

## Fwd: Graduate Apprentice 2018-19

Abhishek Jain

Mon 24-Sep-18 12:09

To: Placement JKLU <placement@jkl.edu.in>

**From:** Anthony Manjusha (JaP/HRL21) <manjusha.a@in.bosch.com>

**Sent:** Friday, September 21, 2018 3:04:37 PM

**To:** Abhishek Jain

**Cc:** FIXED-TERM Kalra Anisha (HRS31-IN)

**Subject:** Graduate Apprentice 2018-19

Dear Abhishek Jain,

We are pleased to inform you, that you have been selected for the position of Graduate Apprenticeship 2018-19 batch in Bosch Limited, Jaipur Plant.

The Training Program starts with effect from **15.10.2018**. You are requested to go through the below mentioned details very carefully.

**Date of reporting at Bosch Jaipur plant : 15.10.2018**

**Time of reporting : 0815 hrs.**

**Medical examination date/time : as per the mail sent by Ms. Anisha Kalra (this mail will follow shortly)**

**Address of the facility : Bosch Limited, SP 663, RIICO Industrial Area, Sitapura, Jaipur - 302 022, India**

**Contact person : Ms. Manjusha Anthony**

**You are requested to bring the following documents on the date of joining :**

1. Identification card (e.g. Passport, Driving License, Aadhar Card etc.) issued by a competent Government authority.
2. All educational documents/certificates in original (from X<sup>th</sup> standard to current highest qualification)
3. One set (Photocopies) of all educational documents/certificates.
4. 05 nos passport size photographs (Bank account opening, affixing on statutory forms etc)
5. 05 nos of passport size photographs of mother and father each (this will be required for declaring the nominee)
6. **PAN** card and **Aadhar** card (02 copies of the same). If you do not have a **PAN** card, you are requested to apply for the same and bring 3 copies of the receipt.
7. 02 copies of address proof.

### Please note :

1. Bosch limited, Jaipur plant will not reimburse any lodging / Boarding expenses.
2. You will have to undergo a medical test prior to joining Bosch Jaipur plant. You will receive a separate mail from Ms. Anisha Kalra for your medical checkup, please report on the designated date and time for your medical checkup, please contact **Dr. Jatinder Monga (SPOC for Fortis)** and take a prior appointment. This is for your information that, if you are found unfit / deviating in the medical examination, we reserve the right to terminate your candidature for the Graduate Apprentice 2018-19 batch.
3. All educational documents / certificate (10<sup>th</sup> to B Tech. - all semesters) in original are a must on the day of joining, joining will be done only after verification from the originals.
4. Any deviation from the pre discussed conditions for graduate apprentice informed earlier, if not entertained then the candidature will be terminated immediately. The conditions for candidature informed to respective colleges were :
  - a. The candidate should be an Engineer – BE / B.Tech in following branches: Mechanical and related branches like Metallurgist/ Mechatronics/Production & Industrial Engineering, Civil

**BIZZ CAT TECH SOLUTIONS AND SERVICES PVT LTD**

Regd Office - A/6/12,27, 3<sup>rd</sup> Floor, Wilderness, LIC, Borivli (West),  
Mumbai - 103, Maharashtra, India. [www.bccatalyst.co.in](http://www.bccatalyst.co.in)

4-Jun-18

To,

**Aditya Tripathi**  
C/o - JK Lakshmipath University,  
Mahapura, Jaipur

**Sub: Offer Letter for the post of Junior Implementation Engineer**

Dear **Aditya**,

With reference to your application for the above position and our discussion thereafter, we are pleased to inform you that you have been selected for the position of - **Ahmedabad.**

You will be offered a monthly-consolidated compensation of Rs **10,000 per Month all-inclusive.** You shall join your duties latest by **18<sup>th</sup> June 2018 or earlier.**

You are being offered the above position on the basis of authenticity and correctness of the information provided by you about your education, experience & other information provided by you, etc. The offer can be withdrawn at any point of time, if the information provided by you is found to be untrue/false.

Kindly submit the joining documents duly attested by a Gazetted Officer before your joining, as per the enclosed annexure. Till such time that the above documents are submitted to our satisfaction, this offer is to be considered as PROVISIONAL.

The offer letter is valid for a period of: Seven days from the date of issue therein.

Kindly return the duplicate copy duly signed in token of your acceptance of the same, before the expiry period.

For BizzCat Tech Solutions & Services Pvt Ltd

CEO & Director

*Aditya*  
Accepted

**BIZZ CAT TECH SOLUTIONS AND SERVICES PVT LTD**

Regd Office – A/6/12,27, 3<sup>rd</sup> Floor, Wilderness, LIC, Borivli (West),  
Mumbai – 103, Maharashtra, India. [www.bccatalyst.co.in](http://www.bccatalyst.co.in)

4-Jun-18

To,

**Anjali Paliwal**

C/o - JK Lakshmipath University,  
Mahapura, Jaipur

**Sub: Offer Letter for the post of Junior Implementation Engineer**

Dear **Praveen**,

With reference to your application for the above position and our discussion thereafter, we are pleased to inform you that you have been selected for the position of – **Ahmedabad**.

You will be offered a monthly-consolidated compensation of Rs **10,000 per Month all-inclusive**. You shall join your duties latest by **18<sup>th</sup> June`2018 or earlier**.

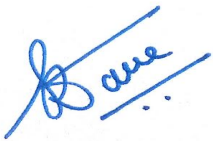
You are being offered the above position on the basis of authenticity and correctness of the information provided by you about your education, experience & other information provided by you, etc. The offer can be withdrawn at any point of time, if the information provided by you is found to be untrue/false.

Kindly submit the joining documents duly attested by a Gazetted Officer before your joining, as per the enclosed annexure. Till such time that the above documents are submitted to our satisfaction, this offer is to be considered as PROVISIONAL.

The offer letter is valid for a period of: Seven days from the date of issue therein.

Kindly return the duplicate copy duly signed in token of your acceptance of the same, before the expiry period.

**For BizzCat Tech Solutions & Services Pvt Ltd**



**CEO & Director**

**Delivery Center** – Suite 4, 5<sup>th</sup> Floor, Kalapurnam Complex, Near Municipal Market, C G Road,  
Ahmedabad, Gujarat, India.



205, Second Floor,  
Plot – A7, Sector 10,  
Noida - 201301  
[www.bridginggaps.co.in](http://www.bridginggaps.co.in)

28<sup>th</sup> June, 2018

**Mr. Karan Gupta**

**Subject – OFFER LETTER**

**Dear Karan Gupta,**

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment as “**Engineer-Client Assistance cell**”.

Your annual emoluments CTC shall be Rs. 2, 50,045 /- only (Two Lakh Fifty Thousand Forty Five Rupees only)

All income tax and statutory deductions will be applicable as per law and Kindly note that this offer is on a Fixed Term Contract Basis.

You are requested to report to the office on 5<sup>th</sup> July 2018 at Grey Orange India (P) Ltd. Orient Bestech Business Towers. , National Highway -8, Sector 34, Gurgaon – 122004.

You are requested to carry following documents:-

- Proof of Date of Birth.
- Cancelled Cheque.
- Relieving Letter.
- Appointment Letter.
- Photo ID Proof **(2 Copies)**
- Certificates of Educational Qualification.
- Proof of Permanent Address **(2 Copies)**.
- Proof of Present Address **(2 Copies)**.
- 4 Passport Size Photographs

Kindly send in your acceptance within **24hrs** from the receipt of the mail.

Regards,

A handwritten signature in blue ink, which appears to read "Rohit Chaudhary".

Authorized Signatory  
Partner





May 23, 2018

Ms. Nishtha Jain

Janta colony Deoli,

Tonk, Rajasthan

Pincode - 304804

**Reg: Offer Letter**

Dear Nishtha,

On behalf of Tekizma India Solutions Private Limited., we are pleased to extend an offer of employment for the position of **Product Engineer** in our office at #2/10, Ajay Plaza, 1<sup>st</sup> Main, N S Palya, Bannerghata Road, Bangalore-560076. Your start date for this offer will be **June 04, 2018**.

In the event you accept this offer and join our organization, Your total compensation will be **Rs.3,25,000 (Three Lakh Twenty Five Thousand Only)** per annum. Salary will be paid monthly, and subject to deduction for taxes and other withholdings. Please see the below schedule for your monthly pay. You are eligible to avail upto **Rs. 25000 (Twenty Five Thousand)** for relocation to Bangalore. The reimbursement will be based on actuals.

We believe in sharing profits with our employees. Accordingly, there will be a variable bonus awarded yearly to you based on the performance of the Company. The amount of bonus is the sole discretion of the Company and will be revised time to time by the Company.

Your appointment is subject to signing of the terms and conditions and the NDA document that will be given on the first day of employment. Please read through the key terms of your appointment-

1. You will be on probation for a period of six months from the date you join Tekizma. Confirmation will be subject to your successfully completing your probationary period.
2. This offer is subject to successful back ground verification.
3. While you join us as **Product Engineer**, the Company reserves the right to assign work to you in such other capacities and such places in India and abroad as the Company may decide from time to time.
4. Our offer is contingent on your acceptance of the company's "Terms and Conditions of Employment". Further, you will abide by the rules and regulations of the Company which are in force from time to time, and the Company shall have the right to time to time to vary or modify any of the terms and conditions of service which shall be binding on you.



2<sup>nd</sup> July 2018

**Ms. Prachi Jain**  
**Noida**

Dear **Prachi**,

**Sub: Offer letter for the position of Software Engineer**

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
2. Your total Gross CTC is **Rs. 5,00,000/-** per annum.
3. You will be entitled for Onetime Retention Bonus of **Rs.1,00,000/- (i.e. Rs. 1 Lac)** after completion of 12 months. This amount will be recoverable if you leave the employment before 18 months of taking up the appointment.
4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **Monday, 9<sup>th</sup> July 2018**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.
12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
  - a) Last company appointment letter
  - b) Last company relieving letter
  - c) Second last company relieving letter
  - d) Graduation- degree or mark sheets
  - e) Post-Graduation – degree or mark sheets
  - f) Certifications if any
  - g) PAN Card
  - h) DL/Passport/Aadhar Card
  - i) Bank Account Proof (Original Cancelled Cheque)
  - j) 5 passport size photographs

Your appointment at One97 will be subject to ratification of the above.  
We look forward to welcoming you aboard the One97 team.

Best regards,  
**Amit Sinha**  
Human Resources  
One97 Communications Ltd.  
B-121, Sector-5  
Noida  
[www.one97.com](http://www.one97.com) | [www.paytm.com](http://www.paytm.com)



# Maple Constructions

## STRICTLY PRIVATE & CONFIDENTIAL

Date:- 10-Oct-2017

To,  
Sahil Sawaria

### APPOINTMENT LETTER

Dear Sahil Sawaria,

This has reference to your application and the subsequent discussions you had with us. on the following terms and conditions:

1. **Position:** You are being appointed as “ **Site Engineer** ”.
2. You will initially be based at **Punjab**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **4,00,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. if your performance is not found satisfactory, you will not be able to continue with the company. We will observe your work .you will be terminated with one Day Notice if your work is not Found Satisfactory.

5<sup>th</sup> May, 2018

**Sub: Offer Letter / Confirmation Letter**

Dear **Sakshi Agarwal**,

With reference to the discussions we had with you, we, on behalf of **Silverwing Technologies Pvt. Ltd.** are pleased to offer you the position of “**Jr. php Developer**” and invite you to join Silverwing family.

Your Cost to the Company (CTC) would be **Rs. 1,80,000/- (One Lakh Eighty Thousand Only)** Per annum after completion of Probation Period..

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for 90 days. You will abide by the rules and regulations of the company as may be in force from time to time. You are requested to submit to us a photo copy of the following documents at the time of reporting and also bring original documents for our verification.

- Resume
- 2 Color passport Size photos
- ID Proof (Driving License/Passport /PAN card )
- Degree Certificate

We welcome you aboard and the detailed appointment letter will be given to you at the time of joining. We expect you to join on or before **15<sup>th</sup> May, 2018** .In line with discussion with you; otherwise this offer will stand withdrawn automatically.

The company looks for a long-term association with all its employees and expects the same from you.

**Congratulations and welcome to the Silverwing family.**

Thanking You.

For **Silverwing Technologies Pvt. Ltd.**

**Employment offer Accepted**



**Mehul Patel**  
(Tech Head)

\_\_\_\_\_  
(Sakshi Agarwal)



12<sup>th</sup> Nov, 2017

To,  
Mr. Siddhant A Jain  
JKLU  
Jaipur.

**Subject: Offer Letter**

Dear Siddhant,

We are pleased to offer you the position of '**Associate Consultant Functional**', with Evolutionary Systems Pvt. Ltd. This offer is subject to your acceptance and approval of the documents and references, which you have mentioned in your interview and resume earlier. You are required to submit the documents as per Annexure – II, on your day of joining the company. You are required to join on or before 11th June, 2018.

The details of your offer are as follows:

**LOCATION**

Your base location will be Ahmedabad, India. The company may require you to work at client sites in India and abroad. The company will seek to give you reasonable notice of extensive travel requirements and to take into account your personal circumstances where appropriate.

**COMPENSATION**

Your annual CTC will be **INR 3,20,004 Per Annum (INR Three Lakhs Twenty Thousand & Four Only)**.

**OTHER BENEFITS**

You will be eligible for the following additional benefits.

**Joining Travel Reimbursement:** You are entitled for Train Fare (3rd A/C) reimbursement from Home-Town to Ahmedabad at the time of joining Evosys.

**Onsite Allowance:** Whenever you are on an overseas deputation you will be entitled for onsite allowances of AED/SAR's 70 per day.

**Accommodation:** You will be provided 15 days shared room accommodation in company's guest house in Ahmedabad starting from your joining date. In case, shared room is not available in guest house, company will arrange 10 days hotel accommodation for you. In case you extend your stay in the guest house or the hotel accommodation, the same will be chargeable. And extension will be considered only on the bases of availability of the rooms. The Company will provide you a shared bedroom accommodation facility at all onsite locations.

Evolutionary Systems Pvt Ltd

11<sup>th</sup> Floor Kataria Arcade, Beside Adani Vidhya Mandir, Behind Adani CNG pump SG Highway INDIA.  
Tel +91 79 66823300, 66823301 Fax +91 79 66823399 Email: [contact@evosysglobal.com](mailto:contact@evosysglobal.com) Web: [www.evosysglobal.com](http://www.evosysglobal.com)

VCP | BI | CRM | HCM | EBS

◀ Oracle ERP ▶

Implementation | Support | Training

JKTIL/HR/2018  
12<sup>th</sup> April, 2018

**Mr. Sushant Sharma,**  
11, Shyam Nagar,  
Opp. Dhabai Petrol Pump, Karauli,  
RAJASTHAN.

**APPOINTMENT ADVICE**

With reference to your application and the subsequent interview you had with us, we are pleased to convey your appointment as **SERVICE TRAINEE** terms and conditions discussed, agreed by you and as embodied in a separate letter of appointment which will be handed over to you at the time of joining the duties.

You are advised to report to HR Department, JK Tyre & Industries Ltd., Patriot House, 3 Bahadur Shah Zafar Marg, New Delhi-110002, on 4<sup>th</sup> June, 2018.

Please arrange to submit the original documents along with two sets of following certificates to us at the time of joining the duties:-

- a) Copies of certificates of Educational / Professional qualifications
- b) Passport size photograph
- c) Photocopy of your PAN Card
- d) Photocopy of Aadhar Card

Please signify your acceptance by signing and returning the duplicate copy of this letter and advise exact date of your joining the duties.

Yours faithfully,  
for JK Tyre & Industries Limited,



( Pradyumna Pandey )  
Vice President (HR)





Dear Tanuj,

We are pleased to offer you appointment with us as Software Engineer. You would be entitled for a CTC of Rs 5, 00,000(Rupees Five Lakh only) per annum, the break of which will be given to you in your appointment letter.

You will be on the probation period for six months after joining with us.

The terms and conditions of your employment with Visioneering Solutions Pvt Ltd will be governed by the Employment Agreement that you will be executing along with the appointment letter.

Please note further that this offer of appointment will be open to you till 15<sup>th</sup> Dec, 2017 after which the offer will be no longer valid.

From, Visioneering Solutions Pvt Ltd

Abhishek Ashwini

COO

**"To whomsoever it may concern"**

This is to intimate you that **Vaibhav Parashar** from **JKLU**, Jaipur shall be joining as Security Analyst Trainee Position in R&D Department at Techdefence Labs. The duration of the training shall be for 4.5 months. The first day of the work will be 03/01/2018. Work Duties & assignments for this position will be described to him in orientation program.

If you have any questions, please feel free to contact Vishal Panchal (+91 9723373375). We are very pleased that she has decided to join Techdefence Labs Team.

We look forward to seeing him on 03/01/2018 and offer a very warm welcome.

**TechDefence Labs Solutions Pvt Ltd,**

**Sunny Vaghela,**  
Director & CTO  
+91 9924822224

Date: 28<sup>th</sup> December 2017  
Place: Ahmedabad.





# Maple Constructions

## STRICTLY PRIVATE & CONFIDENTIAL

**Date:- 10-Oct-2017**

To,  
Ved Gehlot

### APPOINTMENT LETTER

Dear Ved Gehlot,

This has reference to your application and the subsequent discussions you had with us. on the following terms and conditions:

1. **Position:** You are being appointed as “ **Site Engineer** ”.
2. You will initially be based at **Punjab**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **4,00,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India, depending upon the needs of the organization. Your service may be transferred to any office of the Company or its associate organizations in India or abroad depending upon the exigencies of work. You will be governed by the transfer rules prevailing in the company at any given point of time.
6. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. if your performance is not found satisfactory, you will not be able to continue with the company. We will observe your work. you will be terminated with one Day Notice if your work is not Found Satisfactory.

5<sup>th</sup> May, 2018

**Sub: Offer Letter / Confirmation Letter**

Dear **Yash Pareekh,**

With reference to the discussions we had with you, we, on behalf of **Silverwing Technologies Pvt. Ltd.** are pleased to offer you the position of “**Jr. php Developer**” and invite you to join Silverwing family.

Your Cost to the Company (CTC) would be **Rs. 1,80,000/- (One Lakh Eighty Thousand Only)** Per annum after completion of probation period.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for 90 days. You will abide by the rules and regulations of the company as may be in force from time to time. You are requested to submit to us a photo copy of the following documents at the time of reporting and also bring original documents for our verification.

- Resume
- 2 Color passport Size photos
- ID Proof (Driving License/Passport /PAN card )
- Degree Certificate

We welcome you aboard and the detailed appointment letter will be given to you at the time of joining. We expect you to join on or before **15<sup>th</sup> May, 2018** .In line with discussion with you; otherwise this offer will stand withdrawn automatically.

The company looks for a long-term association with all its employees and expects the same from you.

**Congratulations and welcome to the Silverwing family.**

Thanking You.

For **Silverwing Technologies Pvt. Ltd.**

**Employment offer Accepted**



**Mehul Patel**  
(Tech Head)

**(Yash Pareekhs)**



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**Shubhag Saxena** · 1st  
OpenShift Engineer at Red Hat  
Pune, Maharashtra, India · [Contact info](#)

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1 yr 11 mos

**Associate Technical Support Engineer**

Full-time

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Pune Area, India

**Trainee - Associate Technical Support Engineer**

Jul 2019 – Jan 2020 · 7 mos

Pune, Maharashtra, India

**Linux System Engineer**

Alpha InfoLab Inc.

Jan 2019 – Jun 2019 · 6 mos

Indore Area, India

**Naman Choubey**

Campus Ambassador at Viral Fission

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Jan 2016 – May 2016 · 5 mos

Ahmedabad Area, India

Internship

## Education



### Cisco Networking Academy

Computer Systems Networking

2015 – 2016

### JK Lakshmipat University

Bachelor of Technology - BTech, Computer Science and Engineering

2014 – 2018

### St. Paul H.S. School, Indore

2002 – 2014

## Licenses & certifications



### Techfest

Techfest, IIT Bombay

Issued Dec 2015 · No Expiration Date



### Red Hat Certified System Administrator

Red Hat

Issued Apr 2018 · Expires Aug 2022

Credential ID 180-071-649

[See credential](#)

### Red Hat Certified Engineer



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Business Development Manager



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**Marketing Executive**

ARAVALI CARGO MOVERS PRIVATE LIMITED · Full-time

Jun 2018 – Jul 2020 · 2 yrs 2 mos

Jaipur Area, India

**Education****j k laksmipat University**

Master's degree, Marketing

2016 – 2018

**Vrindavan Public School - India**

commerce, commerce

2014 – 2016

**Skills & endorsements****Marketing**

Customer Relationship Management (CRM)

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**Deep Contractor**

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**PepsiCo**

5,617,032 followers



**HCL Technologies**

2,618,128 followers



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6,155,019 followers



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6,350,636 followers

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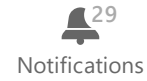
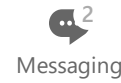
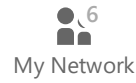
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**Ajay Maharshi** · 2nd  
Frontend Developer at Tekizma Inc.  
Bangalore Urban, Karnataka, India · [Contact info](#)

218 connections



You both know Kirti Soni, Rishi Gupta and 6 others

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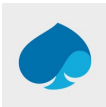


Tekizma Inc.

JK LAKSHMIPAT UNIVERSITY

## People and pages related to Ajay

[See all](#)



**Cappgemini**

Page · Information Technology &...  
3,230,796 followers

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**GeeksforGeeks**

Page · Computer Software  
547,296 followers

Follow



**Fresher J**

Page · Info  
2,343,773 followers



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## People also viewed



**Vibha Vashisth** · 2nd  
Product Engineer at Tekizma Inc.

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**Smruti Padhy** · 3rd  
Frontend Developer at ColorTokens, Inc.

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**Pranav Bhat** · 2nd  
Senior Product Engineer at Tekizma Inc.

Connect



**Nimmy E.** · 2nd  
Human Resources Manager at Tekizma Inc.



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Posts Ajay created, shared, or commented on in the last 90 days are displayed here.

See all activity

## Experience



### Frontend Developer

Tekizma Inc. · Full-time

May 2019 – Present · 2 yrs 1 mo



### Intern

Auriga IT Solutions Pvt Ltd

Jan 2018 – Jun 2018 · 6 mos

Jaipur Area, India

## Education

### JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology, Computer Science

2014 – 2018



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Arihant Jain

Summer Intern at MilkinOats || Member, Branding and Media Relations Committee || PGDM at IMI, New Delhi

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Arihant Jain · 2nd

Summer Intern at MilkinOats || Member, Branding and Media Relations Committee || PGDM at IMI, New Delhi

Uttar Pradesh, India · [Contact info](#)

500+ connections



You both know DR. MILIND THOMAS, Vishal Gupta and 17 others

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MilkinOats



International Management Institute - IMI

People and pages related to Arihant

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Britannia Industries Limited

Page · Consumer Goods  
507,671 followers

Follow



Parle Agro Pvt Ltd

Page · Food & Beverages  
221,524 followers

Follow



FMCG Jobs

Page · Co  
128,362 followers



People also viewed



Modita · 3rd

Summer Intern at MBAtrek Private Limited  
|| Branding and Media Relations Committ...

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Om Rana · 3rd

Secretary of Branding & Media Relations  
Committee || PGDM at IMI, New Delhi

Message



Shubham Kumar · 3rd

PGDM at IMI, New Delhi || Member at The  
HR Club, IMI New Delhi

Message



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**Arihant Jain**

Summer Intern at MilkinOats || Member, Branding and Media Relations Committee || PGDM at IMI, New Delhi

Mo

**Activity**

936 followers

**Congratulations Bhavna!**

Arihant commented

**Congratulations Simran!**

Arihant commented

**Congrats Anshul Tripathi**

Arihant commented

**Congratulations Anshul Tripathi !!**

Arihant commented

[See all activity](#)**Experience****Business Development Intern**

MilkinOats · Internship

May 2021 – Present · 1 mo

India

**Live Project- Sales and Marketing**

Tenhard India Pvt Ltd.

Jan 2021 – Feb 2021 · 2 mos

India

**Intern**

LG Electronics

Jan 2018 – Apr 2018 · 4 mos

India

Pe

**Naman Choubey**

Campus Ambassador at Viral Fission

**Messaging** 2



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**Arihant Jain**

Summer Intern at MilkinOats || Member, Branding and Media Relations Committee || PGDM at IMI, New Delhi

Gurgaon, Haryana, India

Mo

## Education



**International Management Institute - IMI**

PGDM

2020 – 2022

Activities and Societies: Member of Branding and Media relations Committee

**Jk lakshmipat university**

BTech - Bachelor of Technology, Mechanical Engineering

2014 – 2018

## Licenses & certifications



**Learning Excel 2019**

LinkedIn

Issued Jul 2020 · No Expiration Date



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**Arihant Jain**

Summer Intern at MilkinOats || Member, Branding and Media Relations Committee || PGDM at IMI, New Delhi

Mo



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**Arihant Jain**

Summer Intern at MilkinOats || Member, Branding and Media Relations Committee || PGDM at IMI, New Delhi

Mo



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**Chaitanya Estarla** · 2nd

Game Programmer at UMX Studio | یومکس ستودیو

Gujarat, India · [Contact info](#)

94 connections



You both know Vishal Gupta, Rishi Gupta and 7 others

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UMX Studio | یومکس ستودیو

Backstagepass Institute of  
Gaming and Technology

People and pages related to Chaitanya

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**Unity Technologies**

Page · Computer Software  
330,498 followers

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**Blizzard Entertainment**

Page · Entertainment  
643,363 followers

[Follow](#)



**Unreal Engine**

Page · Computer Software  
192,054 followers



People also viewed



**Nishtha Jain** · 1st

Software Development Engineer

[Message](#)



**Sahil Bagwan** · 2nd

Business Development Associate || LIDO  
LEARNING

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**Tarun Kumar** · 2nd

Open for Opportunities

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**lakshaya bathla** · 2nd

[Messaging](#) 2

About



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## Activity

92 followers

Posts Chaitanya created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



### Game Programmer

UMX Studio | یومکس سٹودیو · Full-time

Jan 2021 – Present · 5 mos

Rajkot, Gujarat, India



### Intern Programmer

Ubisoft India Studios · Internship

Aug 2019 – May 2020 · 10 mos

Pune Area, India

### Intern

Quest - The Learning Centre · Full-time

Dec 2017 – May 2018 · 6 mos

Bhavnagar Area, India

Created a few beginner level games as a game developer

### Summer Trainee

ProjectsforSchool.com

May 2016 – Jun 2016 · 2 mos

Jaipur, India

Pe



Competitive Coder | Software Engineer |  
Thinker | Developer | IT Enthusiast |...

[Connect](#)

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## Backstagepass Institute of Gaming and Technology

PG Diploma, Game Development

2018 – 2019

## JK LAKSHMIPAT UNIVERSITY

Bachelor of Technology - BTech, Computer Science, 6.032

2014 – 2018

Activities and Societies: Pratirup (Photography Club)

## Silver Bells Public School

Science

2005 – 2013

Activities and Societies: Head Boy

Junior High/Intermediate/Middle School/High School

## Licenses & certifications

### Android App Development

DotSquare Academy

Issued Aug 2017 · No Expiration Date

## Skills & endorsements

### Unity3D · 2

Shubhag Saxena and 1 connection have given endorsements for this skill

### Game Development · 1



Endorsed by Shubhag Saxena (mutual connection)



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Endorsed by **Prachi Jain** and **1 other mutual connection**

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**Hitesh Bhati** · 2nd

Graduate Engineering Trainee at J. K. Tyre And Industries Limited.

Rajsamand, Rajasthan, India · [Contact info](#)

236 connections



You both know [Vishal Gupta](#), [Rishi Gupta](#) and 11 others

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J. K. Tyre And Industries Limited.

J K Lakshmipat University

People and pages related to Hitesh

[See all](#)



**Colgate-Palmolive**

Page • Consumer Goods  
1,556,577 followers

[Follow](#)



**Britannia Industries Limited**

Page • Consumer Goods  
507,691 followers

[Follow](#)



**Dabur In**

Page • Co  
484,752 fo



People also viewed



**Adhisha Gupta** · 2nd

Graduate Engineer Trainee at Anemoi Technologies | Data Science

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**Megha Bansal** · 2nd

Founder at Fashme

[Connect](#)

**susil padhi** · 3rd

Key Account Manager at birla tyre

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**Suraj Sahu** · 3rd+

Service advisor at Satya trucking bharat



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Looking for a job that adequately suit my qualifications.

Currently I am working with jk Tyre as a graduate engineer trainee in curing maintenance department. ... see more

## Activity

235 followers

Posts Hitesh created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience

### Graduate Engineering Trainee

J. K. Tyre And Industries Limited.

Jun 2019 – Present · 2 yrs

kankroli



### Graphic Designer Internship

VURO3D

Dec 2017 – May 2018 · 6 mos

Surat, Gujarat, India

use to design on zbrush



### Intern

Eicher Polaris Private Limited

May 2016 – Jul 2016 · 3 mos

Gurgaon, India

Market research for new launching product

Pe



Campus Ambassador at Viral Fission

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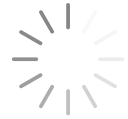
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**J K Lakshmipat University**

Bachelor of Technology - BTech, Mechanical Engineering, 7.4/10

2014 – 2018



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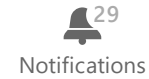
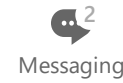
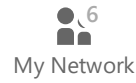
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**Milan Assudani** · 3rd  
Civil engineer at Larsen & Turbo  
Ahmedabad, Gujarat, India · [Contact info](#)  
42 connections



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Larsen & Toubro

jk lakshmi pat university



### People also viewed



**Ravindra Yadav** · 3rd  
Analyst at Design 2 Occupancy Services LLP

Connect



**Zaid Ali** · 3rd  
Civil Engineer at Chaurdiya Real Estate

Connect



**Sumit Rana** · 3rd  
Assistant Manager Mechanical at VENSAR CONSTRUCTIONS COMPANY LIMITED

Connect

**VIKASH KUMAR** · 3rd  
Area Sales Executive at BDS PVT LTD



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### People and pages related to Milan

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**Walmart**  
Page · Retail  
3,275,290 followers

Follow



**IndusInd Bank**  
Page · Banking  
502,591 followers

Follow



**Forbes**  
Page · Pul  
16,423,120 followers

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## WORK EXPERIENCE

LARSEN &amp; TOUBRO (Oct 2019 – Present)

Gujarat, INDIA

## Site Engineer

- Project- "DWOLZRA Special Investment Region" (Dholera)
- Working with one of the world's largest constructional division, efficiently engaged in projects ranging from mega project Execution to multiple complex projects
- Working with the aim of Safety and comfort for the General Public is the prime responsibility of this department.
- This is a constructional project aiming to make a smarter city.
- The goal of this project is to make Dholera as a global manufacturing and trading hub
- Working in the section of water and effluent treatment plant
- My responsibility in this project to supervise and to complete the ICT work and handover it to third party for inspection.

## Activity

41 followers

Posts Milan created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience



## Site Engineer

Larsen &amp; Toubro · Full-time

Oct 2019 – Present · 1 yr 8 mos

India

## Education

## jk lakshmi pat university

Bachelor of Engineering - BE

2014 – 2018

Pe

Campus Ambassador at Viral Fission

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**Parth Samariya** · 2nd

BIMTECH PGDM 2020-22

Noida, Uttar Pradesh, India · [Contact info](#)

500+ connections



You both know Karan Gupta

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## About

An engineer with a demonstrated history of working in the manufacturing industry. Skilled in Teamwork, Leadership, Marketing Strategy, Digital Marketing, and Microsoft Office. Strong media and communication professional with a PGDM focused in Marketing from Birla Institute of Management Technology (BIMTECH).

## Activity

934 followers

Lambert Academic Publishing



Birla Institute of Management  
Technology (BIMTECH)

Your dream  
job is closer  
than you  
think

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## People also viewed



**Nikhil Takkar** · 3rd

Summer Intern at Bajaj Allianz Life | PGDM  
(Finance) - BIMTECH (2020-22) |

Message



**Chetan Sharma** · 3rd

Summer Intern- Nestle India ||  
PGDM(Marketing) BIMTECH'22 || Casio ||...

Message



**Anish Sen** · 3rd

Executive Member at CCR || PGDM- RM(20-  
22) || BIMTECH || Green Belt - Lean Six...

Message



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Parth shared this  
14 Reactions



Great opportunity I am interested

Parth commented



Thank you

Parth replied to a comment

See all activity

## Experience

### Author

Lambert Academic Publishing · Full-time

Mar 2018 – Present · 3 yrs 3 mos



### Live Project

Tenhard India Pvt Ltd. · Internship

Dec 2020 · 1 mo



### Production Engineer

Miracle Group of Companies -Jaipur · Full-time

Aug 2018 – Oct 2019 · 1 yr 3 mos

Responsible for supervising complete production and printing division.

Responsible for achieving production and planning target.

Responsible for production data entry and making production report.



### Dissertation Project Trainee

CSIR-INDIAN INSTITUTE OF CHEMICAL TECHNOLOGY · Internship

Dec 2017 – Jun 2018 · 7 mos

Hyderabad, Telangana, India

Esterification of Acrylic Acid & n-butanol



Deep Contractor

Associate Data Scientist at Celebal  
Technoloaies



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**Birla Institute of Management Technology (BIMTECH)**

PGDM, Marketing

2020 – 2022

**JK LAKSHMIPAT UNIVERSITY**

Bachelor of Technology, Chemical Engineering

2014 – 2018

**Licenses & certifications****Digital Marketing Analytics**

Coursera

Issued Apr 2021 · No Expiration Date

**Marketing in a Digital World**

Coursera

Issued Mar 2021 · No Expiration Date

**Python for Business Analytics**

EdLightened

Issued Jan 2021 · No Expiration Date

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**Pooja Sharma** · 2nd

HUMAN RESOURCE | MARKETING | SALES | Client Relationship Manager

Jaipur, Rajasthan, India · [Contact info](#)

500+ connections



You both know DR. MILIND THOMAS, sheetal mundra and 6 others

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AIC-JKLU

JK LAKSHMIPAT UNIVERSITY

## Activity

519 followers



**Interested**

Pooja commented



**Interested**

Pooja commented



**Sure**

Pooja replied to a comment



**Interested**

Pooja commented



## People also viewed



**Amit Sharma** · 2nd  
Executive Assistant

Connect



**Supriya Chormare** · 2nd  
Human Resource Generalist & Admin  
Executive - Looking for my Next...

+ Follow



**Shitu Singh** · 3rd  
Executive Manager Human Resources at  
GODAVARI NUTRIFOODS PRIVATE LIMITED

Message



**Paritosh Prasad** · 2nd



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## Experience



AIC-JKLU

### Assistant Manager

AIC-JKLU

Jun 2020 – Present · 1 yr  
Jaipur, Rajasthan, India



### Personal data management and other HR practices

Umang Dairies Ltd.

May 2019 – Jul 2019 · 3 mos  
Delhi

### Project Management Intern

Relaince jio ltd

Jun 2017 – Aug 2017 · 3 mos  
Kishangarh

## Education

### JK LAKSHMIPAT UNIVERSITY

Master of Business Administration - MBA, Human Resources Management/Personnel  
Administration, General  
2018 – 2020



### Maharishi Dayanand Saraswati University, Ajmer

Bachelor of Business Administration - BBA, Banking and insurance  
2015 – 2018

## Skills & endorsements



### Deep Contractor

Associate Data Scientist at Celebal  
Technologies

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## Microsoft PowerPoint · 1

Payal Sharma has given an endorsement for this skill

## Team Management · 1

Payal Sharma has given an endorsement for this skill

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**Riya Choudhary** · 2nd

HR Consultant

Jaipur, Rajasthan, India · [Contact info](#)

500+ connections



You both know Sanjeev Kumar, sheetal mundra and 7 others

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Ethos HR

JK LAKSHMIPAT UNIVERSITY



### People also viewed



**preeti preet** · 3rd

HR Consultant at Sigma HR Consultants

Message



**Divya Harish** · 3rd

HR Consultant (Freelance)

Message



**Nancy Naik** · 3rd

HR Consultant

Message



**Mayur Chavhan** · 3rd

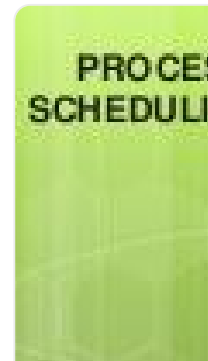
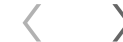
Recruitment consultant at Confidential



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### Featured

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SlideShare

key management and distribution. Network security

**Computer assembler**

SlideShare

ER Model example

**Process schedul**

SlideShare

process scheduli

## Activity

4,121 followers

Posts Riya created, shared, or commented on in the last 90 days are displayed here.

[See all activity](#)

## Experience

**Ethos HR**

3 yrs 1 mo

**Consultant - HR Practices**

Full-time

Nov 2019 – Present · 1 yr 7 mos

Client handling, designing & implementation of various modules like Recruitment, PMS, Training, Employee Engagement and forming required HR policies & procedures.

**Recruitment Module-**

Helping the clients in formalizing the recruitment process by establishing various policies, procedures, forms & formats.

**PMS Module-**[...see more](#)**Associate Consultant**

Full-time

May 2018 – Nov 2019 · 1 yr 7 mos

Ahmedabad Area, India

Pe



Associate Data Scientist at Celebal Technologies

[Connect](#)

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PMS Module-

...see more

**Trainee - New Client Acquisition**

CXO Partners

Apr 2018 – May 2018 · 2 mos

Ahmedabad Area, India

Capstone Project: It was a project designed to have industry experience before starting a job. My role in this organization, during the project was to generate and close leads for recruitment impalement.

**Intern**

Toggle Technology Pvt. Ltd.

Jan 2016 – May 2016 · 5 mos

Jaipur, India

**Education****JK LAKSHMIPAT UNIVERSITY**

Master of Business Administration (M.B.A.), Human Resources Management/Personnel

Administration, General, 8.3 (CGPA)

2016 – 2018

**JK Lakshmiapat University**

Bachelor of Technology (B.Tech.), Computer Science, 8.4(CGPA)

2012 – 2016

**Birla Balika Vidyapeeth, Pilani**

Science, 85%

2010 – 2012



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## Management Consulting · 5

Parichay Pal and 4 connections have given endorsements for this skill

## Human Resources · 5

Parichay Pal and 4 connections have given endorsements for this skill

## Microsoft Office · 13

Parichay Pal and 12 connections have given endorsements for this skill

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**sanjay sharma** · 2nd  
Director at Unique LabSystems Pvt. Ltd  
Jaipur, Rajasthan, India · [Contact info](#)

371 connections



You both know sheetal mundra, Umesh Gupta and 1 other

Connect

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Unique Lab Systems Pvt. Ltd

JK LAKSHMIPAT UNIVERSITY

## About

Experienced Director with a demonstrated history of working in the marketing and advertising industry. Skilled in Microsoft Word, Tally ERP, Presentation Skills, Market Research, and Management. Strong professional with a Master of Business Administration - MBA focused in Finance and Marketing from JK LAKSHMIPAT UNIVERSITY.

## Activity

368 followers

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## People also viewed



**ANIT KUMAR** · 2nd  
Product Specialist Biotech/Diagnostic Instruments

Connect



**Naushad Afridi** · 3rd  
key Account Manager North & West India

Message



**Athira MV** · 3rd  
Sales Executive at Becton Dickinson

Message

**Vikas Singh** · 2nd  
Manager - Service at Ion Exchange India



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[See all activity](#)

## Experience

### Director

Unique Lab Systems Pvt. Ltd · Full-time

Jan 2019 – Present · 2 yrs 5 mos

Jaipur Area, India

### Director

MC Water Float Food And Beverages Pvt. Ltd

Jun 2018 – Jan 2019 · 8 mos

Rajasthan, India

### Intern

relocation and moving solution

May 2017 – Jun 2017 · 2 mos

Mauritius



### Intern

Religare

May 2013 – Jun 2013 · 2 mos

Jaipur Area, India

## Education

### JK LAKSHMIPAT UNIVERSITY

Master of Business Administration - MBA, Finance and Marketing

2016 – 2018

Pe



### Deep Contractor

Associate Data Scientist at Celebal Technologies

[Connect](#)

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2012 – 2015

### ryan intenational school

12th, Business/Commerce, General

2009 – 2012

## Skills & endorsements

### Management · 2

Kapil Thakkar and 1 connection have given endorsements for this skill

### Microsoft Office · 1

Tanay Mathur has given an endorsement for this skill

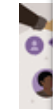
### Microsoft Excel

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Compensation Annexure			
Name - Ms. Anshu Goyal		CXO Global Consulting Private Limited	
Designation - Trainee - New Client Acquisition			
Department - Operations			
Location - Ahmedabad			
CTC - 239,506/-			
S. No.	Description	Annual Payout	Monthly Payout
a.	Basic Salary	102000	8500
b.	House Rent Allowance	40800	3400
c.	Medical Allowance	15000	1250
d.	Conveyance Allowance	19200	1600
e.	Education Allowance	2400	200
f.	Mobile Allowance	12000	1000
g.	Books & Periodicals Allowance	9600	800
h.	Special Allowance	3000	250
	Gross Salary (A)	204,000	17,000
	Deductions		
i	Professional Tax (B)	2400	200
	Take Home Salary (A-B)	201,600	16800
	Other Benefits		
j	Performance Linked Variable Pay # (PLVP) * (15% of Gross CTC)	30600	
k	Gratuity #	4906	
	Total Other Benefits - ( C )	35506	
	Cost to the Company (CTC) (A+C)	239,506	
Employees leaving the organization in between the Financial Year would not be eligible for any PLVP *			
Tax would be deducted at source as per prevailing IT Rules.			
Travel Allowance (Local & Outstation) & Mobile Allowance would be as per company policy.			
Please Note: Annual variable pay is based on annual performance review rating. The annual variable pay mentioned in the salary break-up is taken assuming the performance is at Good rating i.e. 100% The payout criteria based on annual performance review rating is as below:			
Sr. No.	Associate Rating	Annual Variable Pay	Annual Variable Amount
1	Excellent	150.00%	45900
2	Very Good	125.00%	38250
3	Good	100.00%	30600
4	Fair	50.00%	Not Applicable
5	Not Satisfactory	Not Applicable	Not Applicable
Sr. No.	Associate Rating	Parameters	Annual Variable Amount
1	Excellent	Target achieved for 11 months out of 12 for Financial year.	45900
2	Very Good	Target achieved for 10 months.	38250
3	Good	Target achieved for 9 months.	30600
4	Fair	Not Applicable	Not Applicable
5	Not Satisfactory	Not Applicable	Not Applicable

# Gratuity is applicable after completion of 5 years with the organisation

\*\* The company may declare an incentive structure at any time during the financial year. If the incumbent opts for the incentives then he/she will not be eligible for PLVP and a revised offer would be issued at that time.



**OFFER LETTER**

27<sup>th</sup> February, 2018

Ms. Anusha Mishra

**Sub: Offer letter for the position of Assistant Campaign Manager .**

Dear Anusha,

This is with reference to the interview and discussions we had with you, we are pleased to offer you the post of Assistant Campaign Manager for our digital marketing division w.e.f 2<sup>nd</sup> April, 2018 Monday.

You shall be paid a compensation of Rs. 3,00,000.00 (Rs. Three Lakhs Only) per annum. You will be on probation period for 6 months from the date of joining and this can be extended for a further period at the Company's discretion. After completion of 6 months, based on your performance your service will be confirmed, or the probation period will be terminated. During the contract period either party may terminate the contract by giving two weeks' notice.

You are requested to join us on 2<sup>nd</sup> April'2018 at our corporate office situated at A-60, Industrial Area, Phase-1, Naraina, Delhi-110028. This offer will be canceled in case of any deviations in information or if you fail to report us on pre-decided date as above. At the time of joining you are required to submit the copies of all the qualification documents, ID and Address Proof.

Please sign one copy of this letter and return it to our office to formalize your acceptance of this offer.

Once Again congratulations and welcome to the BIGWIG MEDIA Family.

Thanking you,

I accept this job offer as described above

Yours truly,  
For BIGWIG MEDIA & EVENTS PVT. LTD.

.....



Vipul Dutta  
Director

Signature



Compensation Annexure			
Name - Ms. Anusha Mishra		CXO Global Consulting Private Limited	
Designation - Trainee - New Client Acquisition			
Department - Operations			
Location - Ahmedabad			
CTC - 281,772/-			
S. No.	Description	Annual Payout	Monthly Payout
a.	Basic Salary	120000	10000
b.	House Rent Allowance	48000	4000
c.	Medical Allowance	15000	1250
d.	Conveyance Allowance	19200	1600
e.	Education Allowance	2400	200
f.	Mobile Allowance	18000	1500
g.	Books & Periodicals Allowance	9600	800
h.	Special Allowance	7800	650
	Gross Salary (A)	240,000	20,000
	Deductions		
i	Professional Tax (B)	2400	200
	Take Home Salary (A-B)	237,600	19800
	Other Benefits		
j	Performance Linked Variable Pay # (PLVP) * (15% of Gross CTC)	36000	
k	Gratuity #	5772	
	Total Other Benefits - ( C )	41772	
	Cost to the Company (CTC) (A+C)	281,772	
Employees leaving the organization in between the Financial Year would not be eligible for any PLVP *			
Tax would be deducted at source as per prevailing IT Rules.			
Travel Allowance (Local & Outstation) & Mobile Allowance would be as per company policy.			
Please Note: Annual variable pay is based on annual performance review rating. The annual variable pay mentioned in the salary break-up is taken assuming the performance is at Good rating i.e. 100% The payout criteria based on annual performance review rating is as below:			
Sr. No.	Associate Rating	Annual Variable Pay	Annual Variable Amount
1	Excellent	150.00%	54000
2	Very Good	125.00%	45000
3	Good	100.00%	36000
4	Fair	50.00%	Not Applicable
5	Not Satisfactory	Not Applicable	Not Applicable
Sr. No.	Associate Rating	Parameters	Annual Variable Amount
1	Excellent	Target achieved for 11 months out of 12 for Financial year.	54000
2	Very Good	Target achieved for 10 months.	45000
3	Good	Target achieved for 9 months.	36000
4	Fair	Not Applicable	Not Applicable
5	Not Satisfactory	Not Applicable	Not Applicable

# Gratuity is applicable after completion of 5 years with the organisation

\*\* The company may declare an incentive structure at any time during the financial year. If the incumbent opts for the incentives then he/she will not be eligible for PLVP and a revised offer would be issued at that time.



December 16, 2017

Mr Daivik Swarnkar  
JK LakshmiPat University  
Jaipur, Rajasthan

## Appointment Advice

Dear Swarnkar

This has reference to the campus interview held on December 14<sup>th</sup>, 2017. We are pleased to appoint you as "Officer Trainee - M&S" on the terms and conditions discussed and agreed by you at the time of interview and as embodied in separate letter of appointment, which will be handed over to you at the time of joining duties.

You are advised to report for duties on or before May 14<sup>th</sup>, 2018.

Please arrange to submit the original documents along with a set of the following certificates to us at the earliest or at the time of joining the duties.

1. Copies of education certificates including certificate of date of birth
2. Copies of certificates from two respectable persons.
3. Two passport size photographs.

The above appointment is subject to your being medically fit by medical authorities nominated by us and also your antecedents verified and found to be satisfactory.

Please signify your acceptance by signing and returning the duplicate copy of this letter.

Thanking you,

Anil Dixit  
Vice President (HR)  
JK Paper Limited

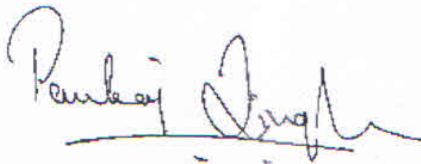
  
Accepted

### COMPENSATION & ENTITLEMENT

Offer break-up to Mr. Mohit Soni, Sales Officer in Sales PL.

Details	Amount Per Month (In Rs.)	Amount Per Annum (In Rs.)
Basic	21,050.00	252,600.00
House Rent Allowance	3,950.00	47,400.00
Gross Salary	25,000.00	300,000.00
Cost to Company ("CTC")	25,000.00	300,000.00

FOR IVL FINANCE LIMITED



AUTHORIZED SIGNATORY  
HUMAN RESOURCES

Note :

- 1). Your Salary is strictly confidential and you should not disclose it to anyone without prior permission of the company in writing.
- 2). All tax implications arising as part of your salary structure shall be borne by you.
- 3). Contribution towards EPF are optional to the employee. For employee whose basic salary is less than or equal to Rs. 15,000/- (Rupees Fifteen Thousand only) EPF contribution is mandatory.
- 4). You and your family (spouse and 2 children) will be included in Indiabulls Group Mediciam Health Insurance Cover through Health India Insurance TPA Services Pvt. Ltd. to avail Mediciam post completion of your probation period. Total sum covered for Group Mediciam is Rs. 2,50,000/- (Rupees Two Lakh Fifty Thousand Only) per family.

I, hereby, agree to abide by the terms and conditions of this Appointment Letter



SIGNATURE OF EMPLOYEE  
Sales Officer



### Compensation Annexure

Name - Ms. Prarena Bhat	CXO Global Consulting Private Limited
Designation - Trainee - Recruitments & NCA	
Department - Operations	
Location - Ahmedabad	
CTC - 239,506/-	

S. No.	Description	Annual Payout	Monthly Payout
a.	Basic Salary	102000	8500
b.	House Rent Allowance	40800	3400
c.	Medical Allowance	15000	1250
d.	Conveyance Allowance	19200	1600
e.	Education Allowance	2400	200
f.	Mobile Allowance	12000	1000
g.	Books & Periodicals Allowance	9600	800
h.	Special Allowance	3000	250
	<b>Gross Salary (A)</b>	<b>204,000</b>	<b>17,000</b>
	<b>Deductions</b>		
i.	Professional Tax (B)	2400	200
	<b>Take Home Salary (A-B)</b>	<b>201,600</b>	<b>16800</b>
	<b>Other Benefits</b>		
j.	Performance Linked Variable Pay # (PLVP) * (15% of Gross CTC)	30600	
k.	Gratuity #	4906	
	<b>Total Other Benefits - ( C )</b>	<b>35506</b>	
	<b>Cost to the Company (CTC) (A+C)</b>	<b>239,506</b>	

Employees leaving the organization in between the Financial Year would not be eligible for any PLVP \*

Tax would be deducted at source as per prevailing IT Rules.

Travel Allowance (Local & Outstation) & Mobile Allowance would be as per company policy.

**Please Note:** Annual variable pay is based on annual performance review rating. The annual variable pay mentioned in the salary break-up is taken assuming the performance is at Good rating i.e. 100% The payout criteria based on annual performance review rating is as below:

Sr. No.	Associate	Annual Variable Pay	Annual Variable Amount
1	Excellent	150.00%	45900
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Sr. No.	Associate	Parameters	Annual Variable Amount
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4	Fair	Not Applicable	Not Applicable
5	Not	Not Applicable	Not Applicable

# Gratuity is applicable after completion of 5 years with the organisation

\*\* The company may declare an incentive structure at any time during the financial year. If the incumbent opts for the incentives then he/she will not be eligible for PLVP and a revised offer would be issued at that time.



Date : February 16 , 2018

Ref No : IB/OL/00053892

App No : 00055524

Mr. Ramakant Sharma  
Raghunath Colony  
Malpura Road Dudu  
Jaipur Rajasthan 303008

LETTER FOR OFFER OF APPOINTMENT

Dear Ramakant Sharma,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the term and conditions, mentioned in this letter for offer of appointment herein below :-

Department : Sales PL  
Level/Grade : Senior Officer / G1  
Designation : Sales Officer  
Location : Jaipur  
Cost to Company: : Your cost to company will be Rs. 252,600.00 /- per annum.  
( Rupees Two Lakh Fifty Two Thousand Six Hundred only )

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than February 28 , 2018, provided that you indicate your acceptance to the same by signing and returning in duplicate a copy of this offer of Appointment to us immediately and in any case within Fifteen (15) days from the date of this Letter for Offer of Appointment.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of self attested documents as mentioned below :-

- Signed Curriculum Vitae (CV).
- Copy of the Educational Certificate (10<sup>th</sup> & Highest Qualification).
- Work Experience Certificate (Previous employer).
- Four (4) Passport size photographs.
- Copy of Address proof.

**IVL Finance limited**

(formerly shivshakti finance Services Limited)

Registered office : M-62 &63, first floor, Connaught Place, New Delhi-11001.CIN:U74899DL19994PLCO62407

Tel. : 011-30252900,Fax:01130252901 Website:WWW.indiabulls.com, Email:helpdesk@indiabulls.com

f) Copy of PAN Card (Mandatory).

**NOTE:**

- i) Submission of above documents is mandatory and failure to submit any one or all of these documents may be termed as disqualification to the proposed appointment.
- ii) If you are not an Indian Citizen, additional documents shall be mandatory in support of your candidature and eligibility, as per the prevailing law of India in this regard.
- iii) Please ignore, if you have submitted the above mentioned documents.

**2. DESIGNATION**

You shall be designated as Sales Officer in Sales PL .

You shall be on probation for an initial period of 6 Months. The probation period may be extended or shortened at the discretion of the Management. A confirmation letter shall be issued to you after satisfactory completion of probation period, at the sole and absolute discretion of the Management.

**3. REMUNERATION**

Your cost to Company shall be Rs. 252,600.00/- ( Rupees Two Lakh Fifty Two Thousand Six Hundred only ) per annum.

Your salary and other benefits, if any, shall be subject to the deductions of all Government and local taxes, contribution(s), etc. as required to be made under the prevailing laws of India and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

**4. PLACE OF POSTING**

a) Presently, you shall be posted at our Office at Jaipur. Your place of work may change in case of any relocation of the Company's offices. You are further liable to be transferred to any part within the Country/Overseas as decided by the Management in the interest of the company.

b) The Management may place/transfer you temporarily/permanently in any unit/Department/Associate concern of the Company and/or its subsidiary in or out of India as it may consider necessary at its discretion from time to time.

**5. CONDUCT & DISCIPLINE**

a) Official E-mail ID shall be communicated to you after joining. This will be a password-protected official e-mail ID. Any correspondence /information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. received/sent through such e-mail ID by or to you shall be an acceptable form of communication. You are required to keep the password of such e-mail ID confidential. This E-mail ID must be regularly checked for any communication. This E-mail ID should be used exclusively for authorized official purposes only. You shall exclusively be responsible for any unauthorized and unapproved usage of this e-mail ID. You shall be bound by the Information Security Policy as update from time to time which is available at <http://infosec.indiabulls.com/>.

b) You are expected to maintain high standards of Conduct and Excellence in all your assignments.

c) You shall discharge your duties and responsibilities faithfully and to the best of your ability



and talent.

d) You shall at all times comply with the Company's policies. These are available at the public folder at [http:// inet.indiabulls.com](http://inet.indiabulls.com).

e) As a company personnel, you are a full-time employee and will not undertake any other business, work or public office, honorary or remunerating post/assignment whether with or without consideration except with the written permission of the management in each case.

f) You will be governed by the service Rules and Regulations, administrative order(s), any such other rules/Standing Order(s) of the company now in force and that may be in force from time to time.

## 6. SECRECY

a) You will not divulge any information concerning the company's (or its associate's) operations, plans, know-how etc., that you may come to have known or acquired during your employment to any unauthorized person(s), nor use for any purpose save for official purposes, during the period of your employment with us, or thereafter by word of mouth or otherwise. Non-compliance of this clause shall subsist the termination of the employment.

b) Any work/project/assignments handled/developed by you individually or as a group during your employment with the company, will be the exclusive property of the company and you will not have any rights on it, whatsoever. You shall execute all such documents as may be required from time to time to secure this right of the Company.

Violation in any manner of the above-mentioned terms and conditions will be dealt under Intellectual Property Laws of India, as prevailing from time to time.

## 7. PRIVACY OF INFORMATION ON REMUNERATION

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any one inside or outside the organization.

## 8. NON-SOLICITATION

You covenant, and agree that during your employment with the Company and for a period of six (6) months thereafter due to the exposure and access to substantial confidential or proprietary information pertaining to Company's business and clients that you have till now obtained and shall continue to obtain and in recognition of the need to protect the Company's interest in this regard, you will not, except with the prior written consent of the Company, directly or indirectly;

a) Attempt in any manner to solicit from (a) any current Client/ of the Company or (b) any firm, association or corporation or other entity which you have contacted or otherwise dealt with on behalf of the Company, business of the type carried on, or proposed to carried on, by the Company, or to purchase or sell any products or services including any product or services competing with those provided by the Company; or

b) Attempt to persuade any person, firm or entity, which is a Client/ to cease doing business or to reduce the amount of business which any such Client has customarily done.

c) Employ, solicit, incite canvass or attempt to employ or assist anyone else to employ any person who is in the employment of the Company, or was in the employment of the Company at any time during the preceding six calendar months. Further, you shall not Solicit, incite or in any other way encourage other employees of the Company to terminate their respective



contracts of employment with the Company; or

d) Solicit, canvass or accept employment from any of Company's Clients or any person, firm or company, which competes with the business of the Company.

#### 9. GENERAL RULES

In all matters including those not specifically covered by this letter, all employment benefit(s) will be governed as per the rules of the Company.

a) You will intimate in writing to the Management any change of address within a week from the change of the same, failing that any communication sent on your last recorded address shall be deemed to have served on you.

b) You will hand over the charge, the property and the material etc. of the company in your Possession at the time of cessation of your employment with the company.

c) You will be liable to pay damage(s) to the company for the loss caused by you directly or indirectly, in addition to other legal remedies, which may be required for violating any of the provisions of this letter for offer of appointment/agreement etc. and the Courts at New Delhi will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

d) It is specifically agreed & accepted that any performance incentive scheme and/or any other rule(s) offering some other benefit(s) shall be disbursed at the sole discretion of the Company. It is specifically understood & agreed that such benefit(s) including but not limiting to performance incentive cannot be claimed as a matter of Right Whatsoever.

#### 10. CESSATION OF SERVICE

a) Before tendering resignation you are required to give 1 Month prior notice in writing to the company, if such resignation is during your probation and 3 Months prior notice in writing if such resignation is after confirmation. The Company in its sole discretion can decide to waive off/reduce the notice period, you would be required to pay to the Company the gross salary for the notice period so reduced/waived off or notice not provided.

b) The management reserves the right to terminate your services by giving 1 Day notice or 1 Day salary in lieu thereof. Notwithstanding the above, the management reserves the right to terminate your services as per the termination policy of the Company in the event of non-performance or misconduct which includes but is not limited to negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline or any other indulgence of excess or any impropriety in complying with the terms of this letter or any action detrimental to the interests of the Company and/or your conduct/action being contrary to the Policies of the Company and/or Standing order(s) issued by the Company from time to time.

c) You will automatically retire from the services of the company on attaining the Superannuating age of 60 years.

d) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

- i) Return to work within eight days of the commencement of such absence, and
- ii) Give an explanation to the satisfaction of the management regarding such absence.

e) The management shall have the right to ask you to get yourself medically examined, vaccinated or inoculated by any registered medical practitioner at any time when the management feels it necessary. Your service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

#### Performance Evaluation

- i) Your performance will be reviewed continuously during the tenure of your employment. If, at the end of any month you have not met the minimum standards for that month a verbal warning will be given.
- ii) If, at the end of next month, you have not met the minimum standards for that month, your probation can be extended, (if on probation) and a Performance Improvement Plan (PIP) will be implemented, (if confirmed), or your employment will be terminated at the discretion of the management.
- iii) The management's decision to change territories/policies/product/ portfolio will be final and binding on all employees. All changes to territories/policies/product/ portfolio shall be at the sole and absolute discretion of the Management.
- iv) In case your performance is not up to the mark, your designation is liable to be reduced.

#### 11. Non-Disparagement

You agree that, during the employment or on cessation of employment, you shall not, directly or indirectly, in any capacity or manner, make, express, transmit speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be derogatory or critical of, or negative toward, the Company or any of its directors, officers, Affiliates, subsidiaries, employees, agents or representatives (collectively, the "Company Representatives"), or that reveals, discloses, incorporates, is based upon, discusses, includes or otherwise involves any confidential or proprietary information of the Company or its subsidiaries or Affiliates, or to malign, harm, disparage, defame or damage the reputation or good name of the Company, its business or any of the Company Representatives. You understand that failure to comply with the above shall make yourself liable for punitive and/or penal action.

#### 12. VERIFICATION

a) This Letter for offer of appointment is issued to you on the basis of your candidature, eligibility and on grounds of information/ documents provided by you to the company, which are believed as bonafide, genuine and true. Further, if you are not an Indian Citizen by birth, please support your candidature and eligibility to join us with necessary details and documentation, as per the prevailing provisions of law of India.

b) This appointment is based on the information supplied by you to us in your application/personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary in lieu thereof.

c) All documents submitted by you to the Company with reference to the above are subject to verification by the Company or an agency appointed by the Company at any time during your employment with the Company. You hereby specifically authorize the Company or any external agency appointed by the Company to verify your educational and employment antecedents, your conduct and conduct any other back ground checks prior to your joining the Company or thereafter. You expected to extend your full cooperation during such verification. This Offer of Appointment is subject to you clearing the Background Check as conducted by the Company or any third party agency on behalf of the Company. In the event you fail to cooperate or clear the Background Check, your employment may be terminated by the Company forthwith and without

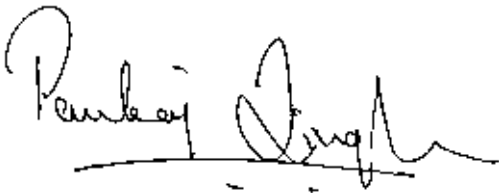
any liability to the Company.

Please sign the duplicate copy of this Letter for offer of appointment and return the same in confirmation of your acceptance of the appointment and all other terms and conditions as stated therein.

Wish you all the best and welcome you to our organization for a long-standing relationship.

Sincerely,

FOR IVL FINANCE LIMITED

A handwritten signature in black ink, appearing to read 'Ranjit Singh', written over a horizontal line.

AUTHORIZED SIGNATORY  
HUMAN RESOURCES

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ACCEPTANCE OF THE EMPLOYEE

I, hereby, agree to abide by the terms and conditions of this Letter for offer of Appointment and am aware that any lapse in my meeting the set performance standards/misconduct and any disciplinary issue would result in legal/disciplinary action against me/or employment termination. I agree to join on or before February 28 , 2018.

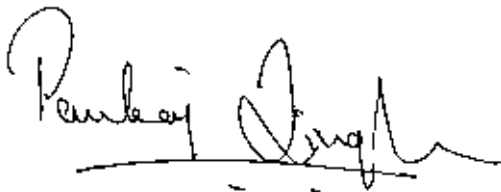
SIGNATURE OF THE EMPLOYEE

COMPENSATION & ENTITLEMENT

Offer break-up to Mr. Ramakant Sharma, Sales Officer in Sales PL.

Details	Amount Per Month (In Rs.)	Amount Per Annum (In Rs.)
Basic	21,050.00	252,600.00
Gross Salary	21,050.00	252,600.00
Cost to Company ("CTC")	21,050.00	252,600.00

FOR IVL FINANCE LIMITED



AUTHORIZED SIGNATORY  
HUMAN RESOURCES

Note :

- 1). Your Salary is strictly confidential and you should not disclose it to anyone without prior permission of the company in writing.
- 2). All tax implications arising as part of your salary structure shall be borne by you.
- 3). Contribution towards EPF are optional to the employee. For employee whose basic salary is less than or equal to Rs. 15,000/- (Rupees Fifteen Thousand only) EPF contribution is mandatory.
- 4). You and your family (spouse and 2 children) will be included in Indiabulls Group Mediclaim Health Insurance Cover through Health India Insurance TPA Services Pvt. Ltd. to avail Mediclaim post completion of your probation period. Total sum covered for Group Mediclaim is Rs. 2,50,000/- (Rupees Two Lakh Fifty Thousand Only) per family.

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I, hereby, agree to abide by the terms and conditions of this Appointment Letter

SIGNATURE OF EMPLOYEE  
Sales Officer



## **EMPLOYMENT OFFER LETTER**

Date: April 28, 2018

Dear Mr. Reman Kaushik,

We are pleased to offer you employment at the position of **Research Associate** at **ABSAS Solutions**, Jaipur with a CTC of **1.92 LPA**. This offer is for employment that carries no specific service obligation. Your performance, salary, and responsibilities will be reviewed at the end of probation period and then every 12 months.

You would be entitled for the Performance Linked Incentive which is (as per your discussion with the concern recruiter at the same time of interview process), over and above to CTC and department specific. The performance related incentive will be payable taking into account the performance of the organization and employee during the period under consideration as decided by the Reporting Manager/ the Management.

This offer is subject to your entering in to our intervention of confidentiality and Non-Competence Agreement (Key Service Agreement). Once you accept the offer you would be required to operate within ABSAS management and procedures.

Further, you shall be eligible for leaves and other benefits pursuant to Company's Policies, as amended from time to time.

### **Commencement Date**

Your appointment shall commence on your joining ABSAS on or before **1 May 2018**, as mutually agreed upon and your shift times will be as confirmed later to you post joining.

**Probation Period of 2 months:**

Probation may be extended or waived early by the management as per the performance. Notice period during probation period will be 15 days.

**After probation period, cost to company and salary details are as follows:**

Components	Monthly	Annual
Gross Salary	16,000.00	1,92,000.00
Less: ESI- Employee Contribution 1.75%	263.00	3,156.00
Less: ESI - Employer Contribution 4.75%	714.00	8,568.00
<b>Take Home/ Net Salary</b>	<b>15,023.00</b>	<b>1,80,276.00</b>

At the end of the probation period, subject to satisfactory scores on an assessment of your performance and suitability, as well as recommendation confirmation by your Reporting Manager, your services will be confirmed at ABSAS. In case of unsatisfactory performance, your probation period may be extended or waived early by the Management as per your performance. You will not be entitled to any remuneration, if the employment is terminated for any reason whatsoever within 15 days from the date of your appointment.

**Training/ Development & Other Benefits**

The Company shall bear expenses to incur with regard to any training and development, special education, up skilling or the job training provided to you in the course of your employment with the company upto Rs 25000/-.

**Pre-Employment Conditions:**

Your offer of employment and after commencement of your employment, your continuing employment with the Company is conditional upon:-

- Satisfactory background verification, including but not limited to, proof of educational and Professional qualifications, employment history and proof of identity.
- You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.



■

There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.

**I accept this offer of employment under the terms identified above.**

For ABSAS Solutions Pvt. Ltd

Mr. Reman Kaushik

*Daljeet Kaur*  
*Sonal Khanna*

Daljeet Kaur & Sonal Khanna

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Compensation Annexure	
Name - Ms. Riya Choudhary	CXO Global Consulting Private Limited
Designation - Trainee - New Client Acquisition	
Department - Operations	
Location - Ahmedabad	
CTC - 281,772/-	

S. No.	Description	Annual Payout	Monthly Payout
a.	Basic Salary	120000	10000
b.	House Rent Allowance	48000	4000
c.	Medical Allowance	15000	1250
d.	Conveyance Allowance	19200	1600
e.	Education Allowance	2400	200
f.	Mobile Allowance	18000	1500
g.	Books & Periodicals Allowance	9600	800
h.	Special Allowance	7800	650
	<b>Gross Salary (A)</b>	<b>240,000</b>	<b>20,000</b>
	<b>Deductions</b>		
i.	Professional Tax (B)	2400	200
	<b>Take Home Salary (A-B)</b>	<b>237,600</b>	<b>19800</b>
	<b>Other Benefits</b>		
j.	Performance Linked Variable Pay # (PLVP) * (15% of Gross CTC)	36000	
k.	Gratuity #	5772	
	<b>Total Other Benefits - ( C )</b>	<b>41772</b>	
	<b>Cost to the Company (CTC) (A+C)</b>	<b>281,772</b>	

Employees leaving the organization in between the Financial Year would not be eligible for any PLVP \*

Tax would be deducted at source as per prevailing IT Rules.

Travel Allowance (Local & Outstation) & Mobile Allowance would be as per company policy.

**Please Note:** Annual variable pay is based on annual performance review rating. The annual variable pay mentioned in the salary break-up is taken assuming the performance is at Good rating i.e. 100% The payout criteria based on annual performance review rating is as below:

Sr. No.	Associate Rating	Annual Variable Pay	Annual Variable Amount
1	Excellent	150.00%	54000
2	Very Good	125.00%	45000
3	Good	100.00%	36000
4	Fair	50.00%	Not Applicable
5	Not Satisfactory	Not Applicable	Not Applicable

Sr. No.	Associate Rating	Parameters	Annual Variable Amount
1	Excellent	Target achieved for 11 months out of 12 for Financial year.	54000
2	Very Good	Target achieved for 10 months.	45000
3	Good	Target achieved for 9 months.	36000
4	Fair	Not Applicable	Not Applicable
5	Not Satisfactory	Not Applicable	Not Applicable

# Gratuity is applicable after completion of 5 years with the organisation

\*\* The company may declare an incentive structure at any time during the financial year. If the incumbent opts for the incentives then he/she will not be eligible for PLVP and a revised offer would be issued at that time.

17<sup>th</sup> November, 2017

To,  
**Mr. Shivan Zutshi,**

Tel.No:9983330159

Dear Shivan,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	22,900	2,74,800
House Rent Allowance	:	2,290	27,480
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	2,710	32,520
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
<b>Total:Rs. Six Lakh Six Thousand only p.a.</b>	:	<b>50,500</b>	<b>6,06,000</b>

Regards,  
Jaro Education

**SushantMallya**  
**Sr. Manager – Human Resources**

I agree to the above and attached terms & conditions Shivan Zutshi Dated \_\_\_\_\_

<b>ANNEXURE</b>	
<b>Name</b>	Somi Tiwari
<b>Designation</b>	Relationship Executive
<b>Grade</b>	Executive
<b>Department</b>	Retail Sales
<b>Reporting Manager</b>	Amit Sharma
<b>Location</b>	Jaipur
<b>DOJ</b>	19-Feb-18
<b>Salary Components P. A.</b>	<b>Amount (in ₹ pa.)</b>
Basic	105,000
House Rent Allowance	52,500
Special Allowance	136,954
Conveyance	19,200
Medical	15,000
<b>Total</b>	<b>328,654</b>
Provident Fund	12,600
Gratuity	8,747
<b>Total Fixed Pay</b>	<b>350,000</b>
<b>You will be covered under company's medical insurance scheme with limits as mentioned below:</b>	
Mediclaim cover for self & 4 dependants	400,000
Life Insurance cover for self	500,000
Accidental Disability Insurance cover for self	500,000

JKTIL/HR/2018  
29<sup>th</sup> January, 2018

**Mr. Suresh Choudhary,**  
c/o. JK Lakshmipat University,  
**JAIPUR.**

**APPOINTMENT ADVICE**

With reference to your application and the subsequent interview you had with us, we are pleased to convey your appointment as **SALES TRAINEE** terms and conditions discussed, agreed by you and as embodied in a separate letter of appointment which will be handed over to you at the time of joining the duties.


You are advised to report to HR Department, JK Tyre & Industries Ltd., Patriot House, 3 Bahadur Shah Zafar Marg, New Delhi-110002, on 4<sup>th</sup> June, 2018.

Please arrange to submit the original documents along with two sets of following certificates to us at the time of joining the duties:-

- a) Copies of certificates of Educational / Professional qualifications
- b) Passport size photograph
- c) Photocopy of your PAN Card
- d) Photocopy of Aadhar Card

Please signify your acceptance by signing and returning the duplicate copy of this letter and advise exact date of your joining the duties.

Yours faithfully,  
for JK Tyre & Industries Limited,



**( Pradyumna Pandey )**  
**Vice President (HR)**

November 09, 2017


Tanushka Jangid,  
BHA 29, Opposite Golimar Sadan,  
Sitaram Puri, Amer Road  
Jaipur, Pin-302002  
Rajasthan (India)

Dear Tanushka Jangid,

With reference to your application and interviews with us for the position of Marketing Executive, we are delighted to extend you an offer to join PAX on June 1, 2018 (+/- 1 month) at the Mumbai office.

The following are the terms and conditions of the offer:

1. You will undergo comprehensive training before you join the floor which will familiarize you with the culture of the Company and introduce you to the world of finance. Your gross salary as a trainee and during probation will be INR 15,000/- (Rupees fifteen thousand only) per month, payable upon successful completion of the training program. Training may be extended on an individual basis if required.
2. Your annualized Gross Salary including-training, inclusive of all allowances and bonuses will be up to 5,36,000/- (Rupees five lakh thirty six thousand rupees only) per annum. A detailed salary break up is attached herewith (Annexure 1).
3. Your Annual Review Period will be from 1<sup>st</sup> June, 2018 to 31<sup>st</sup> June, 2019.
4. A total of fifteen paid Vacation Days and six paid Personal Days will be available to you on an annual basis. You will start to accrue leaves after three months from your date of joining and thereon, your leaves will be calculated on a pro rata basis through the end of your Annual Review Period. However, one will be eligible to apply for Vacation Days only upon confirmation.
5. You shall be kept under probation until your first semi-annual performance review for the period ended May, 2018, at which time you will either be confirmed or your probation period will be extended until the next semi-annual performance review. Upon confirmation, your gross salary will be revised to INR 35,000/- (Rupees Thirty five thousand only) per month.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers, and will decline any other offers previously accepted.
7. Once your service is confirmed, if you desire to resign, you are required to give a one month notice to the Company or an equivalent amount of salary in lieu thereof. Similarly, the Company will also give you one month notice or an equivalent salary in the case the Company does not wish to avail your service.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary.

**PAX EDUTAINMENT PVT. LTD.**  
  
**DIRECTOR**

You must send the following to [charan@paxedutainment.com](mailto:charan@paxedutainment.com) in one email within 10 days from the date of your offer unless notified otherwise:

A) Employment Agreement (enclosed herewith): Acknowledge it with your initials on each page and signature on the last page

B) List of documents (Annexure 2)

10. All the materials given to you, including but not limited to the files for training, the Employment Agreement is confidential and should be treated as company property

11. It is necessary for you to have an Android/IOS and a laptop platform during your tenure at PAX

12. During your employment with the Company you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.

13. You will respect and uphold the PAX IMPACT at all times (Annexure 3)

If you have any questions or would like a more detailed discussion of the terms above, we would request you to not hesitate to contact the CEO. Failure to adhere any of the conditions mentioned above will result in an automatic rescinding of the offer. Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Charan Kamal Singh Parmar

Director Operations, PAX India

Co-Founder, PAX Mauritius Ltd, Mauritius

**PAX EDUTAINMENT PVT. LTD.**  
  
**DIRECTOR**

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**Annexure 1 – Annualized Salary Structure**

<b>Xx - Year 1</b>	
Basic	3,40,000
Special Allowance – Lunch 5 days	36,000
Travel Reimbursements <sup>(1)</sup>	40,000
<b>Fixed</b>	<b>4,16,000</b>
Retention Bonus <sup>(2)</sup>	20,000
Maximum Performance Bonus <sup>(3)</sup>	1,00,000
<b>Gross <sup>(6)</sup></b>	<b>5,36,000</b>

(1) Payable upon successful completion of the Annual Review Period, unless taken in advance.

(2) Employees can choose to avail it upon confirmation.

(3) May range from zero to the maximum limit based on individual performance and Company performance, payable upon successful completion of the Annual Review Period.

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NOTE- The employment is applicable upon successful completion of 6 months of internship with PAX and achieving the set objectives of the internship within the time frame of 6 months. Failing to achieve the objectives of internship, PAX is not liable for the employment of Ms. Tanushka Jangid.

SIGNED AND ACCEPTED

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**PAX EDUTAINMENT PVT. LTD.**  
  
**DIRECTOR**

edutainment

## Annexure 2: Joining Formalities

1. You must scan and email the following to [charan@paxedutainment.com](mailto:charan@paxedutainment.com) in one email, **within 10 days from the date of your offer** unless notified otherwise:
- **Employment Agreement** (enclosed herewith): Acknowledge it with your initials on each page and signature on the last page
  - **Background Verification Form** (enclosed herewith)
  - **List of Documents:** The following documents must be **saved individually in PDF file format:**
    - Passport size photograph (JPEG format)
    - Class 10 and 12 mark sheets and pass certificates
    - Graduation and post-graduation certificates
    - PAN card
    - Aadhaar card
    - Passport (First and last page)
    - Proof of residence<sup>(i)</sup>- At least one from the list below:
      - Electricity bill
      - Ration card
      - Complete leave and license agreement (mandatory if you are staying on rent)
      - Voter ID card
    - Driving license (if any)
    - Work experience and relieving letters
- (i) Outstation candidates can submit residential proofs once they relocate. In case of rented accommodation, a registered leave and license agreement/voter ID card will be acceptable.*

In case you do not have any of the above; please mention clearly the reason in the email, along with the date of expected submission.

PAX EDUTAINMENT PVT LTD  
  
DIRECTOR



**Annexure 2: Authorization for Background Check**

You are hereby requested to read and sign the below confirming that you allow PAX / or third parties as appointment by PAX to perform a back ground verification on the references, educational, employment and criminal record details submitted by you.

I, \_\_\_\_\_, will be/am submitting my personal, educational and employment related documents to PAX / or third parties as appointed by PAX for the purpose of evaluating my qualifications for the position for which I am applying. I hereby authorize PAX / or third parties as appointed by PAX to investigate my background and the authenticity of these documents. I also understand that at any time I may withhold my permission and in such a case, no further investigation will be done and my application for employment with PAX will not be processed further.

SIGNED AND ACCEPTED

\_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

**PAX EDUTAINMENT PVT LTD**  
  
**DIRECTOR**

### **Annexure 3: PAX IMPACT**

#### **Integrity**

We encourage our employees to demonstrate integrity. Our work environment offers individual and team an inclusive path to grow with integrity, grit and honesty.

#### **Modesty**

We integrate simplicity, humbleness in our ecosystem showcasing modest behavior at all point in time within our team and with externals to keep it simplified while pursuing our professional goals and personal ambitions.

#### **People**

We recognize and value that people are unique and multifaceted. We give people the freedom to contribute to the improvement of the organization. We encourage creativity and support enthusiasm.

#### **Action**

We encourage active decision making and getting the job done. We act rather than react.

#### **Clients**

We strive to be close to the customer. We learn from the people we serve in order to continuously improve our quality.

#### **Team**

We succeed together.

PAX EDUTAINMENT PVT. LTD.  
  
DIRECTOR