

K.A.A.N.M.S. Arts, Commerce & Science College, Satana, Dist. Nashik

Criteria V Student Support & Progression

Key Indicator 5.2.1 Placement of Outgoing Students

DVV Clarification Data

Sr. No.	Name of the Student
1	Kasave Sachin
2	Prasad Kishor Aher
3	Shubham Gaikwad
4	Aher Vishesh
5	Shubham Sanjay Khairnar
6	Swapnil Santosh Kapadnis
7	Nakul Padmakar Jagtap

Kasave Sachin



Ref: AIL: HR & ADMIN: 2022

Date: 28th September'2022

Mr. Sachin Kasave

At Post - Wakhari

Dahiwad road Wakhari

Nashik

Maharashtra - 423102

Email ID: sachinkasave2222@gmail.com

Dear Mr. Sachin,

Selection Letter for Officer – R&D

With reference to your application and the subsequent interview you had with us on 28th September' 2022 at Khatalwad, we are pleased to select you as **Officer – R&D** with present position at our works Apar Industries Ltd, Survey No. 6074, 2228, 1991, 6341/P1, 2219, 2221, Khatalwada – Manekpur Road, Vill. :- Khatalwada, Tal. Umbergaon, Dist.:- Valsad, Gujarat – 396120.

The appointment letter incorporating detailed terms and conditions as agreed upon will be issued to you on the date of your joining us i.e. on or before **10th October' 2022**.

If you do not join your duty on or before the said date, the letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.

We now look forward to your long and fruitful association with us.

With Best Regards,

Yours faithfully,

For Apar Industries Limited

A handwritten signature in blue ink, appearing to read "K. K. Shetty", is written over a light blue horizontal line.

K. K. Shetty

(Asst. Vice President – HR & Admin)

APAR Industries Limited

Factory: Survey No. 6074, 2228, 1991, 6341/P1, 2219, 2221, Khatalwada - Manekpur Road, Vill: Khatalwada, Taluka: Umbergaon, District: Valsad, Gujarat - 396120. India +91 260 2406 100 uniflex.works@apar.com www.apar.com

Regd Office: 301/306, Panorama Complex, RC Dutt Road, Aikapuri, Vadodara - 390007, India
+91 265 6178 700/6178 709 apar.baroda@apar.com www.apar.com CIN: L91110GJ1989PLC012802

Prasad Kishor Aher



30 March -2023

Private & Confidential

Mr. Prasad Kishor Aher

At/Post- Satana,
Tal- Baglan,
Dist- Nashik
Maharashtra-423301.

Employment Offer Letter

Dear Mr. Prasad Aher,

We are happy to offer you a position of **Trainee Chemist** with Aventus Labs LLP at Mahape, Navi Mumbai. Your total Annual CTC would be **Rs 1,92,000**. Your date of commencement of work with us will be **on 17th April 2023**.

You will be required to carry out such duties and job functions which you may be instructed from time to time by the Company or person's acting on behalf of the Company and you may be required to be transferred from one section or department at the discretion of the Company.

In this designation as **Trainee Chemist** you will be required to work Six days per week as decided by your Reporting Manager.

By accepting this letter of offer, you acknowledge and agree that you will not, during the course of your employment or thereafter, except with the consent of the employer, as required by law or in the performance of your duties, use or disclose confidential information relating to the business of the employer, including but not limited to client lists, trade secrets, client details and pricing structures. Also your salary will be released subject to the provision of a copy of your qualification and experience related documents.

We are positive that you will find Aventus Labs LLP an exciting place to develop and advance your career. We look forward to welcoming you to Aventus Labs LLP.

Yours Sincerely,

For Aventus Labs LLP


Authorized Signatory

Acceptance Letter by employee

I, Prasad, have read and understood this letter and accept the offer of employment from Aventus Labs LLP on the terms and conditions set out in the letter.

Signed Date: / /

Aventus Labs LLP

LLP No – AAF8801

1st Floor, Plot No-A-514, TTC Industrial area,
Mahape, Navimumbai - 400701. Maharashtra, India

www.ventuslabs.in
info@ventuslabs.in

Shubham Gaikwad



Mr. Shubham Gaikwad
Talwade Bhamer, Tembhe,
Baglan, Nashik, Pin - 423204.

Dear **Mr. Gaikwad**,

Further to your application dated 9th November, 2022 and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as **Trainee** in our Organisation based at **Mumbai**, with effect from 6th March, 2023 on the following terms and conditions :

1. Your training will be for a period of **Six Months** from the date of commencement of the same.
2. During this training period, you will be paid stipend and other allowances as per enclosed Statement.
3. The completion of the training will not give you a right to employment.
4. Notwithstanding what is stated herein above, if during the period of your training, your performance on training are not found satisfactory, your training engagement may be terminated with 24 hour's notice and without any reason or any extra stipend. Similarly, you will be at liberty to resign from services by giving 24 hour's notice.
5. The use of tobacco products like gutkha, bidi, cigarettes, nuts is against the c GMP norms . As such, If you are found in possession of any tobacco related products or any other notified items inside the office / factory premises, you will be liable to strict disciplinary action by the Management.
6. During the course of training, you shall be part of our safety drive to ensure Safety of plant, property, your colleagues and yourself. In the process, you will be part of our in house Training Seminars on Safety and may be involved in Designing, implementation, execution of Safety Procedures, Guidelines and SOPs. You will also be required to use necessary Personal Protection Equipments, while you are working, as per the Standard Norms, being followed by your other colleagues. Apart from this, you shall also comply with all the safety instruction manuals and SOPs applicable to your work, as being communicated to you from time to time. In the event of any violation of Safety Norms, Guidelines, SOPs, you will be liable for disciplinary action as per provisions of law.
7. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc. written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your training period.

....2.

Ipca Laboratories Ltd.
www.ipca.com

125, Kandivli Industrial Estate, CTS No. 328, Kandivli (West), Mumbai 400 067 (Maharashtra), India | T: +91 22 6210 5000 F: +91 22 6210 5005
Regd. Office: 48, Kandivli Industrial Estate, Kandivli (West), Mumbai 400 067 (Maharashtra), India | T: +91 22 6647 4444
E: ipca@ipca.com CIN: L24239MH1949PLC007837

Trainee letter of
Mr. Shubham Gaikwad, contd.....

- 2 -

8. In pursuance of training, you can be rotated in any of the Company's departments, Branch Offices, sister concerns or other factory locations without any notice and without any additional stipend or provision for accommodation, anywhere in India.
9. In the event you are absent from training for a long period without information or permission of leave or you overstay your sanctioned leave, the management will treat you as having voluntarily abandoned the training of the company and you will cease to be a trainee of the Company from the date as being communicated to you.

Please sign the duplicate copy of this letter as a token of your acceptance.

Yours faithfully,
For **ipca Laboratories Limited**


 **Pabitra Kumar Bhattacharyya**
President - Operations (API)

Accepted : 
(Signature)

Aher Vishesh



DORF-KETAL CHEMICALS INDIA PRIVATE LIMITED

#1 Dorf Ketal Tower, D'monte Lane
Orlem, Malad (W), Mumbai - 400 064
India

Phone: +91-22-4297-4777

Fax: +91-22-4297-4955

www.dorketal.com

A Responsible Care® Company



REF: DK/HRD/OFFER/11/HO-TR- 204

25th November, 2022

Mr. Vishesh Aher,
At post Niwane, Tal-Kalwan,
Dist-Nashik, Maharashtra-423501.

SUBJECT: Offer for the position of Trainee

Dear Mr. Aher,

With reference to your application and subsequent interviews and discussions you have had with us, we are pleased to offer you the position of "Trainee" in the R&D department, on the terms and conditions as follows:

1. Your initial location will be **Taloja**, but can be transferred anywhere, as may be deemed fit by the management.
2. This offer is valid till **1st December, 2022**. You are requested to report on or before **1st December, 2022** at **Taloja**. In case you fail to report on this date unless otherwise agreed in writing, the offer shall stand automatically withdrawn.
3. Your Training Period will be from **1st December, 2022 to 31st May 2023**.
4. On the day of joining, you are required to submit the following:
 - 4.1. Relevant copies of Academic/Professional attainments. In case of examination results not declared, you will have to submit the final year mark sheet after the declaration.
 - 4.2. Date of Birth proof (School/College Leaving Certificate, Mark sheet Certificates of recognized Universities or Birth Certificate).
 - 4.3. Three colored passport sized photographs.
 - 4.4. Copy of Aadhar Card or Aadhar Enrolment Receipt.
 - 4.5. Pan Card
5. You will be issued a detailed Training Contract upon joining the company.
6. This offer is subject to the pre-employment medical screening, which shall be completed before you join the organization. If the Medical report deems you unfit for the employment, the offer shall stand automatically withdrawn.

DORF-KETAL CHEMICALS INDIA PRIVATE LIMITED

#1 Dorf Ketal Tower, D'monte Lane
Orlem, Malad (W), Mumbai - 400 064
India

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Fax +91-22-4297-4955

www.dorfketal.com

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7. Any omission, inaccuracy or failure to disclose all the relevant particulars and information with respect to Personnel Records tendered by you, may be deemed sufficient reason to withhold or suspend this offer.

Please sign the duplicate copy of this offer letter as a token of your acceptance of this offer.

With best wishes

For **Dorf Ketal Chemicals (I) Pvt. Ltd.**

A handwritten signature in blue ink, appearing to read 'Prashant Kale', with a horizontal line drawn through it.

Prashant Kale
Senior Vice President - Human Resources

I confirm having read and understood the above terms and conditions and promise to abide by all the terms and conditions as specified.

Signature:

Date:

Shubham Sanjay Khairnar

- वाचा :-**
- १) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि.१० मार्च २०००
 - २) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. १ मे २००१
 - ३) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. ९ जुलै व १२ जुलै २००१
 - ४) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. २७ मार्च २००२
 - ५) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. २१ ऑक्टोबर २००२
 - ६) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. १९ डिसेंबर २००२
 - ७) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. २७ फेब्रुवारी २००३
 - ८) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. २८ फेब्रुवारी २००३
 - ९) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. १२ फेब्रुवारी २००४
 - १०) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक पीआरई/१०९८/(१९४५)/प्राशि-१ दि. ९ नोव्हेंबर २००५
 - ११) शासन परिपत्रक क्र. न्यायप-१००८/प्र.क्र. ५८/०८ (भाग-२)/१६ अ मंत्रालय मुंबई दि. १८ जुलै २००८
 - १२) सामान्य प्रशासन विभाग निर्णय क्र. अंकपा-१०९३/२३३५/प्रक्र-१०/९३/ दि. २६/१०/१९९४
 - १३) सामान्य प्रशासन विभाग निर्णय क्र. अंकपा-१०९५/प्र.क्र. ३४ अ/८ दि. २० ऑगस्ट १९९६
 - १४) शासन निर्णय क्र असंक-१००१/प्रक्र.२९ (भाग-६) २००४/वित्तीय सुधारणा -१ दिनांक १ जुलै २००४
 - १५) म.अवर रुचिव महाराष्ट्र शासन या. व जल,विभाग यांचे कडील पत्रक्र.एपिटी-१००४/प्रक्र.१२०/आस्था-७ दि. १५/७/०४
 - १६) महाराष्ट्र शासन सा.प्र.वि.यांचे कडील शासन निर्णय क्रमांक अंकपा/१००४/प्र.क्र.५१/०४/ आठ दि. २२ ऑगस्ट २००५
 - १७) महाराष्ट्र शासन वित्त विभाग यांचे कडील शासन निर्णय अनियोजित/१००५/१२६ सेवा-४ दि.३१.१०.०५
 - १८) शासन निर्णय क्रमांक अंकपा १००७/ प्रक्र १८१/०७ आठ दि. ०१ जानेवारी २००८
 - १९) शासन निर्णय अंकपा-१००८/अनी.१७.१७/०८ आठ दि. ३१ मार्च २००८
 - २०) शासन निर्णय क्र.अंकपा/१००७/१२९५/प्रक्र१८१/०७ आठ दि. २३ एप्रिल २००८
 - २१) शासन निर्णय असंक-१०१०/प्र.क्र. १/२०१०/वित्तीय सुधारणा-१ दि. ५ जून २०१०
 - २२) शासन निर्णय क्रमांक पदनि/१०१०/प्र क्र ८३/२०१०/वित्तीय सुधारणा १ दि. २९ नोव्हेंबर २०११
 - २३) शासन निर्णय क्रमांक पदनि/१०१०/प्र क्र ११०/११/वित्तीय सुधारणा-१ दि. ३० जून २०११
 - २४) शासन निर्णय क्रमांक पदनि-२०१२/प्र.क्र.१५/१२/वित्तीय सुधारणा -१ दि. २२ मार्च २०१२
 - २५) शासन निर्णय, शालेय शिक्षण विभाग क्रमांक संकीर्ण-२०१५/प्र.क्र.३०३/टिएनटि-१ दि. २० जानेवारी, २०१६
 - २६) सामान्य प्रशासन विभाग, शासन निर्णय क्रमांक-अंकपा१२१७/प्र.क्र.१०२/आठ दि.२१ सप्टेंबर, २०१७
 - २७) ग्रामविकास विभाग,बांधकाम भवन,मुंबई यांचेकडील पत्र क्र.अंकपा-६११८/प्र.क्र.३२७/आस्था-७ दि.१७.९.१८
 - २८) वित्त विभाग, यांचेकडील शासन निर्णय शुध्दीपत्रक क्रमांक अर्थसं-२०२०/प्र.क्र.६५/अर्थ ३ दि.३० जुलै, २०२०
 - २९) सामान्य प्रशासन विभाग शासन परिपत्रक अंकपा १२२०/२३३५/प्रक्र-१६७/का ८ दि.०६ जानेवारी २०२१
 - ३०) कार्यालयीन मंजूर टिप्पणी दि. ११/०९/२०२१

अनुकंपा नियुक्ती आदेश

नाशिक जिल्हा परिषद, नाशिक
जा.क्र.जिपना/साप्रवि/आस्था-६/ १६८५/२०२१.
नाशिक दिनांक- ११/०९/२०२१

शासन सेवेत असतांना दिवंगत झालेल्या कर्मचा-यांच्या नातेवाईकांना त्यांचे जेष्ठतेनुसार व शैक्षणिक पात्रतेनुसार अनुकंपा कारणास्तव शासन सेवेत गट क व गट ड या पदावर सामावून घेणे बाबत शासन निर्णयान्वये वेळोवेळी दिलेल्या मार्गदर्शक सुचना व आदेशानुसार जिल्हा परिषद, नाशिक अंतर्गत उपलब्ध असलेल्या गट क व गट ड पदावर अनुकंपा तत्वावर नियुक्ती करावयाची आहे. संदर्भ क्र. ४ च्या शासन निर्णयानुसार अनुकंपा प्रतिसासूचीतील जेष्ठतेनुसार पात्र असणा-या अर्जदार यांच्या शैक्षणिक अर्हता, पदाच्या अर्हतेनुसार तसेच पदाच्या उपलब्धतेनुसार जिल्हा परिषद नाशिक अंतर्गत शिक्षण सेवक (गट-क) सरळसेवेच्या रिक्त पदांवर मी मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, नाशिक खालील पात्र उमेदवार यांना या आदेशान्वये त्यांचे नावासमोर नमुद केलेल्या पदावर अनुकंपा तत्वावर नियुक्ती देत असून त्या समोर नमुद केलेल्या ठिकाणी पदस्थापना देत आहे. सदरची नियुक्ती ही या आदेशात नमुद केलेल्या अटी व शर्तीस अधिन राहून करण्यात येत आहे

अ. क्र.	दिवंगत कर्मचारी नांव व पदनाम	अनुकंपा नामनिर्देशित वारसदार नांव	अनुकंपा नियुक्तीचे पदनाम	उमेदवाराचा सामाजिक प्रवर्ग	उमेदवार नियुक्तीचा प्रवर्ग	पदस्थापना दिलेले ठिकाण व तालुका	तालुका
१	२	३	४	५	६	७	८
१	क.श्री.सजय पोपट खैरनार प्राथमिक शिक्षक	कु.शुभम संजय खैरनार	शिक्षण सेवक (वर्ग-क)	इतर मागास वर्ग	इतर मागास वर्ग	शा.शा.का. को.शिपाड	आगसाड

नियुक्तीच्या अटी व शर्ती

- १) शिक्षण सेवक म्हणून आपली नियुक्ती ज्या अटी व शर्तीच्या अधीन राहून केली आहे. त्या अटी व शर्ती मान्य असल्याबाबत विहित नमुण्यातील हनीपत्र आपण लिहून दिव्यान्तरच आपणास शिक्षण सेवक म्हणून नियुक्तीस पात्र राहाल.
- २) आपण सदर नेमणूक पत्र प्राप्त झाले पासून एक महीन्याचे आत गटशिक्षणाधिकारी, पंचायत समिती कार्यालयात यांचेकडे रुजू व्हावे. कोणत्याही परिस्थितीत ही मुदत वाढवून दिली जाणार नाही.मुदतीत रुजू न झाल्यास आपला नेमणुकीवरील हक्क संपुष्टात येईल.
- ३) आपली शिक्षण सेवक म्हणून केलेली नियुक्ती ही रुजू झालेल्या तारखेपासून तीन वर्षांपर्यंत वैध राहील.
- ४) आपण शिक्षण सेवक पदावर तीन वर्षे समाधान कारक काम केल्यानंतरच आपणास प्राथमिक शिक्षकांच्या नियमित पदावर नियमित वेतनश्रेणीत नियुक्ती देण्यास पात्र समजण्यात येईल.
- ५) शिक्षण सेवक म्हणून आपणास संपुर्ण जिल्ह्यातील कोणत्याही प्राथमिक शाळेत काम करावे लागेल.
- ६) आपण शिक्षणसेवक म्हणून केलेली सेवा, सेवानिवृत्ती वेतन व सेवानिवृत्ती नंतरचे देय फायदे इ.बाबत शासन वेळोवेळी जो निर्णय घेईल तो निर्णय बंधनकारक राहील.
- ७) प्रशिक्षित (डी.एड.) शिक्षण सेवकास दरमहा रुपये ६०००/- मानधन दिले जाईल.तसेच डी.एड.प्रमाणपत्राची व इतर आवश्यक कागदपत्रांची पडताळणी शिक्षण विभाग (प्रथम)जिल्हा परिषद/गटशिक्षणाधिकारी पंचायत समिती कार्यालयात विभागाने करून घ्यावी.
- ८) उमेदवारांनी सदरचा आदेश प्राप्त झालेपासून ३० दिवसांचे आत त्यांना दिलेल्या पदस्थापनेच्या कार्यालयात हजर होणे आवश्यक आहे. असून हजर होते वेळी भारतीय घटनेतील तरतुदीनुसार भारतीय संघ राज्याशी एकनिष्ठ राहणे बाबत शपथ घ्यावी लागेल. तसेच संबंधित कार्यालयाचे कार्यालयप्रमुखांनी त्यांचे कार्यालयात या आदेशानुसार हजर होणेसाठी येणारे उमेदवाराची ओळख पटवून घ्यावी व त्यांचे सर्व मुळ प्रमाणपत्रांची (शैक्षणिक अर्हता, शाळा सोडल्याचा दाखला, जातीचे वैधता प्रमाणपत्र, नॉन क्रिमिलेअर इ.) पडताळणी करून महाराष्ट्र जिल्हा परिषदा जिल्हा सेवा (सेवाप्रवेश) नियम १९६७ तसेच शासन राजपत्र दिनांक- २ फेब्रुवारी, २००६ नुसार पात्र ठरलेली खात्री झाल्यानंतरच हजर करून घ्यावे. तसेच संबंधित उमेदवारांच्या मुळ प्रमाणपत्रांच्या छायांकित सत्यप्रती एक संघ संबंधित मुळ आस्थापना खाते प्रमुख यांचेकडे सादर करावा. (उदा.ग्रामसेवक असल्यास ग्रामपंचायत विभाग जि.प नाशिक, आरोग्य सेवक असल्यास आरोग्य विभाग जि.प नाशिक इत्यादी प्रमाणे)
- ९) उमेदवारांस नेमणुकीचे पदावर हजर होण्यासाठी त्यांना प्रवासमत्ता व एस.टी.भाडे अनुज्ञेय राहणार नाही.
- १०) नियमित स्वछपात नियुक्त केलेल्या प्राथमिक शिक्षकांच्या किंवा शासकीय कर्मचा-यांच्या सेवासुविधा आपणांस देय असणार नाही.

19-Dec-2022

Swapnil Santosh Kapadnis

Mumbai

Dear Swapnil,

We are delighted to offer you the position of Software Development Engineer (SDE – I) at Respo Financial Capital Private Limited.

Your employment shall commence with effect from 5-Dec-2022.

You shall be on probation for a period of six (6) months from 5-Dec-2022. Post completion of the probation period you will be deemed confirmed unless notified otherwise in writing.

The terms and conditions of your employment with Respo Financial Capital Private Limited, hereafter referred as the Company, shall be as follows:

A. Compensation

1. Salary

Please refer to the annexure attached with the offer letter for CTC details.

2. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company. To become eligible to participate in the Company's Medical insurance program you need to enroll yourself and your family (spouse and children) in the insurance scheme. You also have the option of including your dependent parents subject to conditions.

3. Leave

Every employee will be eligible for 30 working days of annual leave on pro-rata basis thereafter as applicable and amended from time to time. Leaves should be mutually agreed with your department manager and any unplanned leaves or AWOL leaves beyond 5 working days would also need approval of HR head.

4. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to maternity benefits shall remain subject to the provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

B. Miscellaneous**1. Working Hours**

You will be required to work Nine (9) hours a day. The Company practices (45) forty-five hours work week. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on business requirements and depending upon exigencies of business, as specified by the Company from time to time, you may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards compensation, other entitlements and, or any other payment shall be subject to deduction of withholding taxes and, or any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business
- (iii) prices charged to and terms of business with clients,
- (iv) marketing, revenue and business plans,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential
- (ix) You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Non-Disclosure

The company has extended this offer to you based upon your experience, knowledge, background, skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other Company specific information. As a condition of employment at the Company, you agree not to disclose or use confidential or proprietary information or any trade secrets of any current or

prior employer. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in tangible form belonging to or acquired from any current or prior employer. Also, you represent that you are not subject to any restrictions that prevent you from working for Company.

5. Non-Disparagement

Executive agrees and covenants that he will not at any time, directly or indirectly, make, publish or communicate to any person or entity or in any public forum any defamatory or disparaging remarks, comments, or statements concerning the Company or its businesses, or any of its employees, officers, shareholders, members or advisors, or any member of the Board. This does not, in any way, restrict or impede Executive from exercising protected rights to the extent that such rights cannot be waived by agreement or from complying with any applicable law or regulation or a valid order of a court of competent jurisdiction or an authorized government agency, provided that such compliance does not exceed that required by the law, regulation, or order. Executive shall promptly provide written of any such order to the Board. The Company agrees and covenants that it shall cause its officers and directors to refrain from making any defamatory or disparaging remarks, comments, or statements concerning Executive to any third parties.

6. Employment Conditions

- a. During your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to periodic review by your manager.
- b. This offer is subject to verification of your employment, salary history, education background and a reference check from your previous employers. Any false information provided is subject to termination of employment without any compensation.

7. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

8. Intellectual Property

You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business-related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

9. Non-Solicit

During your employment and for a period of twelve (12) months following the termination of employment with the Company for reason the employee shall refrain from either directly or indirectly soliciting the employees of the Company the business of any client or customer of the Company for the employee's own benefit or that of any third person or organization.

C. Termination

1. Without Cause

During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon fifteen (15) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon fifteen (15) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the fifteen (15) days written notice or salary in lieu thereof, the Company shall be entitled to adjust and/or recover from you any joining bonus/sign-on bonus paid to you by the Company at the time of your joining the employment of the Company, as well as the total cost incurred by the Company and/or expenses reimbursed to you by whatever name called (if any), including without limitation, any expense/ cost incurred/expended in connection with your relocation.

Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon 60 days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In case you have received or otherwise entitled to any joining bonus/sign-on bonus and, you exercise the option of terminating this Agreement within the period agreed as per your joining bonus/sign-on bonus letter, or if your employment is terminated by the Company on account of breach of terms of employment and/or policies/procedures applicable to you, you shall be liable to refund to the Company such joining bonus/sign-on bonus as paid to you by the Company which shall be in addition to the 60 days written notice or salary in lieu thereof or a combination thereof. Further, in case any costs have been incurred by the Company or any expenses have been reimbursed to you, including but not limited to any relocation benefits, and you exercise the option of termination of this Agreement, or your agreement is terminated by the Company on grounds mentioned above within 18 months of joining, the Company shall in such case also be entitled to adjust and/or recover from you the total cost incurred by the Company and/or expenses reimbursed to you including without limitation, as incurred/expended in connection with your relocation.

You shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company.
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

3. Return of Property

You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this paragraph, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

Property means keys, mobile phone, computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

D. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance

With Best Wishes,


for Respo Financial Capital Private Limited



(Authorised Signatory)

Accepted by: -

Name: - *Swaphil Santosh Kapadnis*

Signature: - 

Regd Address - Office No.: 61, 6th Floor, Maker Chamber VI, Backbay Reclamation, Nariman Point, Mumbai - 400021

Corporate Address - 2nd floor, Dyna Business Park, Street no. 1, MIDC, Andheri East, Mumbai - 400093

☎ 022 2825 6467

🌐 www.getzype.com

✉ info@getzype.com



Ref: TCSL/DT20217881197/1696969/Hyderabad

Date: 16 December 2021

MR. NAKUL PADMAKAR JAGTAP
Ganesh Nagar Taharabad Road,
Near Narmada Hotel, Satana,
Maharashtra-423301.
Tel# 917720985987

Sub: Joining Letter

Dear Mr. Nakul Padmakar Jagtap,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th December 2021**, your joining location is **Pune**, work location is **Pune** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.