **Employer:** Ciklum India Private Limited
- **Employment contract:** Full Time
- **Expected Start Date:** 15 July 2024
- **Probation period:** 6 months
- **Location:** Hybrid working model (Office) –Galore Tech IT Park, 3rd Floor LMD Chowk, Bavdhan, Pune, Maharashtra 411021
- **Job Title:** Software Engineer
- **Fixed Basic Salary:** INR 3,50,000 /- (Rupees Three Lakhs Fifty Thousand Only)
- **Bond:** You have committed to serving the Company uninterrupted for a minimum of two years from your Date of Joining. In the event of resignation, retirement, or absconding during this period, you agree to reimburse three months' salary as determined by the company at the time of departure.

	Monthly Gross Salary (Rs)	Annual Gross Salary (Rs)
Basic	13,683	164,200
HRA	4,379	52,544
Conveyance	1600	19,200
Medical Allowance	4200	50,400
LTA	1500	18,000
Food Coupon	0	0
Other Allowance	2,005	24,056
TOTAL(A)	27,367	328,400
Additional Benefits:		
Employer PF contribution	1800	21600
Retention Bonus	0	0
TOTAL(B)	1,800	21,600
Total CTC (A+B)	29,167	350,000

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1. It is a condition of your service that you shall abide by the company's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person.
2. Compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.
3. Rate of TDS is subject to Declaration and submission of related information and documents by Employee.
4. For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, Minimum PF computation will be considered.
5. Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same.
6. You will be entitled to gratuity as per the provisions of the Gratuity Act.

All salary and other compensation amounts are subject to applicable deductions and contributions as required by law or the relevant benefit plans.

- **Working hours:** 10:00 AM to 7:00 PM hours Indian Standard Time (IST) (Work timing may differ depending on the client and project requirements).
- **Working week:** Monday to Friday, 40 hours working week
- **Vacation:** You will be entitled to 21 days of paid leaves per calendar year of service, or pro-rata for a partial period of service in a calendar year. During your probationary period, you will receive one paid leave day per month. Once you have completed your probationary period, any remaining leave balance will be credited to your account on a prorated basis. In addition, you will be granted 12 public holidays. Each year, you may carry forward up to 9 days of unused leave balance.
- **Benefits:**

As per company policy, you will be covered under Group Medical Insurance of 3.50 Lacs and Personal Accidental Policy of 5.00 Lacs. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and up to 2 children). This insurance will start on your date of joining

All Company benefits plans are subject to revision, amendment or withdrawal from time to time as determined by the Company at its discretion

- **Notice Period and Termination Clause:**
 - During the probation period: 1 month
 - After the confirmation: 3 months

Please kindly note that your employment is subject to the following conditions:

- Successfully pass the right to work check with prior obtaining of work or equivalent permit (if needed)
- Provision of copies of valid personal identification documents to Ciklum India Private Limited
- Signing of Appointment letter with Ciklum India Private Limited
- Review and acceptance of [Ciklum Code of Conduct](#)
- Successful Background and Compliance check completion* or upon removal of obstacles identified

**Ciklum performs Background and Compliance checks based on the information provided by you only. Checks performed by Ciklum, are based on our legitimate interest, considering that GDPR principles such as proportionality and data minimization are implemented. We perform checks via open sources, aggregated open sources or media against following parameters: illegal activity, embezzlement, fraud, corruption or bribery; money laundering and slave trafficking; appearance in the sanction lists; conflicts of interest and/or relationships with persons on the*

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Czech Republic • Denmark • Germany • India • Israel • Pakistan • Poland • Romania • Slovakia • Spain • Switzerland • Ukraine • United Kingdom • United States

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sanction lists, or persons connected to government officials, large financial corporations and political parties. For more information about how your personal data is processed please review our [Privacy Notice](#) or request Ciklum Third Party Due Diligence Procedure from our representatives.

We kindly ask you to indicate your acceptance of our Offer by sending us a confirmation letter (email).

If you have any questions, please feel free to contact your Recruitment Consultant at your convenience.

We are confident you will make a significant contribution to the success of Ciklum and look forward to working with you.


Declaration and Acknowledgement from the candidate (Read, Agreed, Accepted)

Yours faithfully,

For **Ciklum India Private Limited**

DocuSigned by:

4C9B5927D3E54B4...
Saravanan Palaniswamy
Regional Delivery Head

DocuSigned by:

9D2D268E72B44AB...
22-Mar-24
Sagar Garate

Ciklum (www.ciklum.com) is a custom product engineering company that supports both multinational organizations and scaling startups to solve their most complex business challenges. With a global team of over 4,000 highly skilled developers, consultants, analysts and product owners, we engineer technology that redefines industries and shapes the way people live.

Happy to have you aboard! Together, we will engineer the experiences of tomorrow.

Certificate Of Completion

Envelope Id: C3E250CC881040FF93575671BED39420	Status: Completed
Subject: Sagar Garate_Offer Letter .pdf	
Source Envelope:	
Document Pages: 3	Signatures: 2
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Vaibhavi R Joshi
Time Zone: (UTC+02:00) Helsinki, Kyiv, Riga, Sofia, Tallinn, Vilnius	Lavaterstrasse 66
	Zurich, Zurich 8002
	vjo@ciklum.com
	IP Address: 117.99.249.172


Record Tracking

Status: Original	Holder: Vaibhavi R Joshi	Location: DocuSign
3/20/2024 3:04:34 PM	vjo@ciklum.com	

Signer Events

Saravanan Palaniswamy
sarp@ciklum.com
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

4C9B5927D3E54B4...
Signature Adoption: Pre-selected Style
Using IP Address: 202.54.204.78

Timestamp

Sent: 3/20/2024 3:08:56 PM
Viewed: 3/21/2024 4:39:01 PM
Signed: 3/21/2024 4:39:11 PM

Electronic Record and Signature Disclosure:

Accepted: 3/21/2024 4:39:01 PM
ID: 7058632d-505c-4fd7-bd48-597a39027a3d

Sagar Garate
sagargarate22@gmail.com
Security Level: Email, Account Authentication (None)

DocuSigned by:

9D2D268E72B44AB...
Signature Adoption: Uploaded Signature Image
Using IP Address: 157.119.201.106

Sent: 3/21/2024 4:39:13 PM
Viewed: 3/22/2024 7:00:08 AM
Signed: 3/22/2024 7:17:55 AM

Electronic Record and Signature Disclosure:

Accepted: 3/22/2024 7:00:08 AM
ID: 1fc3240b-3ad4-4549-9cb0-474f75b7e376

In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Vaibhavi R Joshi vjo@ciklum.com Security Level: Email, Account Authentication (None)	COPIED	Sent: 3/22/2024 7:17:56 AM
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Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	3/20/2024 3:08:56 PM
Certified Delivered	Security Checked	3/22/2024 7:00:08 AM
Signing Complete	Security Checked	3/22/2024 7:17:55 AM
Completed	Security Checked	3/22/2024 7:17:56 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Ciklum (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through your DocuSign, Inc. (DocuSign) Express user account. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the "I agree" button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. For such copies, as long as you are an authorized user of the DocuSign system you will have the ability to download and print any documents we send to you through your DocuSign user account for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign "Withdraw Consent" form on the signing page of your DocuSign account. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use your DocuSign Express user account to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through your DocuSign user account all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Ciklum:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: ati@ciklum.com

To advise Ciklum of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at ati@ciklum.com and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in DocuSign.

To request paper copies from Ciklum

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to ati@ciklum.com and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Ciklum

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign account, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to ati@ciklum.com and in the body of such request you must state your e-mail, full name, IS Postal Address, telephone number, and account number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

Operating Systems:	Windows2000 or WindowsXP
Browsers (for SENDERS):	Internet Explorer 6.0 or above
Browsers (for SIGNERS):	Internet Explorer 6.0, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	<ul style="list-style-type: none"> • Allow per session cookies • Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to

other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the "I agree" button below.

By checking the "I Agree" box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Ciklum as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Ciklum during the course of my relationship with you.



CORIZO

Empowering Tomorrow's Leaders

OFFER LETTER

DATE: 07.02.2024

Dear **Shravan Sanjay Karkare**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer with **Corizo Edutech**.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: The minimum period of service is **three (3) months** from the date of enforcement of this offer letter. The employee may **choose to extend their employment** via communication verbally as well as via written communication to their reporting HR personnel for an additional period as per their wishes. The **minimum period of service is not negotiable**.

Please be informed that upon joining the office, the initial **10 days** will be designated as **on-the-job training (OJT)**, and during this period, **remuneration will not be provided**.

2. Designation and Salary: You shall be employed as a **Business Development Associate** with us and your benefits will be as follows:

3. Remuneration: For the duration of your probation period you will be eligible for a compensation of **INR 15,000** which will be fixed and **Rs.10,000** will be the variable pay per calendar month.

Please find the following confirmation of your employment.

Probation Start Date: **04/03/2024**

Probation End Date: **04/06/2024**

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.



CORIZO

Empowering Tomorrow's Leaders

During the probationary period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your probation period.

By accepting this offer letter of employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with Corizo Edutech and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Corizo Edutech. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to terminate your employment and further legal actions will be taken.

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**



CORIZO

Empowering Tomorrow's Leaders

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <radhika@corizo.co.in> **within 2 working days from the receipt of this mail**. The offer shall stand automatically withdrawn without further action on the part of **Corizo Edutech** if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full-Time Employment (After Probation Period)

Location: Bangalore

Pay after Probation Period: 4 LPA (Fixed) + 2.5 LPA (Variable)

DOJ: 04/03/2024

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech.

NAME: _____

DATE: _____

(Candidate's Signature)

1. Graduation Certificate-12th standard or equivalent examination mark sheet
2. Colour scanned copy of your photographs
3. Aadhar Card Scanned Copy
4. PAN Card Scanned Copy
5. Bank Account Details: Bank Name, Your Name as per Bank records
6. Account Number, IFSC Code



INTERNSHIP OFFER LETTER

Dear Shubham,

We are excited to extend an offer to you for an **Intern Business Development Analyst** position at **Stacklab.in**. This position is located in Pune.

The position will begin on **05 Feb 2024** and will be a six-month internship opportunity. In this internship the first 3 months are unpaid and the next 3 months are paid. Your next 3 months' stipend will be decided on the basis of your performance and ability to learn and understand your core. You will be employed full-time with stacklab. The schedule for this position is Monday to Friday and the 1st and 3rd Saturday of the month, 09:00 AM – 06:00 PM IST. In this role, you will report directly to Mr. Amogh Anerao. Please submit the necessary documents on your first day to complete your profile.

Your detailed Employment Contract is applicable to all employees of STACKLAB.IN, is attached herewith. This offer is subject to satisfactory references and your medical fitness for employment.

We look forward to you joining the STACKLAB.IN family and wish you a great career with the Company!

Please return a signed copy of these documents as an indication of your acceptance.

Sincerely,

Suyash S. Waghate

Co-Founder, STACKLAB.IN

Address: Office No. 8, 2nd Floor, Akshay Center, near McDonalds,

Belthika Nagar, Thergaon - 411033, Pune.

Contact: 9172316178 | 79720 96756

Mail: admin@stacklab.in

[Stacklab.in](https://stacklab.in)

Appendix A: Salary Breakup and Policy

The details of your annual compensation and benefits are given below. Taxation will be governed by the Income Tax rules and the company will be deducting tax at source as applicable.

COMPONENT	ANNUAL AMOUNT	MONTHLY AMOUNT
FIXED COMPENSATION		
Basic Salary		
HRA		
Personal Allowance		
Gratuity		
Professional Tax		
VARIABLE COMPENSATION		
Annual Variable Pay		
Advance Monthly Performance Bonus		
Total CTC		
Annual Components		
Performance Linked Variable Pay (<i>[4=Platinum Achiever, 3=Gold Achiever, 2= Silver Achiever 1= Bronze Achiever]. Payable on a pro-rata basis, along with increments based on previous FY performance. Any other incentive declared by the company will be adjusted against this PLVP & higher of the two amounts would be payable. Not payable in case of resignation/notice of resignation).</i>)	Bronze Achiever	-
	Silver Achiever	24,000
	Gold Achiever	42,000
	Platinum Achiever	60,000

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Stacklab.in

- Provident Fund is not applicable.
- Variable compensation: This will be decided based on the annual performance evaluation and is subject to change. Annual variable pay will be paid annually on a prorated basis at the end of the financial year and this will be based on the company and individual performance.
- AMPB: Advanced Monthly Performance Bonus:
 - AMPB is part of the annual component which is the Annual Performance Bonus, but it is disbursed to employees in advance, to meet their monthly requirements.
 - AMPB disbursement is done assuming a "Silver Achiever" rating for the next year's performance.
 - Employees are not eligible for advanced monthly performance bonuses during their probation period. Once the probation period is over, they will start getting AMPB every month from next month onward. They will be eligible to claim an advance monthly performance bonus of the probation period after confirmation, which otherwise would be paid to them after completion of the 1st annual appraisal depending upon the actual performance rating achieved.
 - If the Quarterly/half-yearly performance review results in a rating below "Silver Achiever", monthly AMPB disbursement will be discontinued.
 - Final Annual Bonus would be calculated at the end of the performance cycle, and any differences in amount will be adjusted against advances already paid as AMPB.
 - AMPB already paid, will be recoverable in the following cases:
 - Actual performance rating at the end of the year is below Silver Achiever, the difference will be adjusted in subsequent salaries.
 - If the employee resigns before the closure of the next appraisal cycle, 100% of the advance performance bonus already paid, will be recoverable and will be adjusted against the full and final settlement.
- Gratuity will be paid after contributing 5 years to the company.
- Your remuneration package is strictly confidential between you and the Company and should not be discussed or disclosed with anyone not divulged to anyone in any manner whatsoever.

Appendix B: Company Policies

The company reserves the right to change the policies at any time without any prior notice

Working Hours, Holidays, and Leave Policy.

- Normal working hours would be from Monday to Friday 9 hours. However, in case of an emergency or due to work commitments, it may require you to work for more hours during weekdays and weekly offs and holidays. There will be no extra pay given for the additional hours.
- There will be an attendance monitoring system in place in case there is a presence of fewer than 5 hours without prior approval, gross salary for the half stay will be deducted.
- 10 statutory holidays are applicable per calendar year.
- Annual Vacations:
 - 20 paid annual leaves will be applicable for every financial year.
 - 5 leaves will be credited after completing the financial quarter. Leaves are to be prorated if the joining is in between the financial quarter
 - A maximum of 10 paid leaves can be accumulated. Excess eaves will be lapsed and will not be encashed.
- In case of sick leaves for more than 2 working days, a doctor's certificate is necessary
- If an employee is on leave for more than approved leaves, loss of pay will be considered and on the gross annual compensation.
- Only 2 loss of pay periods are allowed during the entire tenure with the company

Your Responsibilities Include:

- Get new clients and business for the company.
- Analyze and understand the business requirements
- Identify the issues & correct bottlenecks.
- Client Followup for the project
- Cooperate with other teams.

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Remuneration

- Effective from the date of your reporting for duties, you will be eligible for salary, allowances, and other benefits as detailed in Annexure A - Compensation & Benefits of this letter.
- For the purpose of the contribution of the Provident Fund and encashment of leave, the computations will be based on Basic Pay.
- Our performance year is 1 st April to 31st March of each year. Based on your performance and Company performance, your annual salary will be reviewed, and any increase will be effective from July 1 each year.
- If your Date of Joining falls on or before the 30th of September, you will be eligible for an increment or bonus immediately on July 1 following your joining date. The annual performance bonus and increment shall be pro-rated to your complete duration of service for the said financial year.
- In case your Date of Joining falls on or after 1 st of October, you will be eligible for an increment or bonus effective July 1 of the following year (i.e. one year after the immediate July 1). The annual performance bonus and increment shall be pro-rated to your complete duration of service till the end of the following financial year.
- Based on your date of joining, you will be eligible for salary revision from July 1, 2024, in line with Company policy in this regard.
- Salary reviews and compensation and benefits revision will always be subject to the schedules as may be determined by Company policy from time to time.
- Please note that within your overall compensation, the salary structure of the Company may be altered/modified at any time without prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further, salary, allowances, and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- Please note that any kind of payment made to you within the first 6 months of joining (Joining bonus, Relocation expenses, Reimbursements, Training, Performance Bonus) will be recovered by the company in case you leave the organization before the completion of 1 year.
- The Company does not make overtime payments for extra hours worked, if any.
- Your monthly salary will be paid through a bank transfer to your Indian account in Indian Rupees on the last day of the month to your salary account.
- You are requested to note that processing of monthly payments will be subject to the submission of the Permanent Account Number (PAN) and Aadhar Card details to the

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Contact: 9172316178 | 79720 96756

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Stacklab.in

Company. In case you do not have a Permanent Account Number/Aadhar Card, please initiate the application process for the same immediately and carry the acknowledgement as issued by the Income Tax authorities with you on the day of joining. A copy of the acknowledgment will have to be submitted by you for our records.

- Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

Condition of Hire

- Your appointment is based on the information furnished by you in your curriculum vitae shared at the time of your interview, your employment application, and all further declarations and undertakings. Hence, any false statement or information will lead to the termination of your employment without notice.
- You will be on probation for a period of six months from the date of joining, during which you will not be eligible for any leaves. The management can choose to extend your probation period if your performance is not found satisfactory during this period.
- You hereby warrant that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform the duties of your employment
- You also warrant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement between you and any third party and that the Company will in no way be concerned with such liabilities.
- The Company reserves the right to carry out reference verifications or background checks prior to your joining the Company or during your employment with this Company. Such background checks and reference verifications, amongst others, would include past employment and salary (this will include your immediate previous employment), criminal records, countries resided in or worked in etc. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or documents submitted by you are not correct, the Company shall, at its sole discretion be entitled to forthwith terminate and/ or revoke your appointment with the Company, without further reference in the matter.
- You confirm and represent that there exist no personal circumstances which are likely to affect your ability to discharge your obligations during your employment. You further undertake to notify your reporting manager and the HR manager immediately of any material change in personal circumstances that may have an impact on the status of

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your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed, etc.

- You will be required to submit the documents as per the attached **Annexure C Checklist of Joining Documents** to our HR Department mandatorily at the time of reporting for duties. Please note that the Company reserves the right to not accept you onto the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist, particularly the submission of documents in proof of your qualifications, experience, etc. on the day of joining.

Separation Policy

- There are two ways in which separation will be applicable
 - Resignation from the associate
 - If the associate decides to resign, 1 calendar month of notice will be applicable.
 - The company reserves the right to separate the associate early without any additional compensation
 - However, if the associate wants to separate early, it must be mutually agreed upon between either party. The company may decide and seek financial compensation from the employed in this case. The amount of financial compensation to the company will be decided by the company management.
 - Full and final settlement to be done based on the actual last working day
 - Separation initiated by the company
 - The company may decide to initiate separation due to various reasons including business goals, performance, etc. The company will give 1 calendar month's notice of 1 month's basic salary in case of immediate separation.
 - In case of a no-show without any notification, the Company may terminate the employment at any time and will not be obliged for any financial compensation. The experience certificate may also not be issued.

Health Insurance:

- Health insurance is not applicable.

Confidentiality:

During your employment, you will learn and/or be privy to the confidential information of the company and/or its customers. Preservation of the secrecy of such confidential and proprietary information is of great value and importance to the company and its Customers. You there agree that, both during your employment and always thereafter, you will not directly or indirectly use or disclose any such confidential or proprietary information, except with the prior written approval from the company.

If company confidentiality is breached, the company may take legal action which includes monetary compensation as well. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, you will be liable to removal from the services without any notice or compensation whatsoever.

The terms of your employment, including compensation are strictly confidential between you and the Company. Discussion and divulgence of these details with any other party or with any STACKLAB employee will constitute 'Cause' and may result in termination of your employment.

The terms and conditions as stipulated above in this Employment Agreement shall be construed in accordance with the laws of India. In the event of any dispute, you and the Company shall submit to the exclusive jurisdiction of Pune.

This offer letter represents the full extent of the job offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer please contact us.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy (attached) to HR Team duly affixing your full signature on the last page and initials on the remaining pages. Please note that the acceptance copy should reach the latest by **05 Feb 2024** failing which this letter and its contents will stand withdrawn and cancelled automatically, without any further notice to you.



We look forward to having you begin your career at Stacklab.in and wish you a successful job.
Welcome to our team!

For STACKLAB.IN

Suyash Waghate

Co-Founder at Stacklab.in

Encl. : Offer & Appointment Letter
: Employment Agreement
: Annexure A- Compensation & Benefits
: Annexure B- Company Policies
: Annexure C- Checklist of Joining Documents

I have read, understood and agreed to the contents including all terms and conditions of the above-mentioned documents.

Signature

Shubham Bhat

Date:

Place:

Address: Office No. 8, 2nd Floor, Akshay Center, near McDonalds,

Belthika Nagar, Thergaon - 411033, Pune.

Contact: 9172316178 | 79720 96756

Mail: admin@stacklab.in

Stacklab.in

Annexure C**Checklist of Joining Documents****(Copy of these documents should be submitted on joining)**

S. No.	Document	No. of Copies
1	Copy of PAN Card	1
2	Copy of Aadhar Card	1
3	Education qualification: Final mark sheet & completion certificate	1
4	Certificates of additional 'Certifications' if any	1
5	Date of Birth Proof (Birth Certificate/School & College leaving/Pan Card/ Passport)	1
6	Passport size Photographs	1
7	Address Proof (Latest Electricity Bill/Telephone Bill/Ration Card/Passport/Voters ID/Rent Agreement/Driving License/Gas Bill)	1
8	Photo ID Proof (Passport, Pan Card, Voter ID, Aadhar Card)	1
9	Bank Passbook/ Cancelled Cheque	1

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Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

14 messages

Dhananjay Gavas <dhananjay@thermistance.com>

Tue, Mar 12, 2024 at 5:00 PM

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, tnp@rmcet.com

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

AGENDA

Dear Sir,

We are thrilled to announce the Agenda for the upcoming pool campus interview drive scheduled for 14/03/2024 and 15/03/2024. We have meticulously planned an engaging and informative agenda to ensure a productive and seamless experience for both recruiters and candidates.

Day 1: 14 March 2024

09:00 AM - 09:30 AM: Induction Program

- Introduction to the participating company and its representatives.
- Overview of the company's values, goals, and work culture.
- Presentation on career opportunities and growth prospects within the company.
- Information session about the college's achievements, facilities, and support available for students.
- Briefing on the schedule and expectations for the day.

09:30 AM - 09:45 AM: Q&A Session

- Open floor for candidates to ask questions to the company representatives and college authorities.

10:00 AM - 10:30 AM: Aptitude Test for Electronics and Electrical Candidates

- Aptitude test sessions held for candidates specializing in electronics and electrical engineering.
- Test covers areas such as logical reasoning, numerical ability, and technical aptitude.

10:00 AM - 1:00 PM: Technical Interviews for Mechanical Candidates

- Technical interview sessions conducted by representatives from the company.
- Candidates are assessed on their knowledge, problem-solving skills, and relevant experience.

1:00 PM - 2:00 PM: Lunch Break

2:00 PM - 5:00 PM: Technical Interviews for Mechanical Candidates

- Candidates are assessed on their knowledge, problem-solving skills to be continued.

5:00 PM onwards: Conclusion of Day 1

- Announcement of shortlisted candidates for interview round (**electronics and electrical candidates**).
- Instructions for shortlisted candidates (**mechanical candidates**) regarding the schedule for Day 2.

Day 2: 15 March 2024

9:00 AM - 10:00 AM: HR Round for Shortlisted Mechanical Candidates

- Individual HR interview sessions for shortlisted mechanical candidates.
- Assessment of candidate's communication skills, personality fit, and alignment with company values.

10:00 AM - 1:00 PM: Interview Round for Shortlisted Electronics and Electrical Candidates

- Technical interview sessions for shortlisted candidates specializing in electronics and electrical engineering.
- Assessment of candidate's technical knowledge, problem-solving abilities, and domain expertise.

1:00 PM - 2:00 PM: Lunch Break

2:00 PM - 3:00 PM: Interview Round for Shortlisted Electronics and Electrical Candidates

- Technical interview sessions for shortlisted candidates specializing in electronics and electrical engineering.

3:00 PM - 04:00 PM: HR Round for Shortlisted Electronics and Electrical Candidates

- Individual HR interview sessions for shortlisted Electronics and Electrical candidates.
- Assessment of candidate's communication skills, personality fit, and alignment with company values.

4:00 PM onwards: Conclusion and Announcement

- Final remarks by company representatives and placement cell coordinators.
- Closure of the campus placement drive.

We kindly request all participating candidates to arrive punctually and be prepared for an exciting day of networking and interviews. Please find attached a detailed agenda for your reference.

Should you have any questions or require further information, feel free to reach out to us.

Regards,

On Fri, 1 Mar 2024 at 12:46, TPO FAMT Kishor Bhosale <tnp@famt.ac.in> wrote:

Dear Sir,

Greetings of the Day!

PFA for the CVs of FAMT students.

We will update you on the accommodation and drive schedule, which is planned for March 14 and 15, 2024. As per the discussion, RMCET students will be invited to participate.

Kindly update if you have any queries.

Regards.

Prof. Kishor Bhosale
TPO, Head
Mobile: 9970246404
Web: <http://famt.ac.in>

**Hope Foundation's
Finolex Academy of Management & Technology
A Project by FINOLEX
Approved by AICTE, Affiliated to The University of Mumbai**



Accredited by NAAC with B++ Grade
Among **Top 150** Privately run Engineering Institute by India Today-MDRA Survey, 2019
Most Progressive Institute serving Rural India by The Associated Chambers of commerce & Industry of India, 2019
Among **Top 50** Private Engineering Institute in Placement Category by Times Group- I3RC Survey, 2018
Rated in **Gold Category** by AICTE-CII Survey of Industry Linked Technical Institutes, 2018

"It is our duty to save the environment's beauty."



**Hope Foundation's
Finolex Academy of Management & Technology, Ratnagiri**

Approved by DTE and AICTE, Affiliated to The University of Mumbai



Accredited by NAAC with B++ Grade
FAMT secured 63rd Rank among Top 160 Private Engineering Institutes in India in **OUTLOOK-ICARE Professional College Survey 2023**
FAMT secured 129th rank in Top 170 Engineering Institute Overall Rankings 2023 by **Times Engineering Ranking 2023**
Secured 8th Rank among Mumbai University Institutes & 25th Rank at Maharashtra State level in **India Today Best Engineering Colleges 2023 rankings**

A Project of Hope Foundation - FINOLEX



Thanks & regards,

Dhananjay K Gavas

Co-Founder and COO at Thermistance Technologies Pvt. Ltd.

Email - dhananjay@thermistance.com



Thermistance



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 **Agenda for Pool Campus Drive.pdf**
604K

TnP RMCET <tnp@rmcet.com>
To: "V.K. Dongare" <dongarevk@rmcet.com>

Tue, Mar 12, 2024 at 6:04 PM

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 **Agenda for Pool Campus Drive.pdf**
604K

TnP RMCET <tnp@rmcet.com>
To: "Nilesh S. Kansare" <kansarens@rmcet.com>

Wed, Mar 13, 2024 at 3:53 PM

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

From: **Dhananjay Gavas** <dhananjay@thermistance.com>

Date: Tue, 12 Mar 2024, 17:00

Subject: Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, <tnp@rmcet.com>

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

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 **Agenda for Pool Campus Drive.pdf**
604K

TnP RMCET <tnp@rmcet.com>
To: Nilesh kansare <kansarenilesh@gmail.com>

Wed, Mar 13, 2024 at 3:54 PM

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

From: **Dhananjay Gavas** <dhananjay@thermistance.com>

Date: Tue, 12 Mar 2024, 17:00

Subject: Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, <tnp@rmcet.com>

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

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 **Agenda for Pool Campus Drive.pdf**
604K

Dhananjay Gavas <dhananjay@thermistance.com>

Thu, Mar 14, 2024 at 10:15 PM

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, tnp@rmcet.com

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

Dear Sir,

I hope this email finds you well. We extend our gratitude for your collaboration in the recruitment process for Thermistance Technologies Pvt. Ltd. Following the initial screening process, we are pleased to announce the shortlisted candidates for the HR interview round.

Shortlisted Candidates:

Design Engineer

- 1) Rahul Gurav
- 2) Niranjan Nipane
- 3) Atharva Chavan
- 4) Parvez Kapade
- 5) Rushan Naglekaar
- 6) Suraj Ghadi (RM CET)
- 7) Samir Sarang (RM CET)

Production Engineer

- 1) Manthan Bhushan Sawant
- 2) Shashank Savant
- 3) Sairaj Mhabdi

Automation Engineer

- 1) Yuvraj Parab

We appreciate your support throughout this process and look forward to welcoming the shortlisted candidates for the HR interview round. Should you have any questions or require additional information, please do not hesitate to reach out to us.

Thank you for your cooperation.

Best Regards.

[Quoted text hidden]

TnP RM CET <tnp@rmcet.com>

Thu, Mar 14, 2024 at 10:17 PM

To: "V.K. Dongare" <dongarevk@rmcet.com>

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

From: **Dhananjay Gavas** <dhananjay@thermistance.com>

Date: Thu, 14 Mar 2024, 22:15

Subject: Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, <tnp@rmcet.com>

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

[Quoted text hidden]

TnP RM CET <tnp@rmcet.com>

Thu, Mar 14, 2024 at 10:20 PM

To: Suraj Ghadi <ghadi.suraj@rmcet.com>, Sarang Samir <sarang.samir@rmcet.com>

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

From: **Dhananjay Gavas** <dhananjay@thermistance.com>

Date: Thu, 14 Mar 2024, 22:15

Subject: Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, <tnp@rmcet.com>

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

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TnP RMCET <tnp@rmcet.com>

Thu, Mar 14, 2024 at 10:21 PM

To: Dhananjay Gavas <dhananjay@thermistance.com>

Thank You for your information.

[Quoted text hidden]

Dhananjay Gavas <dhananjay@thermistance.com>

Thu, Mar 14, 2024 at 10:23 PM

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, tnp@rmcet.com

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

Dear Sir,

I hope this email finds you well. We extend our gratitude for your collaboration in the recruitment process for Thermistance Technologies Pvt. Ltd. Following the initial screening process, we are pleased to announce the final selected candidates for the internship program since the HR round is also completed for these candidates today itself.

Selected Candidates:

Embedded engineer (Internship)

- 1) Chinmay Parab (RMCET)
- 2) Chinmay Chavan
- 3) Rajeshirke Shraddha
- 4) Nilakshi Pawar

Should you have any questions or require additional information, please do not hesitate to reach out to us.

Thank you for your cooperation.

Best Regards.

[Quoted text hidden]

TnP RMCET <tnp@rmcet.com>

Fri, Mar 15, 2024 at 9:48 AM

To: "S. P. Adure" <aduresp@rmcet.com>

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

From: **Dhananjay Gavas** <dhananjay@thermistance.com>

Date: Thu, 14 Mar 2024, 22:23

Subject: Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, <tnp@rmcet.com>

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

[Quoted text hidden]

S. P. Adure <aduresp@rmcet.com>

Fri, Mar 15, 2024 at 10:36 AM

To: TnP RMCET <tnp@rmcet.com>

Thank you sir for your efforts and congratulations

[Quoted text hidden]

Dhananjay Gavas <dhananjay@thermistance.com>

Fri, Mar 15, 2024 at 1:19 PM

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, tnp@rmcet.com

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

Dear Sir,

We hope this email finds you well. We are writing to inform you about the final selection of candidates from the recent campus pool drive conducted at your esteemed institution. After a rigorous evaluation process, we are pleased to announce the selected candidates in the mechanical, electronics, and electrical streams.

Final Selected Candidates

Design Engineer full time job offer:

1. Rahul Gurav
2. Niranjan Nipane

Design Engineer Internship offer:

1. Atharva Chavan
2. Parvez Kapade
3. Suraj Ghadi (**RM CET**)

Production Engineer full time job offer:

1. Manthan Bhushan Sawant

Production Engineer Internship offer:

1. Shashank Sawant
2. Sairaj Mhabdi

Automation Engineer Internship offer:

1. Yuvraj Parab

Embedded System Design Internship offer:

1. Chinmay Parab (**RM CET**)
2. Chinmay Chavan
3. Rajeshirke Shraddha
4. Nilakshi Pawar

We are pleased to offer the selected candidates a competitive salary package for full-time job opportunities, starting at Rs. 2.4 lakh per annum. Additionally, for those selected in internship opportunities, we are offering a monthly stipend of Rs. 8,000/-. The Internship program duration is of six months, and those interns showing best performance within 3 months would be eligible for a PPO.

We would like to express our sincere appreciation for the support and cooperation extended by your college during the recruitment process. The selected candidates have demonstrated exceptional skills and potential during the interview rounds, and we are confident they will contribute significantly to our organization.

We kindly request your assistance in notifying the selected candidates about their selection and guiding them through the next steps of the onboarding process. Additionally, we would appreciate it if you could facilitate any necessary paperwork or documentation required from the college's end.

Once again, we thank you for your collaboration, and we look forward to welcoming the selected candidates to our team. Should you have any questions or require further information, please do not hesitate to contact us.

Warm regards,

[Quoted text hidden]

TnP RM CET <tnp@rmcet.com>

To: Dhananjay Gavas <dhananjay@thermistance.com>

Fri, Mar 15, 2024 at 1:37 PM

Thank You for your information.

[Quoted text hidden]

TnP RMCET <tnp@rmcet.com>
To: "V.K. Dongare" <dongarevk@rmcet.com>

Fri, Mar 15, 2024 at 1:37 PM

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

From: **Dhananjay Gavas** <dhananjay@thermistance.com>

Date: Fri, 15 Mar 2024, 13:19

Subject: Re: Pool Campus of Thermistance Technologies || CVs of FAMT ENTC and ELECTRICAL 2024 YoP Students

To: TPO FAMT Kishor Bhosale <tnp@famt.ac.in>, <tnp@rmcet.com>

Cc: Bhimashankar Wangaskar <bhimashankar@thermistance.com>, Pratiksha Wangaskar <pratiksha@thermistance.com>

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uniqüo

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PERSONAL & CONFIDENTIAL
19th AUGUST 2024

To,
SAHIL AMBEKAR,
Jalgaon Bramhanwadi,
Mahalaxmi nagar,
Tal-Dapoli,
Dic-Ratnagari 415712

SUB: OFFER LETTER [Assistant Inspection Engineer]

Dear Sahil Ambekar,

With reference to the discussion in past, we are pleased to offer you the position of 'Assistant Inspection Engineer' with effect from 19th August 2024 at Mumbai.

1. You shall be paid a consolidated pay package as discussed with you. Your Net Take home salary will be **2,28,000 Yearly.**
2. Your work schedule will be 8:45 AM to 6:30 PM from Monday to Saturday.
3. Your Key Responsibility Areas will be shared with you on the day of joining.
4. The company reserves all the right to terminate employment without notice or as it deemed fit, at any time before you join us or even post of your joining our services, if in any eventually there is any negative feedback on issue relating to your previous work experience or character.

Kindly acknowledge the Email or sign and return the duplicate copy of this letter indicating the acceptance of this offer.

Thanking you,

Nisha Shukla,

Accepted by

Nisha Shukla



Sahil Ambekar

Managing Director

SAHIL AMBEKAR

Office Address: 607/R Square, Veena Nagar, Opposite Kamgar Hospital,
LBS Road, Mulund West-400 080.

Email: uniqüo@yahoo.com, shukla@uniqüo.in



uniquo

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PERSONAL & CONFIDENTIAL
11th JUNE 2024

To,
Vinayak Petkar
MHB colony,
Borivali West,
Mumbai-400092.

SUB: OFFER LETTER [Assistant Inspection Engineer]

Dear Vinayak Petkar,

With reference to the discussion in past, we are pleased to offer you the position of 'Assistant Inspection Engineer' with effect from **17TH JUNE 2024** at **MUMBAI**.

1. You shall be paid a consolidated pay package as discussed with you. Your Net Take home salary will be **2,16,000** Yearly.
2. Your work schedule will be 8:45 AM to 6:30 PM from Monday to Saturday.
3. Your Key Responsibility Areas will be shared with you on the day of joining.
4. The company reserves all the right to terminate employment without notice or as it deemed fit, at any time before you join us or even post of your joining our services, if in any eventually there is any negative feedback on issue relating to your previous work experience or character.

Kindly acknowledge the Email or sign and return the duplicate copy of this letter indicating the acceptance of this offer.

Thanking you,

Nisha Shukla,

Accepted by

Nisha Shukla



Managing Director

Vinayak Petkar

Office Address: 607/R Square, Veena Nagar, Opposite Kamgar Hospital,
LBS Road, Mulund West-400 080.

Email: uniquo@yahoo.com, shukla@uniquo.in