



5.2.1. Average Percentage of Placement of Outgoing students during the last Five Years.

Placement Record.

1. Kaustubh Rajendra

APPOINTMENT LETTER

RefNo: QG/OW/22/17772

1 Jul, 2022

KaustubhRajendraGa

vadePune

Dear Kaustubh,

It gives us great pleasure to offer you the position of “ **Test Engineer** ” at Qualitas Global Services LLP (hereinafter referred to as ‘Company’) Pune facility to you. Upon your acceptance of this offer in accordance with the terms and conditions set forth, this Agreement will constitute a legally binding and enforceable employment agreement between you and the Company. Please note that the terms of employment contained in this letter are subject to the Company’s Policy.

1. GENERAL

1.1 APPOINTMENT, POSITION AND COMPENSATION

In accordance with the terms and conditions set forth in this Agreement, we have pleasure in offering you the position of “ **Test Engineer** ”. It is expressly clarified that the said designation is in accordance with the internal grading policy of the Company.

1.2. Your date of appointment is 21 Jul, 2022.

1.3. You will be based at our Pune office and shall receive an all-




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inclusive consolidated salary of INR.1,56,000 CTC (Indian Rupees One Lakh Fifty Six Thousand Only).

- 1.4. You agree that the Company in accordance with its compensation policy and practices, at its sole discretion, can revise/alter/change the structure of your compensation and the same will be intimated to you in writing.
- 1.5. The Company shall further be entitled to change your place of work/transfer you to a place within and/or outside Pune and/or to any of its vendors and/or subsidiaries and/or affiliates and/or clients and/or any related companies as may be deemed fit by the Company and to modify your reporting or organizational structure as may be reasonably necessary to respond to changing business needs of the Company.
- 1.6. You may be considered for appraisal at a time and interval as decided by the Company and in event of any revision/alteration/change in the structure of your salary with regard to such appraisal, a letter in writing such revision/alteration/change shall be provided to you, however, the same will be subject to an assessment of your performance by the Company (at its sole discretion).
- 1.7. Your salary shall be subject to deductions of taxes and levies as per the statutory requirements, laws, statutes, etc. (read with any amendments from time to time).
- 1.8. No leave salary on account of ill health or for any reasons will be granted while you are on probation.
- 1.9. You explicitly understand that your compensation is a confidential matter and you may discuss matters pertaining to the same with only your manager(s) and the requisite person from HR. You shall not discuss your compensation/salary with your colleagues and/or compare salaries with your colleague. In the event of any grievances based on your discussion and/or comparison with your colleagues will not be attended to and/or entertained.



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2. TERM AND TERMINATION

2.1. Your employment with the Company is subject to satisfactory medical report on your physical fitness certified by a physician or other healthcare provider as approved by the Company.

2.2. Subject to what is stated hereunder, your employment with the Company will become effective from 21 Jul, 2022. The initial 6 (Six) months will be regarded as a probation period ("Probation Period") which will be for your training. The Company may terminate your employment at its sole discretion without assigning any reason by giving 1 (one) day notice to you in writing during the Probation Period. Further, in event you terminate your services during the probation period you will have to pay the Company an amount equivalent to 1 (one) month's salary in lieu thereof. You further agree and understand that the Company may extend the Probation Period at its sole discretion.

2.3. Subject to Clause 2.2 above, you are at liberty to terminate your services with the Company by giving 2 (two) months' notice in writing to the Company or by paying an amount equivalent to two (2) month's consolidated salary in lieu thereof. The Company shall, likewise, at its sole discretion without assigning any reason, be at liberty to terminate your services by giving one (1) week's notice in writing. You acknowledge that during the aforesaid notice period (whether such notice is given by you or the Company), the Company is not obliged to give you any new work/assignment. All terms and conditions of your employment will continue to apply during such notice period.

2.4. Notwithstanding anything stated in this Letter, the Company reserves the right to terminate your employment effective immediately and without being liable to pay compensation in lieu of notice, if any of the following acts are done by you:

- a. If you are charged with a felony crime;
- b. If you commit a crime of moral turpitude such as a act of fraud or other crime involving dishonesty;
- c. If you fail to perform your duties in a competent manner;
- d. If you violate any duties of confidentiality and/or non-competition under this Letter;
- e. If you fail to comply with directives from superiors, managing officers or such other person and/or company policy;
- f. Unauthorized absence beyond a period of seven (7) consecutive days
- g. If you comment or act that harm the Company's reputation, standing, or credibility within the community/ties it operates or with its customers or vendors or consultants.

2.5. Upon termination and/or resignation from employment with the Company, an exit interview will be concluded and you would be required to sign an exit document prior to disbursement of any salaries, benefits or dues, as provided to you by the Company at that time.

2.6. On termination of employment and/or your resignation during the Probation Period or thereafter, you will immediately hand over to the Company the computer, documents, materials, formats, any and all the articles and properties of the Company of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone you are due, if any, will be settled by the Company. Further, you shall also hand over complete and satisfactory charge of the job to any person assigned for the purpose by the Company and/or its clients and non-compliance hereof shall entitle the Company to withhold and disentitle you from your salary so accrued and earned prior to the date of such termination.

2.7. Please note that this appointment is offered to you on the basis of your having furnished to the Company correct information regarding your past service/s and other records. If at any time it is revealed that the employment has been obtained by furnishing false information or by withholding pertinent information, the Company shall be free to terminate your services at any time without any notice or compensation thereof.



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3. ANNUALLEAVES




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3.1. You shall be entitled to a yearly paid leave of 21 (twenty-one) calendar days and the same shall be inclusive of sick leaves (i.e. from 1st January to the 31st of December every year). It is to be noted that the same shall not include 4 compulsory national holidays. The national holidays that will be provided to you will be informed by the Company. Although leaves will be granted at times requested by you, but the Company reserves the right to determine or approve the leave time and period in order to ensure efficient and orderly operation of the Company's business and projects. It is to be expressly noted herein that no leaves will be allowed to be taken during the Probation Period. Further, no accumulation of leave is permitted except with written consent from the Company. It is expressly clarified herein that any additional leaves taken apart from that stated herein, salary will be deducted.

3.2. Further, in event you resign and/or your services are terminated during the year, unclaimed leave at the time of termination of your service will be deemed to have lapsed and can not be cashed and/or carried forward to the next calendar year.

4. CONFIDENTIALITY

You shall not at any time during the continuance of the employment or thereafter at any given point of time divulge, either directly or indirectly and/or knowingly or unknowingly to any person, firm, company, press and/or media any information that is privileged and / or of confidential nature that you may acquire and/or have access to during the course of employment or otherwise howsoever concerning the Company's business, property, contract, clientele, trade secrets, clients or affairs to any person, firm, corporation, or entity. Should you reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining you from disclosing the same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed. The right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against you for a breach or threatened breach of this condition, including the recovery of damages from you.

5. INTELLECTUAL PROPERTY

5.1. From the time the results and proceeds of any services, work, etc. is created and/or comes into existence delivered by you hereunder and/or during your course of employment with the Company and/or in relation thereto, it shall be deemed as work-made-for-hire for the Company prepared within the scope of your employment and/or as a work specifically ordered and/or commissioned by the Company, and therefore, the Company shall be the author and first owner thereof for all purposes throughout the universe, in perpetuity, in any and all formats and media now known and hereafter devised and/or otherwise in all languages of the universe. The Company shall be the author and first owner of all rights of every kind and nature whether now or hereafter known or created in connection with such results and proceeds including, without limitation, all copyrights, trademark, service mark, designs, patents and any/all Intellectual Property Rights therein, in any and all jurisdictions of the world. If and to the extent the foregoing does not operate to fully vest in the Company any and all



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of the rights in and to the said results and proceeds, you hereby irrevocably sell, transfer, grant and assign to the Company all right, title, and interest in and to the results and proceeds, including, without limitation, all copyrights and renewals and extensions of copyright and any/all Intellectual Property Rights therein, throughout the universe, in perpetuity, in any and all media now known and hereafter devised and in all languages. You expressly waive any so-called "moral rights", "author's right" and/or any other such rights which may now be or may hereafter be recognized. Without limiting the generality of the foregoing, the Company shall have the irrevocable right to use and display and exploit the results and proceeds for any and all purposes perpetually, throughout the universe, in any and all languages, formats and media now known and later devised in connection with any work which you have created or may create in future (whether individually or as a member of a team) during the course of your employment by the Company, all ancillary and subsidiary rights therein and any other production(s) using such results and proceeds. Notwithstanding anything stated herein it is expressly clarified that the Company shall have right to use, exploit, adapt, change, revise, delete from, add to and re-arrange the whole or any part of the results and proceeds and to combine the same wholly or in part with any other work or content and exclusively appropriate/retain all revenues accruing there from and in such an event you shall not have any claim for compensation including any claim for loss of opportunity to enhance your professional reputation or for any other reason whatsoever. It is expressly clarified herein that all rights including but not limited to the Intellectual Property Rights has been provided by the



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Company and solely belong to and is owned by the Company.

5.2. You acknowledge and agree that all Confidential Information including Intellectual Property is and shall always remain the property of the Company, and that Company may use such Confidential Information for any purpose without obligation to you, without intimating you and without obtaining your consent.

5.3. The abovementioned results and proceeds and all the work so created by you during your employment is and shall be original to you, and the same shall not have, do not and shall not infringe any copyright, trademark, service mark, design, any/all intellectual property rights, moral right, right of privacy, right of publicity or any other rights whatsoever of any person/entity. Further, in event, any such work created by you is found to be infringing any of the aforesaid rights of any person/entity, it shall be considered a material breach of this Letter, and the Company reserves all its rights in law and equity to take any/all actions against you.

6. INDEMNITY

6.1. You shall be liable to indemnify the Company for any act, deed, matter or thing engaged in by you, directly or indirectly, which results in damaging the Company's property reputation and / or goodwill. You agree that you will compensate the Company for any loss and/or damage caused to the Company as a consequence of non-compliance with all or any of the terms of this Agreement or for your misconduct or negligence in the performance of the Services under this appointment. In the event of a claim for loss or damages being made by the Company, without prejudice to any of its rights, the Company shall be entitled to adjust amounts claimed, against the future or outstanding payments due to you. Any such claim for loss and/or damage made by the Company shall not amount to a waiver of the Company's right to terminate this appointment or any of the other rights available to the Company either under this appointment or otherwise in law.

7. NON-SOLICITATION AND NON-COMPETE

7.1. You shall not during the continuance of your Term with the Company do any act, deed, matter or thing whereby you would have been deemed to have independently taken up any consultancy and/or employment and/or assignment and/or advisory with any of the Company's clients and/or by yourself independently. In the event you wish to take up any consultancy and/or advisory and/or assignment by yourself independently, the same shall not conflict with the business of the Company and shall be subject to the prior written approval of your Manager. You further agree that you shall not during your Term with the Company and for a period of One year thereafter, solicit business, directly or indirectly, from any of the Company's existing clients. In the event the Company discovers, at any point of time, that you have acted in violation of this representation and warranty, it shall be entitled to recover its 'business opportunity loss costs' from you and the Company reserves the right to terminate your services forthwith without any compensation.

7.2. You agree that you shall not solicit to employ the Company's consultant(s) and/or employee(s) when he/she is employed by the Company for a period of 12 months after such consultant and/or employee ceases to work with the Company.

8. DISPUTE SETTLEMENT AND GOVERNING LAWS

8.1. The Parties shall submit all disputes and differences howsoever arising out of or in connection with this Agreement to arbitration to be conducted by sole arbitrator to be appointed by the Company.





8.2. The arbitration shall in all matters be governed by the Arbitration and Conciliation Act, 1996. The place of arbitration shall be Pune, India. The language to be used in the arbitration proceedings shall be English. The award of the arbitration proceedings will be final and binding on both Parties to this Agreement. This Agreement and the relationship among the parties shall be construed under and governed by the laws of India without regard to the conflict of law rules thereof, and the parties hereby submit to the jurisdiction of the courts of Pune, India.

8.3. This Agreement shall, in all respects, be governed by and construed in all respects in accordance with the laws of India. The Parties




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agree to submit to the exclusive jurisdiction of the courts in Pune, India in connection with any dispute arising out of or in connection with this Agreement.

9. MISCELLANEOUS

9.1. This Letter supersedes any prior arrangement between you and the Company or any predecessor of the Company, except that this Letter shall not affect or operate to reduce any benefit or compensation inuring to you of a kind elsewhere provided and not expressly provided in this Letter.

9.2. If, for any reason, any provision of this Letter is held invalid, all other provisions of this Letter shall remain in effect. If this Letter is held invalid or cannot be enforced, then to the full extent permitted by law any prior Letter between the Company (or any predecessor thereof) and you shall be deemed reinstated as if this Letter had not been executed.

9.3. This Letter is the entire understanding between the Company and you, any oral changes agreed to between the Company and you shall have no effect. It may be altered only by a written Letter signed by the party against whom enforcement of any waiver, change, modification, extension, or discharge is sought.

10. TERMS OF EMPLOYMENT

10. EMPLOYEE CONVENANTS

10.1. During the period of your service, you will be subjected to the rules and policies of the Company for the time being in force. Further, these rules and policies shall be deemed to be accepted by you as binding on you.

10.2. You will devote full time, attention, and energies in the capacity of a “ **Test Engineer** ” to the Company, and, during your employment with the Company, you will not engage in any other business activity, regardless of whether such activity is pursued for profit, gain, or other pecuniary advantage. This clause is to be read in consonance with clause 7.1 of General Terms.

10.3. You agree and acknowledge that you may have to devote extra hours to achieve targets as may be required by the Company from time to time.

10.4. You shall not during the continuance of your employment with us do any act, deed, matter or thing whereby you would have been deemed to have independently taken up any employment and/or assignment with any of the Company's clients or any other independent parties or clients. This clause is to be read in consonance with clause 7.1 of General Terms.

10.5. You shall upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

10.6. You represent and warrant that there is no litigation and/or convictions suit against you before any court of law which involves any criminal offence or offences involving moral turpitude.

10.7. You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.

10.8. You agree and acknowledge that the personal identifiable information provided by you in connection with your recruitment and during the subsistence of your employment with the Company will be used for the purpose of administering the terms of your employment with the Company. The Company may provide this information to other parties authorized by law to receive it and/or in terms of the Company's policy.



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10.9. You agree and acknowledge you will be required to undertake travel on Company work for which you will be reimbursed travel




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expenses as per the Company policy applicable to you as per your pay grade. In case of overseas travel/assignment you will be required to execute Foreign Travel Bond/Agreement with the Company.

10.10 You agree and acknowledge that whenever necessary you will execute documents/agreements in favor of the Company for any Intellectual Property created by you during the Term of your Company and such other document/agreements including but not limited to Non-Disclosure Agreements from time to time.

10.11 You agree and acknowledge that all details and information provided by you are true and correct and that you have not provided us with any false declaration or will fully suppress any material information. In the event it is found that you have made a false declaration, you will be liable for removal from service without notice.

10.12 Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.

10.13. Your appointment is contingent upon a satisfactory background & reference check and verification of salary history.

10.14. You agree and understand that a working day and working hours shall be as per applicable laws.

10.15. You agree and understand that you may be required to work on a shift. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. The shift timings may change from time to time which you will be notified in advance.

10.16. You agree and acknowledge that in the event you are required to work from the Company's client office/site, the working hours will be as per such client's requirement, the same being subject to applicable laws.

10.17. You agree and acknowledge that your work day may comprise of two or more separate blocks of time giving a day instead of a single block of time depending upon the need of company's client/customer to whom you are supporting at that time period.

11. SALARY AND BENEFIT

11.1. Salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, depending upon your performance during the year.

11.2. Notwithstanding the provisions of clause 1.6 of General Terms, you acknowledge that Company's policy to review the salary payable to its employee periodically and such reviewed salary may be higher or lower than the salary received for the previous year depending upon the overall individual's performance and/or the performance of the Company.

11.3. In addition to salary, you shall also be entitled to receive other benefits as applicable under Company's policy. The company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.

11.4. The salary shall be payable on a monthly basis in arrears by the 10th working day of each calendar month.

11.5. The payment of all compensation/salary shall be made in accordance with the relevant policies of the company in effect from time to time, including normal payroll practices and shall be subjected to income tax deductions at source, as applicable. 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.

11.6. The compensation paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of any other allowances.

11.7. By accepting this offer you authorize the company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, holiday pay and sick pay, etc.) all debts owed by you to the company or any of its group companies or any fine imposed by



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the company as a discretionary penalty pursuant to the company's disciplinary procedure.




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12. RELOCATION

In the event the Company has incurred any expenses with regard to your relocation, the same will be reimbursed by you to the Company if you terminate your employment with the Company within a year (i.e. 12 months) from the date of joining.

13. MODE OF COMMUNICATION

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

14. DATA PRIVACY COMPLIANCE POLICY

You agree and acknowledge to the terms and conditions of the Data Privacy Compliance Policy stated below:

You agree and acknowledge to the processing of your personal data in accordance with the Company's Data Privacy Policy, a copy of which can be obtained upon request.

In particular, you explicitly agree and acknowledge to:

- The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Company Policy;
- The transfer of your personal data by the Company to other employees and offices of Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "Sensitive Personal Data" may be understood to include reference to the various categories of personal data identified by Worldwide and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company's policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.



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15. RETIREMENT

Your retirement age will be at 60 years. Your services may be extended beyond the age of retirement upon acquiring the requisite from the Company's Management.

16. GENERAL




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Your Participation in the Company Provident Fund Scheme shall be as per the rules and policies applicable to your category.

- You shall be bound by the Code of Conduct of the Company and all other rules, regulations, instruction, policies and orders issued by the Company from time to time
- The company is not liable to provide you any vehicle for carrying out your assigned tasks and you will be expected to arrange your own means of conveyance or utilize public transport.
- You will be subjected to 'Security Check' of yourself and your belongings while entering and leaving the premise, if found necessary.

ACCEPTANCE OF THIS OFFER

Each page of this letter needs to be initialed and the letter signed. Return the duplicate copy of this letter, as a token of your acceptance of the terms and conditions set out herein. **Please Note:** Signing this Letter Agreement, you have agreed to accept the employment with the Company on the terms and conditions set out therein. Upon your signature and return to us, this Offer Letter will be treated as an Employment Agreement and the terms and conditions of this Agreement shall govern your employment with the Company. **Acknowledgement and Acceptance of Appointment with QUALITAS GLOBAL SERVICES LLP**

I, Kaustubh Rajendra Gavade have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on **21 Jul, 2022**.

Signature: _____

Date: 21 Jul,

2022 Place: Pune

We would personally like to take this opportunity to welcome you to Qualitas Global and trust that our association will be rewarding. With Regards,

For Qualitas Global Services LLP Human



2.Rushikesh Solat

EFL/HR/M-3/2021

Date:22-Aug-2022

Mr.RushikeshSolat

DearRushikeshSolat,

Furthertoyourinterviewswithourpanel,wearepleasedtoinformthatyouhavebeenselectedand offered for the following position:

InternalDesignation&Band:**AssistantManager,M-3**

Department:**Sales- REF**

ExternalDesignation:**SalesManager** Date

of Appointment: **22-Sep-2022** Location of

Job: **Pune | HO**

Youshallbeentitledtothecomensationasmentionedunder**Annexure-I**,attachedherewith. Your appointment will be subject to Positive feedback on Reference check & Medical report.

Please sign and return the duplicate of this letter as a token of acceptance of the offer, on the terms and conditions mentioned above as well as in Annexure I, to the HR department as soon as possible.

Wewelcomeyou to our organization and look forward to a long, happy and mutually beneficial association with you in Electronica Finance Ltd.

**Yours Sincerely,
Ashwini Shivram**



Annexure I

Component	Yearlyvalue	Monthlyvalue
Basic	148632	12386
HouseRentAllowance	59453	4954
StatutoryBonus	14220	1185
NewEducationalAllowance	2400	0
SpecialAllowance	169395	14116
GrossSalary	391700	32642
EmployerPF	21600	1800
EmployerESIC	0	0
StatutoryBonusInterim	9300	775
Fixed CTC	425000	35417
VariablePerformancePay	212500	17708
Total CTC	637500	53125

*IncometaxisapplicableonTotalNet Salary

*Mobile /Conveyance Expenses will be as per Company Policy

*MediclaimeofworthRs.5,00,000/-for(You,yourspouse,twochildren&parents)

(60% Mediclaim premium will be borne by the company & 40% by the Employees/annum)

*Group term life insurance sum assured for Rs. 20,00,000/-

*Accidental Insurance sum assured for Rs. 15,00,000/-.

**Variablepaywillbepaidasperthecompany'spolicy.(Forsalesvariablepayispartoftheregularincentivescheme&forsupport functions variable pay depends on individual and company performance)



*Employees will be eligible for appraisal who have joined before 30-Sep of respective financial years subject to confirmation & performance.

*Your appointment will be subject to positive feedback on reference check and medical report.



Checklist of documents/information to be furnished on the date of joining

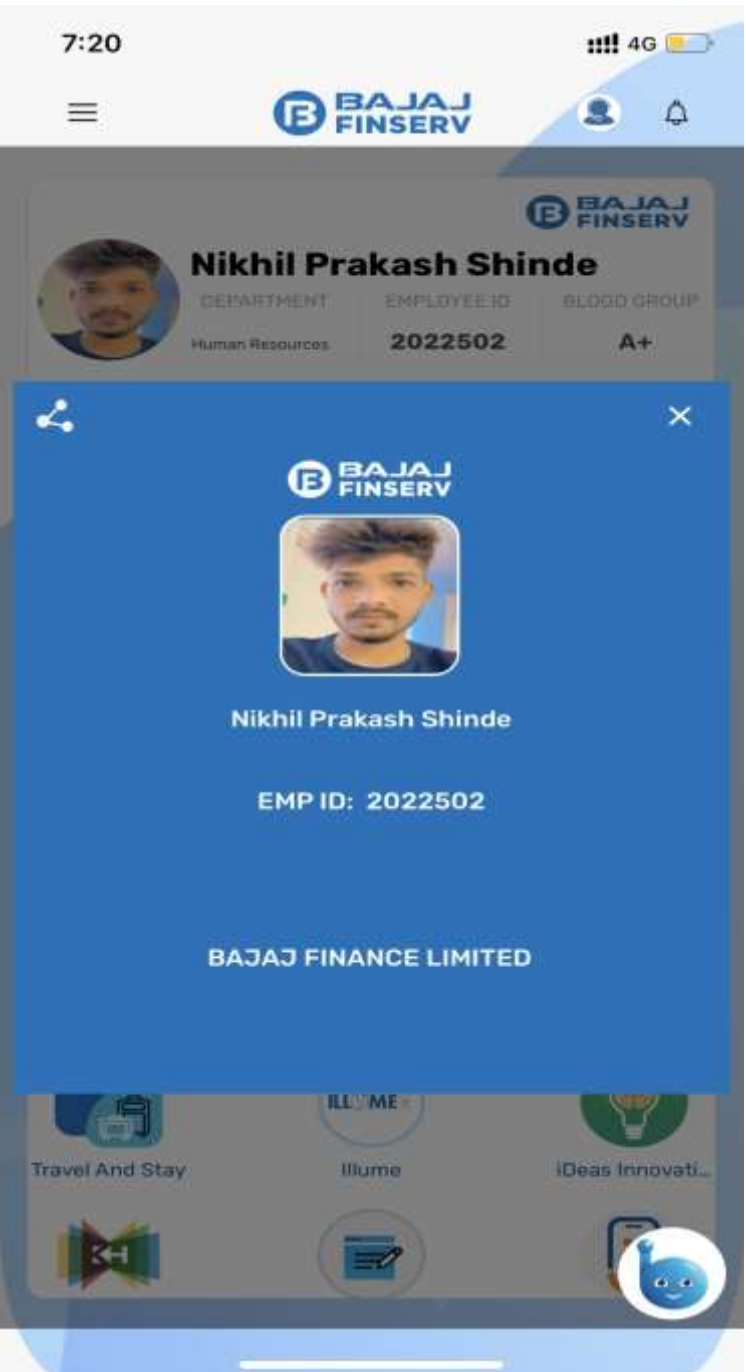
1. Self-Attested photocopies of all degrees/certificates in support of the educational/professional qualifications declared by you starting from Xth (SSC).
2. Birthdate Proof–Self Attested photocopy of Birth Certificate or Pan Card or Driving License or Passport or Voter I. Card or School Leaving Certificate.
3. Identity Proof–Self attested photocopy of Driving license or Passport Copy.
4. Photocopy of PAN card.
5. Relieving letter of previous employers.
6. Last Payslips (If not submitted before).
7. 3 Passport size Photographs in Navy blue background.
8. Medical Fitness Certificate

You are requested to carry the originals of the documents for verification at the time of joining.

**Yours Sincerely,
Ashwini Shivram**

Head-Human Resource

3. Nikhil Prakash Shinde



4.Dipak Sapkal

