



JSPM GROUP OF INSTITUTE, PUNE  
SHRI BHAGWANT EDUCATION & RESEARCH CHARITABLE TRUST'S  
**BHAGWANT INSTITUTE OF TECHNOLOGY, BARSHI.**



(Approved by AICTE New Delhi, Govt. of Maharashtra & Affiliated to DBATU Lonere, MSBTE)  
Gat.No.1242/01, Tadsoudane Road, Barshi, 413401. Mob.No.:9049076781/9049086781 |  
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**Prof. Dr. T. J. Sawant**  
President

Ref. No.: SBERCT/BIT/ NAAC/2022-23/Cr.05/06

Date: 11/12/23

To,  
The Coordinator,  
NAAC, Bengaluru.

**Subject:** Number of placement of outgoing students during the year.

**Reference 5.2.1.1** The Institution has a record of placement of outgoing students

**Dear Sir/Madam,**

With reference to above subject, 5.2.1.1 record of placement details of the year are as follows.

Year	2022-23
Number	33

The documents of record of placement of outgoing students are available at the following Link:-

[http://bitbarshi.edu.in/pdf/iqac/ay\\_22-23/criterion5/5.2.1.pdf](http://bitbarshi.edu.in/pdf/iqac/ay_22-23/criterion5/5.2.1.pdf)

  
Principal

**Principal**  
Bhagwant Institute of Technology  
Barshi.





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20219107091/Pune**  
**Date: 30/07/2022**

Ms. Pradnya Ravikiran Khune  
Balaji Colony, Solapur Road, Barshi  
Balaji Colony, Solapur Road, Barshi.,  
Barshi,  
Barshi-413401,  
Maharashtra.  
Tel# -9422427717

Dear Pradnya Ravikiran Khune,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20219107091**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Tilak Centre, Ground Floor, 5th Floor, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

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Offer: Computer Consultancy  
Ref: TCSL/DT20219032429/Pune  
Date: 30/07/2022

Ms. Harshada Haridas Londhe  
Bavi Tal. Barshi Dist. Solapur At Post Bavi Tal Barshi Dist. Solapur,  
Near Zp School,  
Barshi-413403,  
Maharashtra,  
Tel# -9316950006

Dear Harshada Haridas Londhe,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Registered Office: TCS Building, 90th Floor, 90th Street, 6th Avenue, New York, NY 10020, USA  
Tel: +1 212 850 6000 Fax: +1 212 850 6001

Registered Office: TCS Building, 90th Floor, 90th Street, 6th Avenue, New York, NY 10020, USA  
Tel: +91 22 6670 6000 Fax: +91 22 6670 6001





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222785069/Pune**  
**Date: 30/09/2022**

Mr. Shubham Bhalchandra Suryawanshi  
1311/1 Mangalwar Peth Barshi Near Uttareshwar Mandir Barshi,  
Mangalwar Peth Barshi,  
Barshi Solapur-413411,  
Maharashtra.  
Tel# -

Dear Shubham Bhalchandra Suryawanshi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Registered Office: TCS Building, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.



13-December-2022

Vishakha Shrihari Khamkar  
Rahul Nivas Zagade Galli Bhum, Maharashtra 413504

Dear Vishakha,

**Welcome to Vodafone!**

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014**. During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing. You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.

For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.

2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check for employment and education.\***

Vodafone India Services Private Limited, Business@Mantri, Tower B, 3rd Floor, Survey No.197, Hissa No. 2+4 to 7B, Nagar Road, Lohegaon, Pune- 411014, T (+91)020 71270001, [www.vodafone.com](http://www.vodafone.com)

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6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
  - The relieving / resignation acceptance letter from your present employer
  - 3 passport size photographs & a copy of your PAN card
7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2**. Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**.



---

**Rohit Solomon**  
**Vice President – Talent Acquisition**

#### **ACKNOWLEDGEMENT & ACCEPTANCE**

I have read and understood the above terms and conditions and hereby accept the same.

**SIGNATURE:** \_\_\_\_\_

**NAME:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

\* Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your role, you will be informed regarding these verifications by the recruiter.

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Vishakha Shrihari Khamkar	
Designation	Graduate Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
<b>Component (A)</b>		
Basic Salary	13,854	166,250
Housing Rent Allowance	6,927	83,125
Management Allowance	15,117	181,406
<b>Component (B) - Retirals <sup>1</sup></b>		
Provident Fund (Company Contribution)	1,800	21,600
<b>Total Fixed Pay (A+B)</b>	<b>37,698</b>	<b>452,381</b>
<b>Component (C) - Target Incentive <sup>2</sup></b>		
Target Incentive Is @ 5% of Fixed Pay	1,885	22,619
<b>Total Target Cash <sup>3</sup> (Fixed Pay + Incentive)</b>	<b>39,583</b>	<b>475,000</b>
House Rent Allowance (HRA) – 50% of Basic salary		
1. Retirals includes Provident Fund @ 12% of PF Wages which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
2. Target Incentive is inclusive of the interim bonus as payable under the statute. Incentive Pay-out will be subject to the incentive plan and framework as applicable to your role		
3. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit.		
Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
<b>Taxation:</b>		
All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		
<b>Any additional payments as part of your offer</b>		
Joining Bonus (INR)	- You will be eligible for a one-time Joining Bonus of INR 25000/-, payable in the first month's payroll. The Joining Bonus is recoverable in case of resignation within 12 months from date of joining.	

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## Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits	Entitlements for Band I
Medical Benefits	<b>Group Personal Accident Insurance (GPA)</b> A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive <b>INR 25,00,000</b> as per terms & condition of the policy.
	<b>Group Term Life Insurance (GTLI)</b> A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for <b>INR 25,00,000</b> .
	<b>Medical - Hospitalisation expenses</b> You will be covered in a family floater under Group Mediclaim insurance policy for Self & Dependents (Spouse + 2 Children) with total sum insured of <b>6 Lakhs</b> . Co-pay on claims to be applicable as per the medical plan. The premium for this cover is borne by the organization.  You may also opt for <b>Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount</b> . Co-pay on claims to be applicable as per the medical plan.
Communication Benefits	<b>Vodafone Smartphone Program</b> You will be entitled to get a 'Smart Phone Allowance' of <b>INR 11,000 every 2 years</b> (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement.
	<b>Official SIM Card</b> A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	<b>Data connectivity allowance</b> There will be a monthly 'Data connectivity allowance' of <b>INR 800 per month</b> which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	<b>Leave entitlement as per policy</b> You will be entitled to below type of leaves: <b>Privilege leave (annual leave) of 22 days</b> <b>Sick leave - 7 Days</b> <b>Casual leave - 7 Days</b> In addition, there will be <b>11 calendar holidays</b> . Maternity & Parenting leave applicable as per Company's Policy.

\*\* The benefits are subject to change as part of periodic review. The latest benefits will be applicable as per the revision by organization

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Total reward elements	Summary	Value In INR
<b>A. Total target cash</b>		
Annual Fixed	Pay & allowances as mentioned in Annexure	INR 452,381
Incentive	Short-term Incentive as mentioned in TTC Structure	INR 22,619
<b>B. Long term Benefits</b>		
Gratuity	Gratuity provision as per applicable statute	INR 7,997
<b>C. Total monetized benefits</b>		
Health & Connectivity benefits	Includes Premium toward hospitalization, life insurance and accident insurance cover. Value of Handset Allowance, Official Mobile Plan, Broadband Allowance	INR 30,631
<b>TOTAL REWARDS (A+B+C)</b>		<b>INR 513,628</b>

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**CONFIDENTIAL INFORMATION**

**"Confidential Information"** shall mean any information owned by the Company (including its respective subcontractors, suppliers, customers, clients or other contacts), including, but not limited to any financial, trading, economic, internal operation, policy, regulation, agreement, corporate plan, strategy, organization, procedure, system, analysis, customer, employee, supplier, business or technical data, discoveries, ideas, concepts, know-how, techniques, designs, specifications, drawings, blueprints, tracings, diagrams, models, samples, flow charts, data computer programs, disks, diskettes, tapes and any other information (including personal data as defined by the 'GDPR' Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data - the "General Data Protection Regulation" or "GDPR" or any other applicable regulations), which is disclosed to You or to which You have access during Your employment relationship in written, oral, magnetic or electronic format or in/on any other tangible or intangible format or support, whether or not they are explicitly marked as "business/confidential/secret information".

- a) The Company is involved in the control, processing and transfer of highly confidential and secured data and information. In connection to this activity, You agree that in order to discover the security risks, to enforce the security requirements, to avoid the injury of, the loss of and the unauthorized access to the data, to avoid and to prevent the unauthorized access to the information systems, Company shall be entitled to continuously observe and monitor the data stored, processed and controlled in the information system and also the communication, potentially including the content of the communication.
- b) You will maintain secrecy and will not disclose to any third persons, any of the trade secrets or other confidential information of the Company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of manufacture. You will take all appropriate measures necessary to keep such trade secrets and confidential information from being disclosed to, or received by third parties. Such trade secrets, proprietary technical data, specifications and methods of manufacture shall, at all times, remain the property of the company.
- c) You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise-any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.
- d) You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.
- e) You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of Your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.
- f) Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate Your employment with extraordinary notice and/or claim for damages against You.

**ACKNOWLEDGEMENT & ACCEPTANCE**

SIGNATURE: \_\_\_\_\_

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

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**WE ALWAYS** drive safely and legally: we always wear a seatbelt



**WE ALWAYS** drive safely and legally: we always obey the speed limit



**NEVER** carry out work on any electrical equipment unless you're qualified



**WE NEVER** work under the influence of alcohol or drugs



Always wear helmet while riding and ensure that the pillion rider wears a helmet.



When working in the proximity of power, **WE ALWAYS** maintain the required safe distance and use the correct insulated equipment



**WE ALWAYS** drive safely and legally: we never use a handheld mobile device when driving



When working at height, **ALWAYS** wear protective gear, attach a safety harness and use fall protection equipment

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.  
**Ready?**



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**LETTER OF APPOINTMENT****Jadhwar Pramod Ramhari****Chumb, Barshi, Solapur****Offer Release Date: 25th Oct, 2024****Dear Jadhwar Pramod Ramhari,**

Congratulations! We are delighted to inform you that pursuant to the interview and selection process, we hereby appoint you as **Design Engineer- UG NX** with the Company and would like to have you onboard on **26th Oct, 2024**.

The appointment shall take effect from the "Effective Date" on terms and conditions as set out below in **Enclosure-1**.

We wish you all the best and welcome you to **Advista Technosolutions Pvt Ltd**.

**Authorized Signatory****Full Name: Mr. Nilesh Pathare****Designation: Director & CEO****Date: 25th Oct, 2024**

Scanned with CamScanner



Dear Rishikesh,

Congratulations! We are pleased to confirm that you have been selected to work for QUALITY PATTERN WORKS PVT LTD. We are delighted to make you the following job offer

The position we are offering you is that of Trainee Design Engineer with an annual cost to company of 2,91,200/-. We would like you to start work on 16.02.2024 (Friday).

**Office Timing:- 09.00 AM to 6.00 PM**

While joining we required following documents.

1. Adhar card
2. Pan card
3. 2 passport size photo
4. Bank passbook 1<sup>st</sup> page xerox or cancel cheque
5. Education document
6. Previous company experience letter





# Jayawant Shikshan Prasarak Mandal

(Regd.No: MAH/632/98/ Pune & Trust No. F/14907/98)

PROF. SHIVAJIRAO SAWANT  
M.A.D.A.E., D.D.  
PRESIDENT

PROF. DR. TANAJI SAWANT  
B.E. (Elect.), PGDM, Ph.D  
FOUNDER SECRETARY

Regd. Off.: S. No. 80, Pune-Mumbai Bypass Highway, Tathawade, Pune 411033 Phone: (020) 22933423, 22934094 Fax: (020) 22933424  
Corporate Office: "SAWANT CORNER", S. No. 84/2E/1/5, 3<sup>rd</sup> Floor, Katraj Chowk, New Pune - Mumbai Bypass Highway, Katraj, Pune - 46  
Phone: 020-24317383/84/85, www.jspm.edu.in

JSPM/BSIOTR/Wagholi/15227/2023-24

Date: 03.02.2024

## OFFER LETTER FOR JOINING

I hereby pleased to offer you to serve in our JSPM Group of Institutes, Pune. You are welcomed in our institute. The detail of your Offer is as follows.

- 1) Name in full : Mr. Mahajan Riyaj Rafik (Mob No. -8983448386)
- 2) Offered Designation: Desktop Support Engineer.
- 3) Offered Salary per month consolidated in Rs. 15,000/- per month.
- 4) Your Appointment order is up to 31<sup>st</sup> May 2024. You should handover the charge to HOD on 31<sup>st</sup> May 2024.
- 5) Name of the Campus: Wagholi.
- 6) Institute: BSIOTR/BSP/PPS. Wagholi.
- 7) Department: .....
- 8) Probable date of Joining: 05.02.2024.

To,

Campus Director / Principal / Director,

Take the all his / her documents with photograph, Bio-Data and Joining Report at the time of Joining. Inform to Corporate office accordingly.



91.5  
Founder Secretary  
JSPM



# Jayawant Shikshan Prasarak Mandal

(Regd No. MAH/632/001/Pune & Trust No. F/14907/98)

PROF. SHIVA PRAO SAWANT  
M.A. D.D.  
PRESIDENT

PROF. DR. TANUJA GAVIANT  
B.E. (Elect.), PGDM, Ph.D.  
FOUNDER SECRETARY

Head Office: No. 80, Pune-Mumbai Bypass, Hadapsar, Pune-411033. Phone: (020) 24447303, 24447304. Fax: (020) 24447305.  
Corporate Office: "SAWANT CORNER", Plot No. 14/21, 15/1, Dada-Patay Chok, Hadapsar, Pune-411033. Phone: (020) 24447303, 24447304. Website: www.jspm.edu

JSPM/EST/NT/WAG/11/137/2023-24.

Date: 26.08.2023.

## OFFER LETTER FOR JOINING

I hereby pleased to offer you to serve in our JSPM Group of Institutes, Pune. You are welcomed in our institute. The detail of your Offer is as follows.

- 1) Name in full : Mr. Katkar Vaibhav Hanumant (Mob.No-7057309310)
- 2) Offered Designation: Desktop Support Engineer.
- 3) Offered Salary per month consolidated in Rs. 15,000/- per month.
- 4) Your Appointment order is up to 31<sup>st</sup> May 2024. You should handover the charge to HOD on 31<sup>st</sup> May 2024.
- 5) Name of the Campus: Wagholi.
- 6) Institute: JSPM University
- 7) Department: .....
- 8) Probable date of Joining: 01.09.2023

To,

Campus Director / Principal / Director,

Take the all his / her documents with photograph, Bio-Data and Joining Report at the time of Joining. Inform to Corporate office accordingly.



Founder Secretary  
JSPM

DATE: 15/5/23

Mr. / Miss Vedbhav Kulkarni

Dear Vedbhav,

Further to the discussion you had with us, we are pleased to offer you the position of Trainee Engg in our organisation with a basic salary of Rs 16,500 /- per month plus admissible allowances. Your formal appointment letter will be issued to you within a week of your joining. Please let us know your exact date of joining.

Kindly bring along with you necessary certificates in original to enable us to check date of birth, qualifications and experience and relieving letter of immediate as well as past employment. Please also bring 2 passport size photograph and last salary slip for verification. Submit a copy of all the above documents at the time of joining.

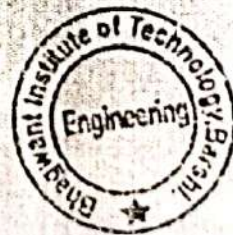
This offer is valid subject to you being found medically fit.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

For, SHRI KRUPA SERVICES PVT.LTD.

S.N. Sarwat

Auth. Sign.



PHOTOCOPY  
AND CAMERA



01<sup>st</sup> August 2023

Letter of Intent

Dear Mr. ARSHAD JALAL TAMBOLI

GNG Electronics Pvt. Ltd. is pleased to bring you on board as ASSISTANT QA

Don't let a tiny frustration away from getting down to work. GNG Electronics Pvt. Ltd. is offering a full-time position ASSISTANT QA to you in the beginning after due submission of required documents. Expected hours of work are 09:00 AM to 06:00 PM or 09:00 PM to 06:00 AM with half an hour lunch break and half an hour tea break for 6 days a week.

For joining formalities, you are hereby requested to come down at our **Innagar office** on 01.09.2023 at 09:00 AM sharp.

Venue: GNG Electronics Pvt Ltd (2D Raheja District, Plot No. Gen 2/1/B, Block D, Shed B1 & B2, Module 7 & 8 MIDC TTC Industrial Area, Innagar, Navi Mumbai - 400 706

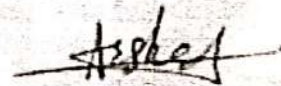
You are required to share hard copies of following mandatory documents at the time of your joining

1. Pan Card photo copy - Mandatory document
2. Aadhar Card photo copy - Mandatory document
3. 1 Passport size photographs
4. Current residential proof (Lease agreement / latest electricity bill copy) - Mandatory document
5. Cancel Cheque Copy - Mandatory documents (if name not mention on Cheque then Bank Statement required)
6. Police Verification Application / Police Verification letter with stamp
7. Copy of Intent Letter with Signature
8. Education Qualifications photo copy (1 copy)
9. Employment letters from last 2 previous co. (Appointment & Re-leaving letter)
10. Salary Slip for the last 3 months

Please note as a part of the onboarding process, you need to submit your police verification hard copy or the token receipt if verification yet to be received.  
(Pls. note this verification you have to do with 2 months from Joining if the same is not been submitted, your Employment Letter shall be on hold.)

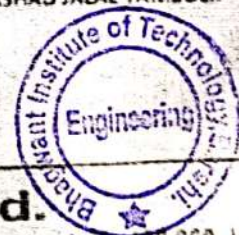
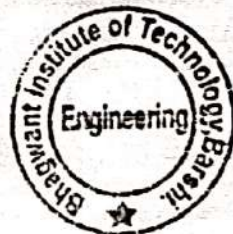
Please note this Intent Letter is valid only for one month from the date of issue.

After police verification, please contact on 9930108294 / 8779151093 for joining date confirmation.



Accepted

Mr. ARSHAD JALAL TAMBOLI

**GNG Electronics Pvt. Ltd.**

415, Hubtown Solaris, N. S. Phake Marg, Opp. Salwadi Telli Gali, Andheri (East), Mumbai - 400 069, India.  
Tel.: 022-6144 5600 www.electronicsebazaar.com  
(CIN : U72900MH2006PTC165194)

तहसिलदार तथा तालुका दंडाधिकारी अहमदपूर यांचे कार्यालय,  
(आस्थापना विभाग)

जा.क्रं.2024/आस्था/काठी-  
//आदेश //

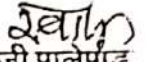
दिनांक 01/04/2024

या आदेशान्वये आदेशित करण्यात येते की,उपरोक्त संदर्भान्वये या कार्यालयाच्या आस्थापनेवरील कार्यरत असलेले व सगळ्या शिकवू म्हणून कार्यरत असलेले तलाठी कर्मचारी यांच्याकडे पुढील आदेशापर्यंत त्यांच्या मूळ तलाठी सज्जांचा पदभार देणे आवश्यक आहे.सदरील पदभार प्रशासकीय कामकाज व जनतेची कामे विहित वकला व मुदतीत होण्याच्या दृष्टीने खालील नमूद केलेल्या तलाठी यांना त्यांचा मूळ पदभार खालीलप्रमाणे नमूद तलाठी सज्जावर देण्यात येत आहे.त्यामुळे सदरील तलाठी सज्जातील जनतेची कोणतेही तक्रार येणार नाही याची नोंद घ्यावी.

अ.क्रं.	तलाठी कर्मचारी यांचे नाव	मूळ तलाठी सज्जा	देण्यात आलेल्या तलाठी सज्जाचे नाव
✓	श्री पाटील चैतन्य चंद्रकांत तलाठी	मांडणी	तलाठी सज्जा मांडणी च्या अनुषंगाने कामे वेळेत व मुदतीत पार पाडणे

वरीलप्रमाणे नमूद करण्यात आलेल्या तलाठी सज्जाचा मूळ पदभार आपणाकडे सोपविण्यात येत असून इतर मंडळ विभागातील मूळ अभिलेखे,मूळ संचिका व इतर महत्वाचे अभिलेखेसह स्वीकारून सदरच्या तलाठी सज्जाचे कामकाज पहावे.सदरचा पदभार न स्वीकारल्यास व सोपविण्यात आलेले कामकाज पार न पाडल्यास महाराष्ट्र नागरी सेवा (वर्तणूक) नियम 1979 चे नियम 3 नुसार व महाराष्ट्र नागरी सेवा (शिस्त व अपील) नियम 1979 च्या नियमानुसार आपलेविरुद्ध योग्य ती कार्यवाही करण्यात येईल यांची नोंद घ्यावी.

सदर आदेशाची काटेकोरपणे तात्काळ अंमलबजावणी करण्यात यावी.

  
(शिवाजी पालेपीड)  
तहसिलदार अहमदपूर  
तहसिलदार, अहमदपूर

प्रतिलिपी:-

- 1.मा.जिल्हाधिकारी,लातूर यांना माहितीस्तव सविनय सादर.
- 2.मा.उपविभागीय अधिकारी,अहमदपूर यांना कार्यवाहीस्तव सविनय सादर.
- 3.श्री मुंढे भरत गोपीनाथ तलाठी सज्जा सावरगाव थोट यांना देऊन कळविण्यात येते की,आपल्याकडील तलाठी सज्जा मांडणी यांचा पदभार श्री पाटील तलाठी यांच्याकडे सोपविण्यात येऊन त्याबाबतचा अनुपालन अहवाल या कार्यालयात सादर करावा.
4. मंडळ अधिकारी,मंडळ विभाग ~~अहमदपूर~~ जंदा यांना अनुपालनार्थ देण्यात येते.
- 5.आदेश संचिका.

  
तहसिलदार अहमदपूर  
तहसिलदार, अहमदपूर





Systech Solutions

7<sup>th</sup> March 2024

**Name: - Shrinath Anil Deshmukh**  
**Employee. Code: - 0489**  
**Designation: - Lead Engineer**

Dear **Shrinath Anil Deshmukh**,

We are pleased to inform you that the review of your performance for the year 2023-24 has been done. Your Cost to Company (CTC) has been revised to Rs. 5,60,000/- per annum effective from 1<sup>st</sup> April 2024.

A Survey of compensation practice was conducted with a selected group of companies comprising some of the best in India. As you are aware, decisions regarding compensation positioning are taken on the basis of competitive trends in the industry, with reference to similar companies.

**Please note that your compensation is a confidential matter between you and the Organization. We will treat any breach of this confidentiality with seriousness.**

We look forward to your contribution in further improving customer experience & profitability. Wishing you a long and rewarding career with us!!

Thank you. Yours

Sincerely

For SysTech Solutions



Nitu Gabhane

Junior HR Executive





Systech Solutions

### Compensation Structure

Shrinath Anil Deshmukh		
Band 2	Grade 5	
	Male	
Description	Year 2021-22	Year 2022-23
Basic+DA	11500	15000
HRA	2760	3600
CA	1900	1600
Personal Allowance	6340	3800
<b>Gross</b>	<b>22500</b>	<b>24000</b>
Provident Fund (Employees)	1800	1800
ESI (Employees)	0	0
PT	200	200
<b>Total Deduction</b>	<b>2000</b>	<b>2000</b>
<b>Net</b>	<b>20500</b>	<b>22000</b>
Provident Fund (Employer)	1800	1800
ESI (Employer)	0	0
<b>Employer Contribution</b>	<b>1800</b>	<b>1800</b>
<b>CTC Monthly</b>	<b>24300</b>	<b>25800</b>
<b>CTC Annual</b>	<b>291600</b>	<b>309600</b>

Yours Sincerely

For SysTech Solutions



Nitu Gabhane

Junior HR Executive





**Dr. Ranjit N. Shiral**

(DCE, BE Civil Engg, ME-Structures, ISSE, IAENG, MIE, Ph.D.)

**Chartered Engineer, Engineers & Contractors,  
Structural Engineer, valuer.**

Cell No-9405414949/8605414949

Email-msgroupindia49@gmail.com

Ref No. :

Date : 26/03/2023

To,  
The Principal,  
BIT, Barshi

Subject: Regarding Conducting Campus Interview at Your Campus for civil  
Engineering Students

Dear Sir,

We Have opening of site engineer in our various location around Barshi. As per the Previous year Interviews we are Interested to Conduct Campus Interview at Your Campus we Need at Least 20 Civil Engineers for our Various Projects.

So kindly consider this application and give the confirmation regarding the same

  
RNS Construction

**Head Office :-** 725/1/63/2, Near GST Office & Ahilyadevi Holkar Garden, Shivaji Nagar, Barshi, Dist. Solapur. Pin-413 411.(M.S.)

**Branch Office 01 :-** Shop No. 04, Siddhivinayak Apartment, Plot No. 48, 49 & 50, Sector-22 Kamothe, Navi Mumbai. Pin- 410 209(M.S.)

**Branch Office 02 :-** Office No.01 63/22, Mahadeo Apartment, S.V.Road, Kondhwa Khurd, Pune. Pin- 411 048 (M.S.)

**Branch Office 03:-** Gala No 01, Birage Complex, Nagoba Galli, Near Panjab Talim and Nagar Panchayat, Vairag, Tal. Barshi, Dist. Solapur. Pin-413 402(M.S.)



RefNo. :

Date 16/04/2023

To

Date: April 9 2023

Principal

BIT, Barshi

Subject: Selection of Student

Dear Sir,

As per the subject cited above and interview conducted dated 06/04/2023 we have placed the following students as site engineer at various site around Barshi Location. The location will be informed to them after the joining.

List of students selected in campus interview

Sr. No	Name Of Students	Designation	Annual Salary
1	ADSUL SAPNA SUNIL	Site Engineer	2.5 LPA
2	AWARE KARAN MAHARUDRA	Site Engineer	2.5 LPA
3	BAGAL AJINKYA DEEPAK	Site Engineer	2.5 LPA
4	BAGWAN SIFTAINRAZA RAHMAN	Site Engineer	2.5 LPA
5	BASANGOUDAR MANTEJ MALLIKARJUN	Site Engineer	2.5 LPA
6	BUCHAKE AJAY NAGNATH	Site Engineer	2.5 LPA
7	DESHMUKH SHUBHAM ASHISHKUMAR	Site Engineer	2.5 LPA
8	DOIPHODE ANIKET SUNIL	Site Engineer	2.5 LPA
9	KALE YOGESH SHRIMANT	Site Engineer	2.5 LPA
10	KANHERE SWATI BALASAHEB	Site Engineer	2.5 LPA
11	SHIRALKAR RANJEET DATTATRAYA	Site Engineer	2.5 LPA
12	WAGHMARE AKASHDEEP SUNIL	Site Engineer	2.5 LPA
13	ZORI BHAGESH RAJENDRA	Site Engineer	2.5 LPA
14	AWAGHADE PRAJAKTA SANJAY	Site Engineer	2.5 LPA
15	BETALE AISHWARYA PRABHUAPPA	Site Engineer	2.5 LPA
16	BHALERAO SAYALI SANJAY	Site Engineer	2.5 LPA
17	PATIL SAIRAJ SHIVAJI	Site Engineer	2.5 LPA
18	PATANGE MAYURI MILIND	Site Engineer	2.5 LPA
19	PATIL JYOTI LAXMAN	Site Engineer	2.5 LPA
20	PATIL TRUPTI AMRUT	Site Engineer	2.5 LPA

So I request you kindly inform the students regarding. The last date for joining will be 30 June 2023

  
RNS Construction

**Head Office :-** 725/1/63/2, Near GST Office & Ahilyadevi Holkar Garden, Shivaji Nagar, Barshi, Dist. Solapur. Pin-413 411.(M.S.)

**Branch Office 01 :-** Shop No. 04, Siddhivinayak Apartment, Plot No. 48, 49 & 50, Sector-22 Kamothe, Navi Mumbai. Pin- 410 209(M.S.)

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**Branch Office 03 :-** Gala No 01, Birage Complex, Nagoba Galli, Near Panjab Talim and Nagar Panchayat, Vairag, Tal. Barshi, Dist. Solapur. Pin-413 402(M.S.)



EquiCom Structural Consultancy, S No. 28/43, Jagtap Dairy Maatra Bunglow, Near Suyog Sankul Pimple Nilakh,  
Pune-411027

Contact: +91 9822822235 Email: equicomsc@gmail.com

**Offer Letter**

Date: 25 Jul 2023

Name : Neha Gaikwad  
Subject : Letter of offer of Employment  
Post : Drafting Engineer  
Probation Period : 03 Months  
Joining Date : 26/07/2023

Dear Neha,

Following Our recent discussion, we are delighted to offer you the position of "Drafting Engineer" in Our Organization as per the terms and conditions agreed by you at the time of your interview. As a member of *Team EquiCom*, we would ask for your commitment to deliver outstanding quality and results against the work assigned to you. In return, we are committed at our level best to provide you with every opportunity to learn and grow and extend to the highest level of your ability and potential.

We propose the terms of employment in this letter below. If you are happy with the proposed terms and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it to management in 3 days. In the event we have not heard from you by that date, this offer will be automatically withdrawn on that date.  
We look forward to working with you.

1. Your Salary will be depend upon the target basis and it will be Rs. 15,000/- P.M. including all allowances.
2. Leaves not applicable during probation whereas C/off can be availed. Any information stated in your application form & resume, if found wrong and In case your performance is found to be unsatisfactory as per our expectations based on interview or you are found violating any disciplinary norms of the Company, your appointment shall be liable, subject to termination without any notice with immediate effect.
3. You have to give a notice of minimum 30 days, after the date of the resignation, in the event of leaving the Company.
4. Increment is truly based upon your performance as discussed during the interview.

  
Gopal P. Mahajan  
HR Department  
EquiCom Structural Consultancy

I, Miss. Neha Gaikwad, confirm that I have read the terms of employment set out in this letter and I fully understand them and their implications and I now accept the offer of employment.

With Signature below, I accept this offer for Employment.

