

॥ ज्ञान यज्ञेन उपासते ॥

Navsahyadri Charitable Trust's



Est:- 2018

Kai. Bhagubai Pingle Arts & Commerce Night College



94 -1/B- Near Chakreshawar Mandir, Chakan, Tal. Khed, Dist. Pune 410 501, Maharashtra, India

Recognized by - Govt of Maharashtra & Affiliated to Savitribai Phule Pune University

Pun Code - PU/PN/AC/47912016

Dr. Mrs. Shobha Ingawale (M.A., M.Phil, Ph.D.)

Principal

Ref No.

Date: 03/12/2021

Undertaking

Subject:- 5.2.1.1. Number of outgoing students placed year - wise during the last five years

Criterion	Metrics	Affected Metric	Clarification
5	5.2.1	5.2.1.1	<ol style="list-style-type: none">1. There is a placement cell in the institution which informs the students about the placement opportunities.2. There is no correspondence with any recruiting company. We have referred the recruited students to the company and they got selected by reference with the alumni's of the trust.



Shobha Ingawale
PRINCIPAL
Kai. Bhagubai Pingle Arts &
Commerce Night College
Chakan, Tal. Khed, Dist. Pune - 410 501

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Est:- 2016

Principal (M):9422302936

Email:pingleartcollege@gmail.com

Pun Code - PU/PN/AC/479/2016

Mob:8530974222 / 9850055155

Web Site: www.kbpnightcollegechakan.com

Ref No.

Date: 27-04 / 2021

5.2.1 Average percentage of placement of outgoing students during the last five years

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2018-19	Snehal Savairam Rathod	B.A	Genius Consultant Ltd, Pune	2,70,360
	Vaibhav Ganesh Ingale	B.A	Kalyan Jewellers Pune	1,20,000
	Ghotkule Rushikesh Ramesh	B.Com	Kelhin FIE Pvt Ltd	1,60,000
2019-20	Ashish Arun Jagtap	B.A	I-Process Services Pvt ltd	1,72,956
	Mahesh More	B.A	VPS Group, Gaziabad	1,32,000
	Sourabh Tarachand Kolekar	B.Com	Precision Engineering Works	2,09,664
	Archana Pravin Aaghav	B.A	Vishwashanti Niketan Vidyalaya	3,00,000



(Handwritten signature)

PRINCIPAL

Kai Bhagubai Pingle Arts & Commerce Night College

Chakan, Tal. Khed, Dist. Pune - 410 501



Genius Consultants Ltd.

Office:

304, Top Floor, Renaissance Business Centre, 14/A,

Wellesley Road Camp, PUNE - 411001, Maharashtra

Ph. :020-6640 1306

Email : enquiry@geniusconsultant.com

Web. : www.geniusconsultant.com

Date: 05 Dec 2019

SNEHAL SAVAIRAM RATHOD

Employee ID: AEMP000796000159

APPOINTMENT LETTER

Dear SNEHAL SAVAIRAM RATHOD,

With reference to your application and subsequent interview with us, the management is pleased to offer you a temporary contractual assignment as ASSOCIATE. Please note that the agreement terms contained in this letter are subject to Company policy.

1. JOINING

- Your date of joining is effective from **05 Dec 2019**.
- That your agreement will be further subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your joining.
- That this contractual agreement will automatically come to an end with the closing hours **04 Dec 2020**.
- That the company being engaged in the business of outsourcing manpower services, you will be detailed and deputed at our client **MINDA CORPORATION LTD, PUNE** as intimated earlier, to discharge your duties/services.
- That your agreement will be further subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your joining.
- That the company shall have absolute right and discretion to shift and / or transfer you from one Location and / or Office / Premises to another.
- That you will continue in the assignment subject to your medical fitness.
- You will be required to submit within seven days of joining duly filled up PF, ESI, and Bank forms provided to you along with photographs and a medical fitness certificate wherever applicable. Failing to do so may result in delay in processing your statutes and GENIUS will not be responsible in any way for such delay.

2. AMOUNT PAYABLE & OTHER BENEFITS

GROSS AMOUNT will be payable as per attached Annexure-A

- You will be eligible for PF, ESI as per Statutory Norms.
- Your salary would be Transferred to your Bank A/C opened by us, However till such time the bank A/C is opened your salary.
- Would be paid to you via an Account Payee Cheque in your name.
- **You Can View Your Monthly Pay slips And Other Details From Our Site:**

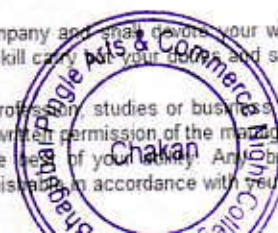
<http://www.geniusconsultant.com/AEMLogin.aspx>

3. RESPONSIBILITIES

- You will discharge your duties diligently and faithfully and to the entire satisfaction of the clients.
- You shall at all times maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interest, credit and prestige of the Company.
- You shall not, at any time, work against the interests of the Management and do anything, which is unbecoming of an outsourced person.
- You shall at all times devote your time and attention exclusively to the business and interests of the Company and to the best of your skill carry out your duties and shall punctually attend to your duties at the place(s) where you are asked to serve.
- You shall not directly or indirectly engage yourself in any other profession, or business or enter the services of or be employed for any part of your time by any other person whatsoever without the written permission of the management.
- That no right, much less a legal right, shall vest in you to claim employment or otherwise seek absorption in the establishment where you are deputed to provide services by the company nor shall you have the right whatsoever to claim the benefit and / or emoluments that may be permissible or paid to the employees of the said Client.

4. CONFLICTS OF INTEREST

- That you shall at all times diligently and faithfully serve the company and shall devote your whole time and attention, exclusively to the business and interests of the company and to the best of your skill carry out your duties and shall punctually attend to your duties, at the place(s) where you are asked to serve.
- You shall not directly or indirectly engage yourself in any other profession, studies or business or enter the services of or be employed for any part of your time by any other person whatsoever without the written permission of the management. You shall hold yourself in readiness to perform any duties required of you by your superiors to the best of your ability. Any breach of this order shall be punishable in accordance with your terms.



PRINCIPAL
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Chakan



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ANNEXURE		
MINDA CORPORATION LTD		
Name	SNEHAL SAVAIRAM RATHOD	
Date Of Joining	05 Dec 2019	
Designation	ASSOCIATE	
Location	PUNE	
PARTICULARS	MONTHLY	YEARLY
BASIC	12000.00	144000.00
HRA	3600.00	43200.00
DEPUTATION ALLOWANCE	1500.00	18000.00
EDUCATIONAL ALLOWANCE	1400.00	16800.00
CONVEYANCE ALL	1300.00	15600.00
MONTHLY BONUS	0.00	0.00
GROSS SALARY	19800.00	237600.00
PF(Employee Cont.:12%)	1800.00	21600.00
ESI(Employee Cont.:.75%)	149.00	1788.00
PT	200.00	2400.00
LWF(Employee Cont.)	12.00	144.00
TOTAL DEDUCTIONS	2161.00	25932.00
NET SALARY	17639.00	211668.00
Other Benefits		
PF(Employer Cont.:13%)	1950.00	23400.00
ESI(Employer Cont.:3.25%)	644.00	7728.00
LWF(Employer Cont.)	36.00	432.00
MEDICLAIM	65.00	780.00
ACCIDENT INS. PREMIUM	35.00	420.00
TOTAL CTC	22530.00	270360.00

For GENIUS CONSULTANTS LTD.



AUTHORIZED SIGNATORY

I have understood the terms and conditions of this agreement and the implications thereof. I hereby accept the aforesaid terms and conditions and agree to abide by the same.

Name :

Date & Time :

Place :

Signature :



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5. CONFIDENTIALITY

- In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the Company.
- That during the continuance of your term or six months thereafter, you shall not at any time, without the consent of the Client in writing, divulge, or make known any trust, accounts, matter or transaction undertaken or handled by the Client and shall not disclose to any person, firm or company such secrets or confidential information relating to the affairs of the Client.
- CONFIDENTIALITY CLAUSE:**
- You recognize that you are being hired in a position of trust and confidence with Client Company and that Client Company needs to protect the Confidential Information relating to its business. Confidential Information shall inter-alia include the trade secrets, computer data, software programs related to products, development programs, technology, patents, designs (3D data, 2D Drawings, Hardware Designs, Software Programs etc), product costing and related financial information and other intellectual properties, potential acquisition targets, and other information integral to the success of the Client Company.
- You should be fully aware of the sensitive nature of Client Company's information and should not divulge to any person, except with the specific authority of the Management, any information regarding the Company's operations or that of any of its clients.
- No documents or stationery or any other material of confidential nature should be handed over to any person without the specific written approval of the Management. All documents personally handed over would be entered in the dispatch register prior to handing over the same.
- Upon cessation of employment you shall promptly surrender to Client Company all information & data in any form. You shall not retain any copies thereof whatsoever and shall have no lien/charge on any information or material belonging to the Client Company and the Client Company shall have the right to recover possession in accordance with the applicable laws. Further, you will furnish a written confirmation to the Client Company stating that all confidential information and other materials has been surrendered to Client Company, which should be counter signed by the person to whom the same has been surrendered/handed-over.
- You will provide your full co-operation and will assist Client Company at the Company's expense during the employment and even after cessation of the employment to obtain and enforce for the benefit of Client Company any patents, copyrights in any country for all inventions made by you or any other employee of the Client Company for which your assistance and co-operation is desirable. You will execute all applications, assignments, instruments, NOC and papers and perform all such acts which Client Company may deem necessary or desirable in this regard. In the event of the cessation of employment, you for a period of 3 years from the date of such an event, shall not, directly or indirectly, whether by himself or with others, engage, either personally or as an employee, associate, partner, manager, agent, advisor, consultant (or in any other capacity whatsoever) of any person, firm or body corporate who may be engaged in or proposing or wanting to engage in or cause to engage in the PROJECT/S INVENTION for which he was employed with the Employer.
- PROHIBITION TO USE UNLICENSED SOFTWARE'S:**
- You will ensure that no additional software's /unlicensed software's other than those provided by the Client Company would be loaded in the desktop / laptop / work station provided by the company. If you upload or install any software without the approval of the Client Company and should there be a default due to such unauthorized uploading / installation of such software, the onus of such default shall lie solely and squarely lie on you. Further, for such unauthorized uploading / installation you will make yourself liable for strict disciplinary action and all legal actions arising from this issue.

6. NON-DISCLOSURE AGREEMENT

- You will not make copies of any Confidential Information or any part without the permission of Genius Consultants Ltd. in writing.
- You will not disclose any Confidential Information or any part to others for any purpose without written consent of Genius Consultants Ltd.
- You will return Confidential Information and any copies thereof to Genius Consultants Ltd at the time of termination of your contractual employment.
- Notwithstanding the foregoing, you may disclose Confidential Information to the extent that such disclosure is required by law or court order, provided, however, that you obtain prior written permission for such disclosure from Genius Consultants Ltd. and take reasonable precautions in obtaining an order protecting the Confidential Information from public disclosure.
- Any breach of this Agreement may cause Genius Consultants Ltd. substantial, irreparable and irrevocable damage and therefore, in the event of such breach, Genius Consultants Ltd. shall be entitled to specific performance and other injunctive relief, in addition to such other remedies as may be afforded by applicable law.
- Any violation of these norms of behaviors shall constitute a misconduct for which the Management shall be competent to take disciplinary action against you. The disciplinary proceedings will be taken against you as per Disciplinary Rules and Law in this behalf.

7. INDEMNITY

That you shall indemnify, defend and hold harmless the company and its officers, directors, clients and agents from and against any and all liabilities, claims, obligations, costs, expenses, arising before and after completion of Services, which result from, arise in connection with or are in any way to claims by third parties arising out of or in connection with your activities during the tenure of Services with the company.

8. GENERAL

It may clearly be understood that this understanding of agreement and cooperation with you will automatically become null and void in case of the services rendered being terminated by the client of Genius due to unforeseen business reasons, since Genius is in the business of outsourcing.



(Handwritten Signature)
PRINCIPAL
Kar Bhagubai Pingte Arts &
Commerce Night College



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Ph : 020-6640 1306

Email : enquiry@geniusconsultant.com

Web : www.geniusconsultant.com

9. NOTICE PERIOD

This agreement contract is terminable, without reasons, by either party giving 30 days notice during the outsourced period. The Management reserve right to pay or recover compensation in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem prior to the expiry of the notice period.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter with your signature thereon, signify acceptance thereof.

We sincerely hope that your close collaboration with our organization will be beneficial to both of us.




PRINCIPAL
Kai Bhagubai Pingle Arts &
Commerce Night College
Chakan, Tal. Khed, Dist. Pune - 410 501



KALYAN
JEWELLERS

OFFER LETTER OF APPOINTMENT

Date: 23/12/2019
Place: PUNE

Ref No: KJ/OJ/2052194
OFFER LETTER

To
Mr. VAIBHAV GANESH INGALE
S/o. Mr. GANESH INGALE
Address: S/O GANESH INGALE, BRBHAMA
APPRMENT B WING FLAT NO
10, MANIK CHOKUK, BEAMHAN
ALI, TAL
KHED, CHAKAN, PUNE, MAHARAS
TRA
Pjn 410501

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been provisionally selected for appointment as Field Staff (MK) in our organisation on the following terms and conditions:

- Your date of joining will be on 23/12/2019 and you will be on probation for a period of Twelve Months from the joining date. During which your performance would be evaluated and may be confirmed subject to such evaluation.
- You will be paid a Monthly Salary of Rs. 10000.00 plus sales incentives as applicable to your grade after completing the training period based on your performance and the detailed Gross emoluments will be intimated soon after. On joining the company, you must handover a copy of this letter to your reporting officer duly signed by you after acceptance.
- Reporting, Transfer & Deputation: Initially, you would be reporting to the Manager and your place of work will be at CHAKAN. However, your services are transferable to any section/department/location/office or associate or sister concern or subsidiary at any place in India or abroad, whether existing today or which may come up in future at any time at the sole discretion of the management. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.
- Nature of Work: You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior official from time to time.
- Security Deposit: Employee Caution (Security) Deposit of Rs. 10000 will be deducted from your beginning month's salary dividing into 7 equal installments and the same will be repaid to you at the time of leaving the services of the company on account of resignation or retrenchment after deducting any due to the Company.
- Reference details: Name Direct, Designation, EMP Code.
- Personal Particulars: You should inform us any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.
- Secrecy/Confidentiality: You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whatsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment here-under also use your best endeavour to prevent any other person from doing so.
- Restriction on Personal Use: Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.
- Training: You will hold yourself in readiness for any training at any place as directed by the company as and when required for the growth or expansion of the business and such training would be imparted to you at the cost of the company.



Kai Bhagubai Pingte

PRINCIPAL
Kai Bhagubai Pingte Arts &
Commerce Night College
Chakan, Tal. Khed, Dist. Pune - 410 501



Kelhin FIE Private Limited

BS, MIDC-Chakan, Village-Mahalinge, Chakan-Talegaon Road, Taluka-Khad, District-Pune, PIN-410501, Maharashtra, INDIA
Tel: (91-2135) 664300 / 664405, Fax: (91-2135) 664420 / 664444, E-mail: kfied@kelhinfieltd.com Website: www.kelhinfieltd.com

Date: 02/07/2019

Mr. Ghotkule Rushikesh Ramesh
Trainee Operating Engineer
Emp. No. 237833

EXTENSION OF TRAINEE PERIOD

Dear Mr. Rushikesh,

We are pleased to inform you that based on your overall performance during basic training period and its subsequent assessment by your superiors, we found you eligible for stepping you up for the Advance Training of one year. This advance training period will be till 01-07-2020 in T4 grade w.e.f 02-07-2019.

You will be paid a revised per month gross salary consisting of

Basic	8,725/-
HRA	2,618/-
Conveyance Allowance	800/-
Education Allowance	873/-
Washing Allowance	300/-
Total Salary (Rs.)	13,315/-

All other terms and conditions of your employment with the Company will be as per your Appointment Letter.


We believe that you will be always enthusiastic enough to gain the new knowledge and experience during all the opportunities you will be getting during this period. Your own initiatives and the response to the opportunities provided will be crucial for fulfilling the learning objectives in this training period.

We are sure, you will continue to improve your performance further in order to achieve Company objective of improved QCD performance.

Thanking you,

Yours Faithfully,

for Kelhin FIE Pvt. Ltd.


B. D. Gaji
Sr. Manager - HR & Admin

ISO 9001:2015 Certified company
IATF 16949:2016 & ISO 14001:2015 Certified company

Regd. Office: BS, MIDC-Chakan, Village-Mahalinge, Chakan-Talegaon Road, Taluka-Khad, District-Pune, PIN-410501, Maharashtra, INDIA
Tel: (91-2135) 664300 / 664405 Fax: (91-2135) 664420 / 664444 E-mail: kfied@kelhinfieltd.com Website: www.kelhinfieltd.com
CIN: U74999PN1999PTC013837. Plant-1: Chakan (Pune) Plant-2: Bawal (Haryana) Plant-3: Dadabaiapur (Gujarat)



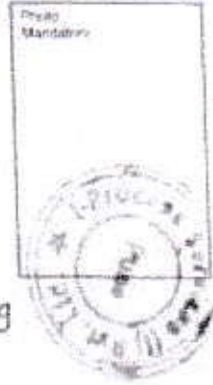
PAL
Fingle Arts &
Night College
St. Pune - 410 501



i-Process Services (India) Pvt. Ltd., (Corporate Office)
Plot No : 313, Udyog Vihar, Phase - IV, Gurugram, Haryana - 122015
Ph : 0124-4763409

MOLS No. 54319

Kit No: _____ RRF No: JTWOWHEELER WEST Date: 26/08/2020
 Candidate Name: Ashish Arun Jagtap
 First Name Middle Name Last Name
 Father's Name: Arun Jagtap Date of Birth: 16/08/1999 (DD/MM/YY)
 Address: Ganesh nagar, Pune Nashik Contact No: 9696341919
Road, Mashi, Pune, MH Email ID: ashishjagtap1919@gmail.com
412105



Dear Candidate,

Employment Offer

We are pleased to offer you the post of Executive (Designation) at Grade C3MMW Gross Salary of Rs. 12,191 and CTC of Rs. 14,413 (per month) with i-Process Services (India) Private Limited. Statutory deductions will made as applicable under law.

Your date of joining shall be on 27/08/2020 (DD/MM/YY)

You have provided self-attested copies of the following documents at the time of joining.

1. 8 Passport size photograph of self (with name & Mobile Number on the backside of photograph)
2. Photo I.D. Proof
3. Residence Proof (Present / Permanent)
4. Date of Birth Proof, (Self Attested)
5. Experience Certificate / Relieving letter, if applicable (self attested) or copy of resignation (Immediate employer)
6. Qualification certificates and marks sheets (self attested) **(Graduation is Must)**

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representations made by you and this offer of employment/subsequent appointment is subject to :

- Verification and reference checks to be carried out by us. In case the Company finds that your verification / reference checks are not up to the desired level, the letter of offer / subsequent appointment letter shall be automatically stands withdrawn and, even if you have joined duty, your service shall be terminated with immediate effect without any compensation, notice or salary in lieu thereof.
- In case of any job related training is provided to you, your knowledge / eligibility pertaining to your work is to be tested through a proficiency test. If you failed in the test and / or declared disqualified by any reason, your service would be terminated with immediate effect without any compensation, notice or salary in lieu thereof.
- If you fail to join on the date specified above, this offer shall stand withdrawn.

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Your sincerely,

For i-Process Services (India) Private Limited

Authorised Signatory

Name: Prachi Mandla Code: A0112

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that this offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the Company as well as by the service conditions of the Company I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions.

Signature of candidate :

Date: 26/08/2020

Regd. Office : Unit No. 602, 6th Floor, Centre Andheri Kurla Road, J.B. Nagar, Andheri (E) Mumbai - 400059
CIN No. U72900MH2005PTC152504 • Mail to: contact@i-process.in helpdesk@i-process.in



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Chakan Tal. Khed, Dist. Pune - 410 501

V P S Group

Contact No- 9873566603, 9811369058

Website -www.vpsgroup.co.in Email - capuneet@vpsgroup.co.in, cavikas@vpsgroup.co.in

Office- D-43, Opposite Malaygiri Society, Kaushambi, Ghaziabad (UP) - 201010

Dear Mahesh More,

Welcome to '**VPS Group**' family. We are pleased to offer you the position of '**Audit Executive**' in our organization on remuneration as per *Annexure - 1*. The terms and conditions of the offer are given below.

1. Your initial work place will be at **Pune Dealerships Location**.
2. You may also need to Travel to various Clients' locations in & Out of **Pune**.
3. You are expected to join & get your joining formalities done by **04th Apr'19** failing which this offer will be withdrawn and treated as cancelled.
4. Office timings will be for 9 hrs from **10:30 am** to **07.30 pm** (6 days a week). Sunday may be a Working day and weekly off in such cases will be on Saturday. Office timings may get changed depending on the official or client requirements.
4. Please submit the **Scan copy** of following at the time of joining-
 - A. PAN Card (if available).
 - B. Address proof (Aadhar Card/ Voter ID card/Driving License/ Passport).
 - C. Cancelled cheque of existing salary account
 - D. Relieving/ resignation acceptance letter from your present employer
 - E. Proof of all previous employments and experience certificates.
 - F. Documentary evidence of the Last Salary drawn
(Salary Slip/Bank Statement or Declaration from current employer if you are getting your salary in cash).
 - G. Copy of Educational Qualification Certificates and Mark sheets
(Graduation, Post-Graduation, and Diploma).
 - H. Passport size Color photograph - 2

Please respond/reply to this communication by Return mail indicating your acceptance on given offer. Congratulations once again on this exciting advancement in your career!!!

For VPS Group

Capuneet
Authorizatory Signatory

Authorize Signatory

Date: 03rd Apr'19



Principal
PRINCIPAL

Kai Bhagubai Pingle Arts &
Commerce Night College
Chakan, Tal. Khed, Dist. Pune - 410 501

Annexure – 1 - REMUNERATION

You will be entitled to the following remuneration, subject to the fulfillment of service conditions:

CTC (Cost to the Company)

Your Annual CTC will be approx. Rs.1,59,000/- per annum. The break up is as follows -

Base Salary

Fixed Monthly Base Salary	Remarks
Rs. 11000	Payable by 7-10th of Next month

Other Benefits:

Apart from your fixed salary, you will be eligible for additional employee benefits –

1. Long Term Incentive Plan (LTIP)

Any one of the below amount will be given which is subject to the length of your association with the company as follows –

A.) Rs. 6,000/- if you complete **9 months** of Continuous service & Leave the job.

Or

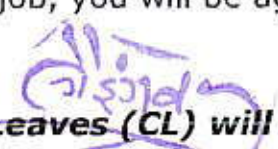
B.) Rs. 15,000/- if you complete **12 months** of Continuous service.

C.) Calculation of VIP is based on Performance, HR behavior, Technical skills, the Evaluation of which takes some time and it gets paid after 1 month from the closure of the quarter.

Long term is payable only once in a year. After 1st year of job, you will be again eligible for the part B of the LTIP cycle.

Note - Any leaves taken beyond the allowed Casual Leaves (CL) will not be counted to calculate 9 months/ 12 months period from Date of Joining.




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(if any staff joins in the middle of the month then this deduction may be done from 1st, 2nd & 3rd month salary but maximum upto 15 days in total)

- c. We don't have system of giving any kind of Advances to the staff.
- d. Company is not responsible for any loss to the staff due to the Theft, Accident, Fight or any other similar circumstances. Staff shall take due care of themselves and their belongings while working & travelling.
- e. In case staff is using their Vehicle, then it shall mandatorily be Insured.
- f. In case any staff is on Leaves before the salary transfer then some part of the Salary may be hold and will be released at the time of Joining back.
- g. **Non-Disclosure of Salary details to Others -**

As per HR guidelines, an employee's Salary structure is a Private matter between an Employee and its Employer. "This statement is confidential in nature & meant only for you. Please do not share, circulate or discuss with anybody".

In case any one comes to HR with information/comparison about your Salary, you can be immediately removed from the job without any Notice period or your Salary can be reduced to the level of Other Complaining Staff.

- h. **Taking Admission in any New Course after joining the job -**

Candidate shall ensure that he/she does not takes admission in any New Course after joining the job without the 'Prior written Approval' from HR Department.

- i. There can be deduction of Penalty imposed due to non-compliance of company policies.

Note -

If you leave the company without giving proper Notice period or if company removes you from the job due to Indiscipline or Unethical reasons, then LTIP (if eligible) & above Incentives earned will be lapsed and not payable to you.



PRINCIPAL

Kai Bhagubai Pingle Arts &
Commerce Night College

Chakan, Tal. Khed, Dist. Pune - 410 501

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020-66142132/33, 9011088805

Appointment Letter

Nov 3rd, 2020

To,

Mr. Saurabh Tarachand Kolekar
At Post. Koyali, Tarfe Chakan,
Pune - 410501

Dear Mr. Saurabh Tarachand Kolekar

With reference to your application and subsequent interview with us, we are pleased to appoint you as Account Assistants in our Organization on the following terms and conditions.

Date of Joining: You have joined us on 1st May 2019

Salary: Your Annual Total Employment Cost to the company would be rs.209664/- (Two Lakh Nine Thousand Six Hundred Sixty Four only) the details of which is been given in the Annexure attached below.

Place/Transfer: Your present place of work will be at Bhosari

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

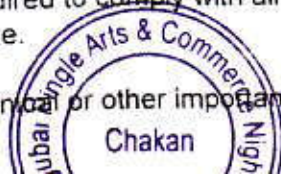
During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.

You will be required to comply with all such rules and regulations as the Company may frame from time to time.

Any of our technical or other important information which might come into your possession



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during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

This appointment 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 appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Notice period : 2 months from both side or deduction vise versa

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.


We welcome you to The PEW family and look forward to a fruitful collaboration.

With best wishes,

For Precision Engineering Works
Name: Biju V Patil

Designation: Authorized Signatory





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श्री एस.पी. आघाव पाटील शिक्षण संस्था, पुणे
विश्वशांतीनिकेतन विद्यालय, चाकण

Mrs. Archana Bhaskarrao Avhad,
Near Bank of India, Waghe Wasti Road,
Chakan - 410501

Sub:- Appointment for the post of 'Principal'

Dear Madam,

Congratulations! on behalf of Vishwashanti-niketan Vidhyalaya, Near Bank of India, Waghe Wasti Road, Chakan we are hereby pleased to let you know that the School Management Committee is offering you an exciting opportunity to serve as "Principal" at your campus. You are selected on merit after conduction of your test, interview and demonstration. It is a best opportunity for you to work in competitive & challenging environment and prove yourself as well as avail the chance of grooming yourself. Please let us know about your consent by a formal thanks letter within one week, if you wish to join the school with the salary and services offered.

Thank you!

Director

Aghav P.B.

Prof. Pravin B. Aghav

Director

Prof. Pravin Baburao Aghav

B.A., Ed., M.A., M. Phil

Cont No. 9604777827/9604818519

Mail ID: praveenaghav@gmail.com

Principal

Aghav A.P.

Mrs. Archana P. Aghav

Principal

Vishwashanti Niketan Vidyalaya,
Chakan, Pune - 410501