



Vidyawardhini Sabha's
Arts, Commerce and Science College, Dhule

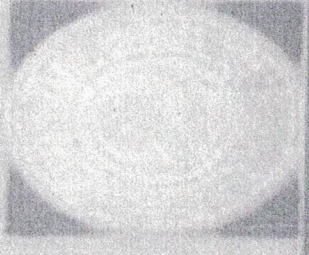
Criterion - 5

Metric: 5.2.1

Academic Year- 2017-18

List of Students Placed

M.A. 2017-18



महाराष्ट्र शासन

शिक्षण

नाव : शिक्षण आयोगाचे
विभाग : म.ग्रा.रो.ह.यो., पंचायत समिती साक्री
ग्रामपंचायत: म्हसदी प्र. नेर
पद : ग्राम रोजगार सेवक
जन्म दिनांक : २१/०२/१९८९
शे. आ. नोंद : ०१/०५/२०१८



T.Y.B.A 2017-18



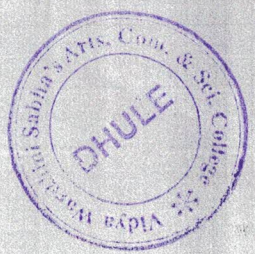
 **suez**



Kundan Bhanudas Patil

CONTRACTOR

Water Technologies & Solutions



T.Y.B.A. - (2017-18)

SHREE OMKAR

SUPERSPECIALITY HOSPITAL

Opp. Panchayat Samit, Wadphole Road, Deopur,
Dhule - 424 002 ☎ 02562122111, 283458



Emp. ID
Omkar - 13

Name : Rinku Reul

Desig : Staff Nurse

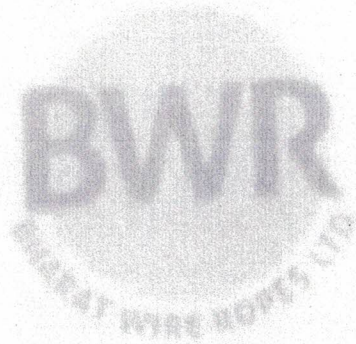
Med. No. : 9405781774

Birth Dt. : 21/01/95

Bld. Grp. : A++



2017-18



Bharat Wire Ropes Ltd



GANESH CHAUDHARI

Desig: TECHNICAL ASSISTANT

Dept: PRODUCTION



TATA MOTORS

Ujwal Automotives Pvt. Ltd.

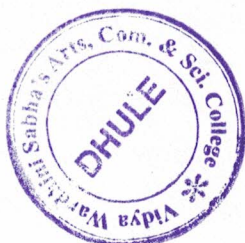


Kamlesh A. Gosavi

Designation : Collection Executive

Department : H.P.

Code : 2719



2017-18

बैंक ऑफ इंडिया
Bank of India



आंचलिक कार्यालय: नासिक अंचल, मैन त्रिंबक रोड, प्लॉट नंबर जी-१, एम आइ डी सी, इंडस्ट्रियल इस्टेट, सातपुर
कॉलोनी, नासिक - 422007

**Zonal Office: Nasik Zone, Main Trimbak Road, Plot No. G-1, MIDC, Industrial Estate,
Satpur colony, Nashik -422007**

मानव संसाधन विभाग

Human Resources Department

दुरध्वनी: 0253-2350202

ईमेल: Nasik.HR@bankofindia.co.in

Ref. No. NZO: HRD:SSA:140

Date: 30.08.2021

प्रस्ताव-सह-नियुक्ति पत्र Offer-cum-Appointment Letter

श्री/श्रीमती/सुश्री Shri / Smt. / Kum. DIPAK RAJENDRA PATIL
NEAR ARIHANT MANGAL KARYALAY
NAVNATH NAGAR
DHULE
DHULE424001

महोदय/महोदया Dear Sir/Madam,

संदर्भ : IBPS लिपिकीय भर्ती परियोजना CWE लिपिक X
सूचना दिनांक 01.09.2020 & 19.10.2020 के अंतर्गत लिपिक पद
हेतु आपका आवेदन
Ref : Your application for the post of Clerk under the
IBPS Clerical Recruitment Project CWE Clerk X
Notice dated 01.09.2020 & 19.10.2020

हम सहर्ष सूचित करते हैं कि आपका चयन लिपिक पद हेतु अस्थायी रूप से हुआ है तथा IBPS द्वारा हमारे बैंक को आवंटित किया गया है। आपको एक लिपिक के तौर पर बैंक की सेवा में निम्नलिखित नियम एवं शर्तों पर नियुक्त किया गया है :-

We are pleased to inform that you have been provisionally selected for the post of Clerk and allotted by IBPS to our Bank. You have been selected for appointment in the Bank's service as a Clerk on the following terms and conditions:-

- i. आपका मूल वेतन रु.17900/- प्रतिमाह होगा। जो स्केल रु.17900-1000/3-20900-1230/3-24590-1490/4-30550-1730/7-42660-3270/1-45930-1990/1-47920 के अंतर्गत होगा। इसके अलावा आप ऐसे अन्य विशेष वेतन/भत्तों के लिए पात्र होंगे जो प्रचलित हों और समय-समय पर यथा संशोधित अधिनिर्णयों/द्विपक्षीय समझौतों के प्रावधानों के अंतर्गत स्वीकार्य हों और जो आपको तैनात किए जाने वाले स्थान पर लागू हों।

You will be paid Basic Pay of Rs.17900/- per month in the scale of Rs. 17900-1000/3-20900-1230/3-24590-1490/4-30550-1730/7-42660-3270/1-45930-1990/1-47920). In addition, you will be entitled to such other special pay / allowances at the rate prevailing and admissible under the provisions of the Award(s)/ Bipartite Settlements as modified from time to time as applicable at the place where you will be posted;



- iv. बैंक की सेवा में आपकी नियुक्ति पुलिस प्राधिकारियों से आपके चरित्र तथा पूर्ववृत्त विषयक संतोषजनक रिपोर्ट प्राप्त करने की शर्त के अधीन होगा। यदि पुलिस रिपोर्ट इस नियुक्ति पत्र की तारीख से उचित अवधि, जो छः महीने से अधिक न हो, के अंतर्गत प्राप्त नहीं होती या रिपोर्ट आपके प्रतिकूल पाई जाती है, तो आपकी नियुक्ति रद्द हो जाएगी और आपकी सेवाएँ, बिना कोई कारण बताएँ, नोटिस देकर या उसके एवज में आपको भुगतान कर, समाप्त की जा सकती है।

Your appointment in the Bank's service will be provisional and will be subject to satisfactory report regarding your character and antecedents from the Police Authorities. If the Police Report is not received within a reasonable period not exceeding six months from the date of this appointment letter or the same turns out to be adverse, your appointment shall stand cancelled and your services are liable to be terminated forthwith without assigning any reasons for the same, notice or pay in lieu thereof.

- v. आपकी नियुक्ति केंद्र सरकार के प्रारूप में अ.जा./अ.ज.जा./अ.पि.व/ आर्थिक रूप से कमजोर वर्ग (ई.डब्ल्यू.एस.) प्रमाण पत्र प्रस्तुत करने के अधीन है जो कि उचित चैनल द्वारा विधिवत सत्यापित हो। यदि उचित माध्यम से सत्यापन के बाद यह प्रकट होता है कि अ.जा./अ.ज.जा./अ.पि.व/ ई.डब्ल्यू.एस. का आपका दावा झूठा है, तो बिना कोई कारण बताएँ आपकी सेवा समाप्त कर दी जाएगी और झूठा प्रमाणपत्र प्रस्तुत करने के लिए भारतीय दंड संहिता के प्रावधानों के अनुसार समुचित कार्रवाई के बैंक के अधिकार पर इसका कोई प्रभाव नहीं पड़ेगा। यह खंड सिर्फ अ.जा./अ.ज.जा./अ.पि.व/ ई.डब्ल्यू.एस. के होने का दावा करने वाले उम्मीदवारों के लिए ही लागू है।

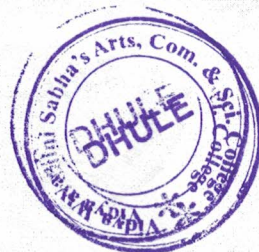
Your appointment is subject to submission of the Caste/Tribe/OBC/EWS (Economically Weaker Section) certificate in the Central Government format, duly verified through the proper channels and if the verification reveals that your claim that you belong to Scheduled Caste/Scheduled Tribe/OBC/EWS is false, your services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificate. (This clause is applicable only to the candidates claiming to belong to Scheduled Caste/Scheduled Tribe/OBC/EWS):

- vi. आपको बैंक की सेवा में शामिल होने के लिए किसी भी प्रकार का यात्रा और या आपके द्वारा किए गए किसी अन्य व्यय का भुगतान नहीं किया जाएगा।

You will not be paid any travelling and/or other expenses incurred for joining service of the Bank;

- vii. आप औद्योगिक स्तर के अधिनिर्णयों/द्विपक्षीय समझौतों/बैंक स्तर के समझौतों, सेवा शर्तों और समय-समय पर लागू बैंक के नियमों और विनियमों के द्वारा शासित होंगे।

You will be governed by the provisions of Industry level Awards/ Bipartite Settlements / Bank level Settlements, service conditions and rules and regulations of the Bank, applicable from time to time;



- viii. ड्यूटी पर रिपोर्ट करने के दिन या उससे पहले आपको बैंक के पास रु.30,000/- की सुरक्षा जमा राशि जमा करनी होगी। यह राशि बैंक के ग्रहणाधिकार में रखी जाएगी। आप बैंक में कार्यग्रहण करते समय उपर्युक्त सुरक्षा जमा राशि की संपूर्ण रकम रु. 30,000/- जमा कर सकते हैं या आप प्रारम्भ में रु.10,000/- जमा कर सकते हैं और शेष रु. 20,000/- की राशि रु. 10,000/- प्रतिमाह की दो मासिक किश्तों में जमा करा सकते हैं। बैंक में तीन वर्षों की संतोषजनक सेवा पूरी हो जाने के बाद यह जमा राशि आपको लौटा दी जाएगी। यदि आप इन तीन वर्षों की अवधि पूर्ण होने से पहले ही किसी कारणों से इगतीफा दे देते हैं तो आपकी उक्त जमा राशि जब्त कर दी जाएगी। यदि पुष्टिपत्र जारी करने से पहले किसी कारणवश आपकी सेवाओं को समाप्त किया जाता है तो भी उक्त जमा राशि जब्त कर ली जाएगी।

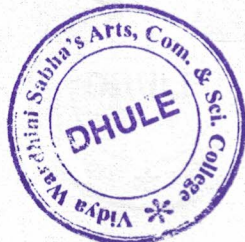
You should lodge with the Bank, Security Deposit of Rs.30,000/- on or before the date you are required to report for duty. This amount shall be kept under Bank's lien. You may deposit the entire amount of Rs.30,000/- as security deposit at the time of joining the Bank. Alternatively you may deposit Rs.10,000/- initially and the remaining amount of Rs.20,000/- in TWO monthly installments of Rs.10,000/- each. This deposit will be refunded to you on completion of three years' of satisfactory service in the Bank. If, however, you resign for any reasons whatsoever before the completion of this period of three years, the deposit shall be forfeited. The security deposit shall also be forfeited in case your services are terminated for any reasons before issuance of confirmation letter.

- ix. कृपया ध्यान दें कि आप 6 माह की अवधि के लिए परीवीक्षा पर रहेंगे। बैंक सेवा में आपका स्थायीकरण, कार्य, उपस्थिति और आचरण के संबंध में आपके द्वारा बैंक द्वारा निर्धारित मानकों को प्राप्त करने की शर्त के अधीन है। ऐसा न होने पर बैंक अपने विवेक पर परीवीक्षा अवधि को बढ़ा सकता है या बिना नोटिस दिए और बिना कोई कारण, नोटिस या उसके एवज में भुगतान के आपकी सेवाएँ समाप्त की जा सकती हैं।

Please note that you will be on probation for a period of six months. Your confirmation in Bank's service will be subject to your attaining the standards required by the Bank as to your work, attendance and conduct, failing which, the Bank may, at its discretion, extend the probation period or terminate your services without notice and without assigning any reason, notice or pay in lieu thereof;

- x. आपके द्वारा रेफरी के रूप में उल्लिखित व्यक्तियों से आपके चरित्र और ईमानदारी के बारे में संतोषजनक रिपोर्ट प्राप्त होने पर ही बैंक सेवा में आपका स्थायीकरण किया जाएगा।
- You will be confirmed in the Bank's service only on receipt of satisfactory reports about your character and integrity from the persons mentioned by you as Referees;

- xi. पुलिस प्राधिकारियों से आपके चरित्र तथा पूर्ववृत्त विषयक संतोषजनक रिपोर्ट प्राप्त करने के बाद ही बैंक सेवा में आपका स्थायीकरण किया जाएगा।
- You will be confirmed in the Bank's service only on receipt of satisfactory reports about your character and antecedents from Police Authorities;



- xii. आपको एक लिपिक के सभी कर्तव्यों का पालन करना होगा जो आपको समय-समय पर सौंपे जाएंगे। इस तरह के कर्तव्यों में समय-समय पर जारी किए गए सरकारी निर्देशों के अनुरूप कम्प्यूटर पर काम करना हिंदी सीखना, नकदी का भुगतान/प्राप्त करना, बैंक के परिसर के भीतर और बाहर बैंक के उत्पादों का विपणन/प्रचार करना आदि शामिल होंगे। उपर्युक्त कार्यों का ब्योरा केवल संकेतात्मक है, परिपूर्ण नहीं, और बैंक समय-समय पर कोई अन्य कार्य सौंपने का अधिकार सुरक्षित रखता है।

You will be required to perform all the duties of a Clerk that may be assigned to you from time to time. Such duties would be inclusive of payment/receipt of cash, marketing/ canvassing of bank's products within and outside the Bank's premises, working on computers, learning of Hindi, in consonance with Government directives issued from time to time. The aforesaid duties are illustrative but not exhaustive and the Bank reserves its right to entrust any other duties as deemed fit from time to time.

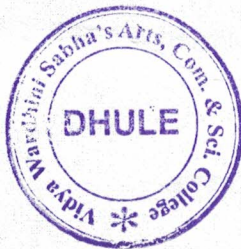
- xiii. आपको बैंक की आवश्यकतानुसार किसी भी वर्तमान या भविष्य में खोली जाने वाली शाखा/कार्यालय में स्थानांतरित किया जा सकता है।

You are liable to be transferred to any of the existing Offices/Branches of the Bank or which may be opened in future as per the requirement of the Bank,

- xiv. आपकी सेवाएं समुचित नोटिस देकर समाप्त की जा सकती हैं, यदि आपकी नियुक्ति के पश्चात् किसी भी समय यह पता चलता है कि -
ए(दी गई जानकारी और आपके द्वारा प्रस्तुत विवरण वस्तुतः गलत हैं।
बी(बैंक द्वारा मांगी गई कोई जानकारी आपने जन-बूझकर छिपाई है।
सी(यदि नियुक्ता/रेफरी/पुलिस/जाति सत्यापन रिपोर्ट प्रतिकूल/असंतोषजनक पाए जाते हैं।
डी(यदि यह पता चला कि आपने चयन/भर्ती प्रक्रिया में अनुचित साधनों का सहारा लिया था।
इ(यदि बैंक द्वारा किसी भी प्रकार की प्रतिकूल जानकारी न्यायालय/सरकारी एजेंसी से प्राप्त की जाती है।

Your services are liable to be terminated with appropriate notice, if it is revealed at any time after your appointment that:-

- (a) The information given and the particulars furnished by you are materially incorrect or false;
(b) Any particulars called for by the Bank are willfully suppressed by you.
(c) If the Employer/Referee/ Police / Caste Verification Report are found to be adverse/not satisfactory;
(d) If it is revealed that you had resorted to unfair means in the selection/recruitment process;
(e) Any adverse information is received by the Bank from Court of Law/ any Government agency;



- xv. आपके या बैंक की तरफ से कोई भी प्रोविडेंट फंड का योगदान नहीं होगा। तथापि आपको भारतीय बैंक संघ और कामगार यूनियनों के बीच हस्ताक्षरित 9 वीं द्विपक्षीय समझौता दिनांक 27.04.2010 के अनुरूप "परिभाषित कंट्रीब्यूटरी पेंशन योजना" के तहत कवर किया जाएगा।

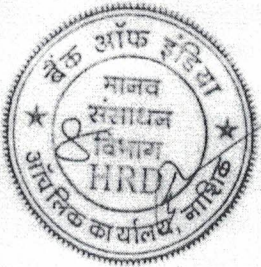
There shall not be any Provident Fund contribution either from you or from the Bank. However, you will be covered under "Defined Contributory Pension Scheme" in terms of 9th Bipartite Settlement dated 27.04.2010 signed between Indian Banks' Association and the Workmen Unions.

- .2 इस पत्र में कुछ भी उल्लिखित होने के बावजूद आपकी सेवाओं को समुचित नोटिस देकर परिवीक्षाधीन अवधि विस्तारित परिवीक्षाधीन अवधि यदि कोई हो (की समाप्ति से पहले एकमात्र बैंक के विवेक पर, एक महीने का नोटिस या उसके एवज में एक महीने का वेतन एवं भत्ते देकर, समाप्त किया जा सकता है। यदि आप अपनी परिवीक्षा अवधि के दौरान बैंक की सेवाओं को छोड़ना चाहते हैं तो आपको 14 दिनों का नोटिस लिखित रूप में देना होगा या नोटिस के एवज में बैंक को 14 दिनों का वेतन एवं भत्ता देना होगा।

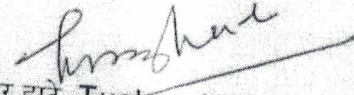
Notwithstanding anything contained in this letter, your services are liable to be terminated at the sole discretion of the Bank even before the expiry of the probationary period (including extended probationary period, if any) without assigning any reasons, but with one month's notice or on payment of a month's pay and allowances in lieu thereof. If you are desirous of leaving the services of the Bank during the period of your probation, you will have to give 14 days' notice in writing or pay to the Bank 14 days' pay and allowances in lieu of the said notice period.

- .3 यदि उपरोक्त नियम व शर्तें आपको स्वीकार्य हैं, तो यहाँ ऊपर उल्लिखित निबंधनों एवं शर्तों से सहमत होने की स्वीकृति स्वरूप कृपया इस पत्र की स्व हस्ताक्षरित प्रति हमें वापस करें।

If the above terms and conditions are acceptable to you, please return to us the copies of this letter duly signed by you in token of having agreed to the terms and conditions mentioned hereinabove.



भवदीय Yours faithfully,

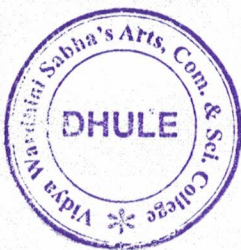

तुषार हाटे Tushar Hate
आंचलिक प्रबंधक Zonal Manager
नाशिक अंचल Nasik Zone

मैं उपरोक्त दिए हुए नियम और शर्तों के अनुसार नियुक्ति को स्वीकार करता हूँ। मैं दिनांक _____ को अथवा इसके पूर्व कार्यग्रहण करूँगा।

I accept the appointment on the terms and conditions mentioned hereinabove. I shall join duty on or before _____.

स्थान Place :

दिनांक Date :



अभ्यर्थी का हस्ताक्षर ((Signature of the applicant)

- ii. वर्तमान में आपको **DHULE** शाखा/कार्यालय में तैनात करने का निर्णय लिया गया है। तदनुसार आपको सूचित किया जाता है कि इस पत्र की प्राप्ति के 15 दिनों के अंदर अथवा दिनांक **13.09.2021** या उसके पूर्व, इनमें से जो भी पहले हो, रिपोर्ट करें। बैंक में नियुक्त होने के बाद आपको देय कुल मासिक परिलब्धियाँ निम्नानुसार होंगी :

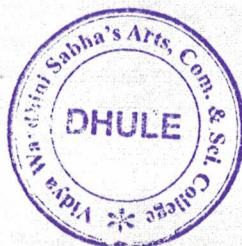
मूल वेतन	17900/-
महंगाई भत्ता	पात्रता के अनुसार
मकान किराया भत्ता	पात्रता के अनुसार
परिवहन भत्ता	पात्रता के अनुसार
विशेष वेतन/भत्ता यदि कोई हो	पात्रता के अनुसार
कुल	पात्रता के अनुसार

It has been decided to post you presently at **DHULE** Branch/Office. Accordingly, you are advised to report to the Branch/Office within 15 days from the date of receipt of this letter **OR** on or before **13.09.2021** whichever is earlier. The total monthly emoluments, payable to you after joining the Bank would be as follows:-

Basic Pay	17900/-
Dearness Allowance	As per Eligibility
House Rent Allowance	As per Eligibility
Transport Allowance	As per Eligibility
Special Pay / Allowance, if any	As per Eligibility
Total	As per Eligibility

- iii. आपकी नियुक्ति वर्तमान नियुक्ता, यदि कोई हो, से बैंक को बिना शर्त सेवानिवृत्ति प्रमाण पत्र उपलब्ध कराने तथा दिनांक **13.09.2021** या को या उससे पहले सेवारंभ करने और कम से कम तीन चरित्र प्रमाण पत्र प्रस्तुत करने एवं उनके संतोषजनक पाए जाने की शर्त के अधीन है। इनमें से एक चरित्र प्रमाण पत्र अधिमानतः उस स्कूल/कॉलेज से हो जहाँ से आपने अंतिम बार अध्ययन प्राप्त किया था और शेष दो, ऐसे प्रतिष्ठित व्यक्तियों से हों जैसे राजपत्रित अधिकारी/विशेष कार्यपालक अधिकारी/बैंक अधिकारी/सरकारी अधिकारी/सार्वजनिक क्षेत्र उपक्रमों के अधिकारी जो आपके रिश्तेदार नहीं हैं।

Your appointment is subject to the condition that you produce to the Bank a Clean Discharge Certificate from your present employer, if any, and that you join duty on or before **13.09.2021** and you produce three character certificates of which one is preferably from the School/College last attended and the remaining two from respected personalities such as Gazette Officers / Special Executive Officers / Bank Officials / Government Officials / Officials from Public Sector Undertakings, not related to you, and the same is found satisfactory by the Bank:





HRD/MML/O/37006/21

26/Jun/2021

Mr.Parshuram Dhanaraj Bhamare
A/p War,Kundane,
Dhule,
Maharashtra,
Pin: 424002

Dear Mr.Parshuram Dhanaraj Bhamare

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited**. This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title :

You will be designated as **Relationship Officer-Operations**

2. Reporting:

You will be reporting to the **Branch Relationship Manager-Operations**

3. Location:

Your first posting will be at **Dhule**

4. Remuneration:

Your Annual Total Employment Cost to the company would be **Rs.229236.00** /- (**Rupees Two Lakhs Twenty-Nine Thousand Two Hundred Thirty-Six Only**) the details of which are been given in the Annexure attached

OFFER ACCEPTED BY
Bhamare.



5. Job Description

Your duties and responsibilities will be given separately

6. Posting/Transfer:

Even though your first posting will be at **Dhule** during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

7. Probation/Confirmation:

You will be on Probation for a period of 12 months. Your performance will be evaluated after the completion of probation period. Your services will be confirmed with the company in writing, strictly on the basis of your performance during the probation period

8. Notice Period:

In case you decide to leave the company's services, you will be required to give 90 days' notice. The company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the company the gross salary for the notice period so reduced/waived off.

9. Medical Fitness:

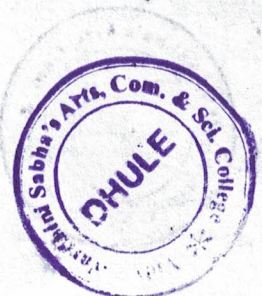
Your offer is subject to your being found medically fit for employment.

10. Information:

This Offer Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio- data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this position, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

11. Responsibility:

With acceptance of this letter, you are undertaking the following responsibilities



offer Accepted by
Phens.

- I. You will abide by the rules and regulations/Certified Standing Orders of the Company as may be in force from time to time
- II. During your services with the Company, you will not undertake any other business or work, direct or indirect, honorary or with remuneration except with the written permission from the Management.
- III. You will not during your services with us or any time, thereafter disclose to any persons, firm or Company, information regarding the Company, the disclosure of which may damage the interest of the Company.

12. You are advised to join us latest by: 10-July-2021

13. You are required to sign and submit a copy of this letter as a token of your acceptance of our terms and conditions along with the following documents (if not submitted already) within 2 days from the date of this offer failing which the offer will stand void.

- Copy of educational qualification (self-attested);
- Police Verification Certificate on or before 30 days of joining;
- KYC - Self attested;
- Copy of Relieving letter from the present Employer;

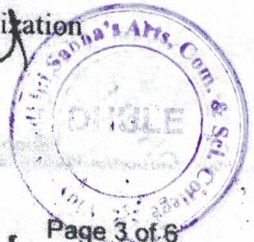
14. Employees who are leaving the service without intimation to the company within 30 days from the date of joining shall be not eligible for any benefits as an employee and the company has the right to recover the loss incurred with regard to the appointment and his service.

Confidentiality

You acknowledges that in the course of performing services, you will obtain knowledge of the business plans, products, processes, software, know-how, trade secrets, formulas, methods, models, prototypes, discoveries, inventions, improvements, disclosures, names and positions of other employees and/or other proprietary and/or confidential information (collectively the Confidential Information). You agree to keep the Confidential Information secret and confidential and not to publish, disclose or divulge to any other party, and agree not to use any of the Confidential Information for your own benefit or to the detriment without the prior written consent, whether or not such Confidential Information was discovered or developed by you. You also agree not to divulge, publish or use any proprietary and/or confidential information of others that you are obligated to maintain in confidence.

This clause shall be applicable even after the discontinuation of your services with the organization

Office Director
M
Bhems



Page 3 of 6

Professional Code of Conduct

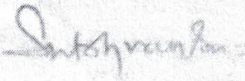
You shall abide by the Professional code of conduct, as amended from time to time, at all times.

Acceptable Usage Policy

You shall be bound by the acceptable usage policy and the related policies from time to time. Within 15 days of joining you will read through the Policy and acknowledge receipt of the same failing which you may not be able to access the information assets

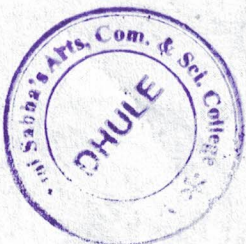
While welcoming you to Muthoot Pappachan Group, we hope you will excel in your endeavours and help make Muthoot Microfin a success story.

For Muthoot Microfin Limited.



Subhansu Patttnayak
Executive Vice President - HR

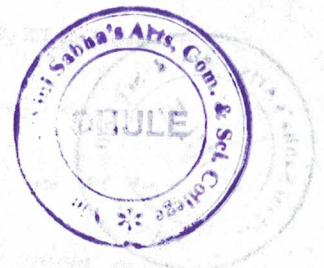
Offoctoris allophka
121
Phems.



SALARY BREAK UP

Designation	Relationship Officer-Operations	
Grade	RO III	
Location	Dhule	
Salary Breakup	Per Month	Per Annum
Basic plus DA	10200.00	122400.00
HRA	4080.00	48960.00
Others Allowance	2720.00	32640.00
Gross Salary (A)	17000.00	204000.00
Deductions		
Provident Fund	1550.00	18600.00
ESI	128.00	1536.00
Net Salary (B)	15322.00	183864.00
ESI(ER Share)	553.00	6636.00
Provident Fund(ER Share)	1550.00	18600.00
Total (C)	2103.00	25236.00
Cost to The Company (A+C)	19103.00	229236.00

Offo & acc of h
M
Shors.



Employee Benefits :

- * Employee benefits will be paid monthly to the individual service provider
- * Other applicable employee benefits will be paid separately based on your eligibility

For Muthoot Microfin Limited.

Subhansu Pattnayak



**Subhansu Pattnayak
Executive Vice President - HR**

*Offer accepted by
Subhansu*





17-18 ECD
HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

September 28, 2020

Ref:HDBFS/20-21/HRIC307151/Appt/220469

Mr. GOPAL AJAY PATIL,
Dhule

Dear GOPAL,

LETTER OF APPOINTMENT

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

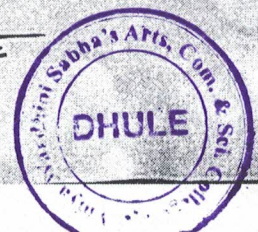
Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at DHULE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.
- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

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

Page 1 of 5



- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.
- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.



Ref:HDBFS/20-21/HRIC307151/Appt/220469

- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.
- t) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.



As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

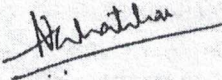
You are requested to join no later than October 10, 2020.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining :

- a) Copy of Educational Certificates and Mark sheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

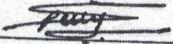
You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



Ashish Ghatnekar
Head - Human Resources & Operations

AGREED AND ACCEPTED



Mr. GOPAL AJAY PATIL





Dt: 22-01-2022
Mr. KETAN RAVINDRA WANI
Sakri road, SHANI NAGAR,
DHULE, MAHARASHTRA
INDIA - 424001.

Dear Mr. KETAN RAVINDRA WANI,

Sub: Offer of Employment

We are pleased to offer you the position of **CHEMIST** in **R&D** department based on your application and interview you had with us. Your place of posting will be at **M/s RK AGENCIES, NO 106, 5th BLOCK, PRAJAY CITY APARTMENTS, ALLWYN X ROAD, MIYAPUR, HYDERABAD-500049**. Your Services are presently placed at our Client **M/s HETERO LABS LIMITED, SURVEY NO.10, I.D.A., GADDAPOTHARAM, JINNARAM MANDAL-502313, MEDAK, TELANGANA, INDIA.**

1. You are requested to report for duty latest by **05-02-2022**, failing which offer is not valid beyond this date.
2. Upon receipt of the offer, you are required to undergo medical checkup at the company authorized diagnostic centres. You will be entitled for appointment upon you found to be medically fit.
3. You will report to the **Head of the Department** or any other officer authorized by the company, with regard to your day to day activities from time to time.
4. If there are any changes in the conditions of your service, the same will be notified to you.
5. You will be entitled to the gross salary as discussed and agreed upon mutually.
6. You will be on probation for a period of six months from the date of your joining.
7. You are required to sign an agreement on your joining as discussed during interview.
8. Your appointment order including confidentiality and non-disclosure agreement indicating terms and conditions of your employment will be issued at the time of your joining.



RK Agencies

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049



Please ensure to bring the following documents / certificates etc., at the time of your joining.

1. Copy of your offer letter.
2. Employee Information sheet duly filled in.
3. Physical fitness certificate from a civil surgeon.
4. Copies of educational certificates and mark sheets.
5. Four passport size colour photographs.
6. Proof of age: Birth certificate or 10th class certificate giving date of birth.
7. Latest pay slip and relieving letter from your previous employer.
8. Copy of your PAN card and ADHAR card.
9. PF declaration form duly filled in.
10. Copy of Form 16 issued by your present employer if you are assessed to IT.

Please note that you are expected to keep the salary details strictly confidential and not to disclose the same with anyone.

We look forward to your acceptance of this offer and join our organization.

We welcome you to RK AGENCIES

With best wishes,

For RK AGENCIES

B. R. Wray

Authorized Signatory

Offer Acceptance:

I received original offer letter dated 22-01-2022 for the position of **CHEMIST** in **R&D** and I here by accept the terms and conditions set out in the offer letter. I further confirm that I will be joining on or before 05-02-2022.

Date:



(Signature of the Candidate)

RK Agencies

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049

SALARY ANNEXURE



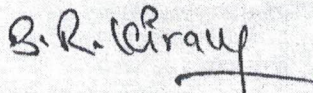
RK AGENCIES Salary Structure			
Name	Mr. KETAN RAVINDRA WANI		
Designation	CHEMIST		
Department	R&D		
EARNINGS		ANNUAL BENEFITS	
BASIC	8400	LTA	4000
HRA	5600	Employer ESI	5460
	-	Employer PF	12096
	-	Exgratia	16800
GROSS (PM)	14000	TOTAL ANNUAL BENEFITS	38356
DEDUCTIONS (Per Month)			
E.S.I	105		
P.F	1008		
P.T	-		
	-		
	-		
TOTAL DEDUCTIONS	1113		
NET SALARY	12887	CTC Per Annum	206356

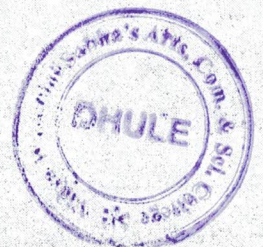
(Rupees Two Lakh Six Thousand Three Hundred FiftySix Only)

Apart from above, you are entitled for the following additional benefits:

- Ø Group Term Life insurance coverage up to 10 times on CTC and up to Maximum of 25 Lakhs.
- Ø Group Personal Accident Insurance coverage up to minimum of 25 Lakhs and Maximum of 50 Lakhs.
- Ø Gratuity as per payment of Gratuity Act, 1972.

for RK AGENCIES


AUTHORIZED SIGNATORY



RK Agencies

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049



Ref No: 220382

Dt: 31-01-2022

To, . .

KETAN RAVINDRA WANI
Sakri road, SHANI NAGAR,
DHULE, MAHARASHTRA,
INDIA - 424001.

Appointment Letter

Dear Mr. KETAN RAVINDRA WANI,

We are pleased to appoint you as **CHEMIST** in **R&D** department considering your application and subsequent interview you had with us on the following terms and conditions:

1. APPOINTMENT

The terms governing this appointment will be effective from **05-02-2022** i.e the date of your joining in **M/s RK AGENCIES, #106, 5TH Block, Prajay City Apartments, Allwyn X Road, Miyapur, Hyderabad - 500049.**

2. PLACE OF POSTING

Your place of posting will be at our client **M/s HETERO LABS LIMITED, GADDAPOTHARAM.**

3. REPORTING

You will be reporting to the **Head of the Department** or any other officer authorized by the company.

4. SALARY & ALLOWANCES

You will be paid salary and applicable allowances as detailed in the annexure enclosed.

5. SERVICE RULES

You will be covered by the service rules and regulations of the company in force relating to work administration, conduct, discipline and other allied matters which are further likely to be amended under the applicable statutory provisions from time to time.

6. PROBATION

You will be on probation for period of 3 years from the date of your joining. After successful completion of your probation period, your services will be confirmed by the management accordingly. If the performance during the probation period is found not up to the mark, the probation period will be further extended at the discretion of the management.

7. TRANSFER

During the period of service, depending upon the exigencies of work, your services are liable for transfer from one section to another section, from one department to another department, from one unit to another unit or from one place to another place at discretion of management.



RK Agencies

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049



8. DUTIES / RESPONSIBILITIES

- a) You will apply yourself diligently and faithfully to the work that may be assigned to you from time to time duly complying with the directions given to you by your superiors
- b) You will have the responsibility for efficient, satisfactory and economic operations in the areas of responsibility that may be assigned to you from time to time. Every employee of the company will take upon himself/herself the required degree of responsibility under the rules and regulations framed for the purpose and are accountable for the work undertaken by him/her.
- c) You will not engage yourself without any written approval of the management in any other employment or hold any other honorary office during the tenure of such employment either as a consultant or work on part time basis with any other company / organization / individual.
- d) During the course of your employment, in the event of you being, found guilty of misconduct, negligence in the discharge of duties, irregular in attendance, theft, corruption, fraud, forgery, misappropriation or refusal of transfer, disobedience of the orders of superiors, commit any breach of the terms of your employment or of any of the stipulations herein contained, or any other act of omission inconsistent with your duties, render yourself incompetent in performing your duties, the company shall be entitled to terminate your services without any notice or compensation.

9. VERIFICATION

Your appointment is based on the information furnished by you to the company. If at any time the information provided by you is found to be false and misleading, your appointment will be terminated forthwith without any notice or payment / compensation in lieu thereof.

10. APPRAISAL/PROMOTION

Increments and future prospects in the company shall entirely depend upon your performance. Accordingly your performance will be measured by evaluating your efficiency, hard work, attendance regularity, sincerity, loyalty, good conduct and such other relevant factors. Please note that increment/ promotion in no case shall be automatic and can never be claimed as a matter of right.

11. NOTICE PERIOD

- a) During 1st year of service, if so warranted, termination of the services can be initiated by either side by giving three months notice in writing or with compensation of equivalent amount of gross salary applicable for the said period of 3 months in lieu of notice period.
- b) On completion of Three year, if you choose to resign, you will have to serve 3 months notice in writing to the company and also physically work during the notice period of 3 months without being eligible to any kind of leaves whatsoever. Similarly if the company intends to terminate your services, for any specified reasons, at its discretion, you will be served with three months' notice to the effect or in lieu may pay 3 months gross salary and relieve you immediately. Further the company at its sole discretion will have an option to accept your resignation and relieve you prior to completion of stipulated notice period of three months, without any pay in lieu of notice period.

REF: 220382



RK Agencies

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049

Page 2 of 4



12. CONFIDENTIALITY

During the period of service, you shall become fully cognizant and familiar with current facets of Company's business, its sources of supply, list of customers, prices, supplies, processes and methods of manufacture, products, sales and distribution & information that relate to its activities in general, which, if disclose might afford third parties an unfair competitive advantage against the Company. The Employee agrees that he shall not directly or indirectly use, make available, sell, disclose or otherwise communicate to any person other than in course of Employee's Employment and for the benefit of the Company either during the period of the Employee's Employment or at any time thereafter. Therefore, the Employee undertakes and guarantees to keep all such information strictly secret and confidential and shall indemnify the Company for any breach of his confidentiality obligations.

13. NON-SOLICITATION

During your Employment with the Company, you agree that you will not directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, knowingly solicit, aid or induce,

- a) any Employee of the Company or any of its subsidiaries or affiliates to leave such Employment in order to accept Employment with or render services to or with any other person, firm, corporation or other entity unaffiliated with the Company or knowingly take any action to materially assist or aid any other person, firm, corporation or other entity in identifying or hiring any such Employee.
- b) any customer of the Company or any of its subsidiaries or affiliates to purchase goods or services then sold by the Company or any of its subsidiaries or affiliates from another person, firm, corporation or other entity or assist or aid any other persons or entity in identifying or soliciting any such customer.

14. NON-COMPETITION

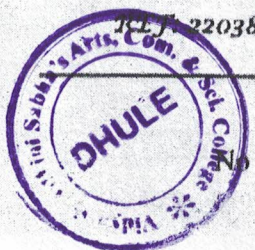
During the period of employment, you will perform services of unique nature for the Company that are irreplaceable and that his performance of such services to a computing business will result in irreparable harm to the Company. Accordingly, the Employee agrees that he will not directly or indirectly own, manage, operate, control, be employed by or render services to any person, firm, corporation or other entity in whatever form engaged in any business of the same type as

any business in which the Company or any of its subsidiaries is engaged on the date of termination or at any time during One Year period pending with the date of termination in any country in which the Company conducts business.

15. TERMINATION

The Company may immediately and without notice terminate your Employment with "Cause" without prejudice to any other remedy open to the Company. "Cause" shall mean

- a) The company will deduct taxes as appropriate and consistent with the Indian Tax
- b) Conduct that has or is likely to have an adverse effect on the Company's reputation
- c) Substantial or Continued unwillingness to perform duties as reasonably directed by the Reporting Authority.
- d) Gross negligence or deliberate misconduct.
- e) Any material breach of clauses of this appointment. You acknowledge that you are continuing obligations under this appointment including but not limited to Clauses 12, 13 and 14 in the



220382

RK Agencies

Page 3 of 4

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049



event that you are terminated with Cause.

16. GENERAL

- a) The company will deduct taxes as appropriate and consistent with the Indian Tax Regulations. You will be responsible for your tax liabilities under all applicable Tax Laws. In case of any change in your residential address during the course of employment with the company, it will be your duty to intimate the same to the company in writing within a week from the date of occurrence of such change. All communications mailed to you by the company to the last address given by you will be deemed to be the notices properly served on you as expected of the company.
- b) Please note that our offer is subject to references provided by you being satisfactory and you being found medically fit.
- c) Upon resignation / termination of your employment, you should handover charge duly to the official designated for the purpose and pass on all papers / documents and / or other properties, which may be in your possession, to seek relief from the company.
- d) Please note that you are expected to keep the salary package strictly confidential and not to share the information regarding the salary with anyone

This appointment letter is issued to you in duplicate and you are hereby advised to return one set duly signed in token of your acceptance of the terms and conditions mentioned above.

best wishes,
for RK Agencies.,

Authorized Signatory

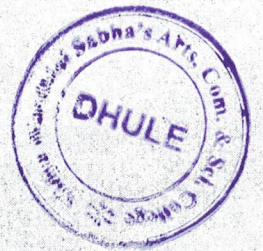
Acceptance

I have read and understood the above Terms & Conditions and non-disclosure and non-conflict agreement hereby signify my acceptance.

Signature

Name

Date



REF: 220382

RK Agencies

No 106, 5th Block, Prajay City Apartments, Allwyn X Roads, Miyapur, Hyderabad - 500049

Page 4 of 4