



Original

GOVERNMENT OF MAHARASHTRA

Retail Dealer

FORM 'A2'
(See Clause 8(3))

ACKNOWLEDGEMENT

1. Received from M/s Tirupati Krushi Traders a complete Memorandum of Intimation along with Form O, fee of Rs. 450 by Chalan bearing number MH008162862201920E dated 29/10/2020.
2. This acknowledgement shall be deemed to be the letter of authorisation entitling the applicant to carry on the business as applied for, for a period of 3 years from date of issue of this Memo of acknowledgement unless suspended or revoked by the competent authority.

License No. : LAFD07020433

Date of Issue : 29/12/2020

Valid From : 29/12/2020

Valid Upto : 28/12/2023

Name of Firm & Proprietor/Manager/ Partner	Location of Sales Depot	Location of Godown(s) attached to sale depot	Type of source
Tirupati Krushi Traders Name of Proprietor : Dhananjay Umakant Bhadane	Property No.520/2, Kudashi Taluka : Sakri District: Dhule	Property No.520/2, Kudashi Taluka : Sakri District: Dhule	As per attached "Statement I"

Date: 29/12/2020



Seal:

Printing Date: 29/12/2020

Vivek Shivdas Sonawane
Vivek Shivdas Sonawane
Licencing Authority
District Superintendent Agriculture Officer
District Superintendent Agriculture Office Dhule



[Signature]
PRINCIPAL
Brahma Valley College of Engg. & RI



Date: 20/08/2018

OFFER LETTER

Dear Prasad Bedse

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you employment with our company as "Executive" in Quality Department.

The details of the CTC break up will be provided to you along with your appointment letter after joining.

You are requested to bring following documents at the time of joining.

1. A relieving letter from your current employer.
2. Self attested copies of all educational certificates.
3. Self attested Photo copy of Driving License
4. Copies of all appointment letters of previous employments.
5. Recent passport size photographs (four copies).
6. Photo copy of Aadhar Card as an address proof.
7. Photo copy of PAN Card.
8. Photo copy of Passport (if available).
9. Copy of previous financial year Form No. 16.

As discussed you are expected to join on or before 1/09/2018

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same to us.

We welcome you. We hope your association with us will be mutually beneficial and prospering.

Regards,


HR Manager




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Brahma Valley College of Engg. & RI



Letter of appointment

Offer: Computer Consultancy
Ref: TCSL/DT20218528604/Chennai
Date: 10/1/2020

Ms. Patil Nikita Madhav
N-42-Jb1-23/8 Sapta Chowk
jail road,
Nashik-422009,
Maharashtra.
Tel# -

Dear Patil Nikita Madhav

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 **HR admin** 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.

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

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.




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TCS Confidential
TCSL/DT20218528604

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services Line: 1800 300 2111 Email: careers@tcs.com



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



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Letter of appointment

Offer: Computer Consultancy
Ref: TCSL/DT20218528604/Chennai
Date: 10/1/2020

Mr. Shinde Vijay Lotan
N-42-Jb1-23/8 Saptashrunji ChowkPavannagar,
Pavannagar,
Nashik-422009,
Maharashtra.
Tel# -

Dear Shinde Vijay Lotan

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 **HR admin** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Corporate Services Line: 1800 280 3111 Email: careers@tcs.com



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We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited


Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms




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Brahma Valley College of Engg. & RI

TCS Confidential
TCSL/DT20218528604

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services Line: 1800 200 3111 Email: careers@tcs.com



TENNECO CLEAN AIR INDIA PRIVATE LIMITED

CIN: U29308TN2018FTC126510

Telephone: +91 2135 612501/506

**LETTER OF
APPOINTMENT**

24th NOV 2019

**MR. DESHMUKH DHANAJAY
SHALIKRAO**

Address: At. Post Dheku Khurd,
Tal - Amalner, Dist- Jalgaon,
Maharashtra - 425401

Dear DHANAJAY

Further to your recent interaction with Clean Air India Private Limited (hereinafter referred to as the "Company"), we are pleased to extend the opportunity of "TEAM LEADER" with the company. This offer and your subsequent employment extended to you by Tenneco is conditional basis:

- (i) You submitting all documents required by the company including but limited to identify, education, employment, and appropriate medical certificates from a medical practitioner designated by Tenneco.
- (ii) Satisfactory reference check and background verification of all qualifications and the accuracy of the employment history provided by you. The reference check and background verification can be conducted by Tenneco, or any company designated by Tenneco to conduct the same.
- (iii) You confirming that, you are not under any agreement / restriction, which restricts or will restrict you to be employed with Tenneco.
- (iv) You confirm to sign the Confidentiality and Non-Competition Undertaking on joining the Company or as and when required by the Company or during your assignments or deputations.
- (v) You obtaining the necessary work or employment passes or permits from the relevant authorities in India to work in India (if applicable). The term "Company" below shall refer to the hiring entity and the term "Tenneco" to its parent entity and/or its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.
- (vi) An acceptance from you on the terms and conditions below.

A. General Conditions

1. Job Title: Team Leader
2. Business Group: Clean Air
3. Date of Joining: On or before 22nd DEC 2019
4. Job Location: Pune
5. Job Level / Grade: MM2

B. Remuneration Package

Your total compensation is **INR 4,50,000/- (Rupees THREE Lacs Fifty Thousand Only)** per annum. Please see the salary annexure below for details. Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be




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TENNECO CLEAN AIR INDIA PRIVATE LIMITED

CIN: U29308TN2018FTC126510

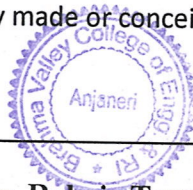
Telephone: +91 2135 612501/506

C. Benefits:

You will be eligible for benefits including but not limited to leaves, insurance, PF, Gratuity etc. as per applicable to your grade and policies of the company.

D. Other Matters:

1. Notice Period: This employment may be terminated at any time:
 - By giving 90 days advance notice, in writing, or payment in lieu thereof to the other party. The above-mentioned notice period shall be curtailed only with prior approval from the management.
 - If in the reasonable opinion of Company your performance is below expectation or if you are guilty of serious misconduct, the Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company.
 - Upon termination of your employment, you are required to return all the Company assets including documents/papers or any other assets in your possession relating to business or affairs of the Company or any of the Company's branches or clients and you should not retain any copies / extracts of / from such assets.
2. Non-Solicitation: After separation from the Company you shall not join any company / organization engaged in business of same or similar nature as that of the Company either as a full / part time employee or as consultant. Neither you shall engage in activities offering services of any nature, nor shall you engage in any such activity on your own for a minimum period of two years from the date of separation.
3. Work Hours: Your working hours will be governed by applicable laws of India and may be revised from time to time.
4. Duties: During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation. You agree to bring to the management's notice of any such intent / activity you are indulged into.
5. Income Tax Payment: You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such money to the tax authorities on your behalf.
6. Confidentiality: All information concerning the business, practices or finances of the Company shall be considered as strictly confidential and any breach thereof is deemed as a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions above.
7. Business Principles: During the term of your employment, you are required to comply with all applicable laws, regulations and the Tenneco's statement of Business Principles, as may be amended from time to time. Please read the Tenneco's Statement of Business Conduct thoroughly as soon as your employment commences and attend all mandatory trainings as advised from time to time. During your employment with the Company, you are required to promptly disclose and assign to Tenneco your interest in any invention, improvement or discovery made or conceived by you individually or in a joint efforts with anyone else.



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TENNECO CLEAN AIR INDIA PRIVATE LIMITED

CIN: U29308TN2018FTC126510

Telephone: +91 2135 612501/506

8. Asset Management: You shall use company assets (e.g. internal e-mail, voice mail, computer systems, etc.) for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.
9. Other Payments: You agree and authorize the Company to set-off, recover, claim, any amount or expenses paid to you other than salary including but not limited to any notice period buy-out, joining bonus, relocation expenses and any of such amounts will be 100% recoverable if you leave the Company within 18 months of joining. Expense amount reimbursed after tax will be considered for recovery.
10. Governing Law: Your employment will be governed as per the applicable Indian laws and the Tenneco policies. This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labour courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this offer. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.
11. Retirement Age: You will retire from the services of the company on your completion of the age of 58 years subject to "Employment Terms and Notice Period" clause mentioned in this letter. You may be required to retire early if you are found physically/mentally unfit to pursue employment or found in continued ill health as certified by a medical practitioner designated by the Company.

This offer is conditional on your in-person reporting at the joining/induction site on or before **22nd Dec 2019** or any other mutually agreed and documented date of joining between you and the Company. Upon no-show on the earlier mentioned date or decline of offer, this offer stands automatically revoked by the Company.

All the terms and conditions of your employment with the Company will be governed by the rules and regulations, procedures, guidelines and policies of Tenneco, which are subject to change from time to time, at the sole discretion of the Company, without giving any notice or assigning any reason(s) thereof, including but not limited to the below policies:

- a. Confidentiality and Assignment of Intellectual Property Agreement
- b. Harassment Free workplace
- c. Workplace Safety
- d. Global Drug Alcohol Free Workplace
- e. IT-Acceptable Use policy
- f. Global inclusion
- g. Diversity and Equity policy
- h. Code of Conduct
- i. Conflict of Interest and,




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TENNECO CLEAN AIR INDIA PRIVATE LIMITED

CIN: U29308TN2018FTC126510

Telephone: +91 2135 612501/506

j. Employee Privacy Notice.

Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance and Tenneco's performance. Further, if the Company introduces any modification(s) or restructures the emolument structure, the present remuneration structure will be appropriately amended.

You will be employed at **Clean Air** located at **Pune**. Your services may be transferred to such other place of business of the Company or its subsidiaries and associates in or outside India as the Company may determine from time to time.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against on the basis of disability or any other ground.

For official purpose including but not limited to payroll, insurance, employee benefits, etc. the Company reserves the rights to share your personal information including but not limited to Bank Account details, PAN, Aadhaar Number etc. with the third-party organizations engaged or to be engaged by the Company. Further, pursuant the Government's requirements pertaining to prohibition of Insider trading, the Company reserves the right to share your and your immediate relatives' required details with third party organizations engaged or to be engaged by the Company.

Please indicate that you have understood and agree with our conditions by signing a copy of the attachment to this letter, and returning it as soon as possible, and in any case no later than **26th Nov' 19**.

Yours faithfully,
For Clean Air,

Kunal Kirti
Director – Human Resources



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TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIN: U29308TN2018FTC126510
Telephone: +91 2135 612501/506

**LETTER OF
APPOINTMENT**

24th Nov 2019

Mr. Panicker Akhil
Maralidharan
Address: At. Post Dheku Khurd,
Tal - Amalner, Dist- Jalgaon,
Maharashtra - 425401

Dear Akhil

Further to your recent interaction with Clean Air India Private Limited (hereinafter referred to as the "Company"), we are pleased to extend the opportunity of "Team Leader" with the company. This offer and your subsequent employment extended to you by Tenneco is conditional basis:

- (i) You submitting all documents required by the company including but limited to identify, education, employment, and appropriate medical certificates from a medical practitioner designated by Tenneco.
- (ii) Satisfactory reference check and background verification of all qualifications and the accuracy of the employment history provided by you. The reference check and background verification can be conducted by Tenneco, or any company designated by Tenneco to conduct the same.
- (iii) You confirming that, you are not under any agreement / restriction, which restricts or will restrict you to be employed with Tenneco.
- (iv) You confirm to sign the Confidentiality and Non-Competition Undertaking on joining the Company or as and when required by the Company or during your assignments or deputations.
- (v) You obtaining the necessary work or employment passes or permits from the relevant authorities in India to work in India (if applicable). The term "Company" below shall refer to the hiring entity and the term "Tenneco" to its parent entity and/or its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.
- (vi) An acceptance from you on the terms and conditions below.


A. General Conditions

1. Job Title: Team Leader
2. Business Group: Clean Air
3. Date of Joining: On or before 22nd Dec 2019
4. Job Location: Pune
5. Job Level / Grade: MM2

B. Remuneration Package

Your total compensation is **INR 4,50,000/- (Rupees Four Lacs Fifty Thousand Only) per annum**. Please see the salary annexure below for details. Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance and Tenneco's performance.




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TENNECO CLEAN AIR INDIA PRIVATE LIMITED

CIN: U29308TN2018FTC126510

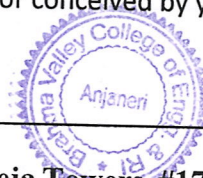
Telephone: +91 2135 612501/506

C. Benefits:

You will be eligible for benefits including but not limited to leaves, insurance, PF, Gratuity etc. as per applicable to your grade and policies of the company.

D. Other Matters:

1. Notice Period: This employment may be terminated at any time:
 - By giving 90 days advance notice, in writing, or payment in lieu thereof to the other party. The above-mentioned notice period shall be curtailed only with prior approval from the management.
 - If in the reasonable opinion of Company your performance is below expectation or if you are guilty of serious misconduct, the Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company.
 - Upon termination of your employment, you are required to return all the Company assets including documents/papers or any other assets in your possession relating to business or affairs of the Company or any of the Company's branches or clients and you should not retain any copies / extracts of / from such assets.
2. Non-Solicitation: After separation from the Company you shall not join any company / organization engaged in business of same or similar nature as that of the Company either as a full / part time employee or as consultant. Neither you shall engage in activities offering services of any nature, nor shall you engage in any such activity on your own for a minimum period of two years from the date of separation.
3. Work Hours: Your working hours will be governed by applicable laws of India and may be revised from time to time.
4. Duties: During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation. You agree to bring to the management's notice of any such intent / activity you are indulged into.
5. Income Tax Payment: You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such money to the tax authorities on your behalf.
6. Confidentiality: All information concerning the business, practices or finances of the Company shall be considered as strictly confidential and any breach thereof is deemed as a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions above.
7. Business Principles: During the term of your employment, you are required to comply with all applicable laws, regulations and the Tenneco's statement of Business Principles, as may be amended from time to time. Please read the Tenneco's Statement of Business Conduct thoroughly as soon as your employment commences and attend all mandatory trainings as advised from time to time. During your employment with the Company, you are required to promptly disclose and assign to Tenneco your interest in any invention, improvement or discovery made or conceived by you individually or in a joint efforts with anyone else.



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TENNECO CLEAN AIR INDIA PRIVATE LIMITED

CIN: U29308TN2018FTC126510

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8. **Asset Management:** You shall use company assets (e.g. internal e-mail, voice mail, computer systems, etc.) for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.
9. **Other Payments:** You agree and authorize the Company to set-off, recover, claim, any amount or expenses paid to you other than salary including but not limited to any notice period buy-out, joining bonus, relocation expenses and any of such amounts will be 100% recoverable if you leave the Company within 18 months of joining. Expense amount reimbursed after tax will be considered for recovery.
10. **Governing Law:** Your employment will be governed as per the applicable Indian laws and the Tenneco policies. This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labour courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this offer. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.
11. **Retirement Age:** You will retire from the services of the company on your completion of the age of **58** years subject to "Employment Terms and Notice Period" clause mentioned in this letter. You may be required to retire early if you are found physically/mentally unfit to pursue employment or found in continued ill health as certified by a medical practitioner designated by the Company.

This offer is conditional on your in-person reporting at the joining/induction site on or before **22nd Dec 2019** or any other mutually agreed and documented date of joining between you and the Company. Upon no-show on the earlier mentioned date or decline of offer, this offer stands automatically revoked by the Company.

All the terms and conditions of your employment with the Company will be governed by the rules and regulations, procedures, guidelines and policies of Tenneco, which are subject to change from time to time, at the sole discretion of the Company, without giving any notice or assigning any reason(s) thereof, including but not limited to the below policies:

- a. Confidentiality and Assignment of Intellectual Property Agreement
- b. Harassment Free workplace
- c. Workplace Safety
- d. Global Drug Alcohol Free Workplace
- e. IT-Acceptable Use policy
- f. Global inclusion
- g. Diversity and Equity policy
- h. Code of Conduct
- i. Conflict of Interest and,




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TENNECO CLEAN AIR INDIA PRIVATE LIMITED
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j. Employee Privacy Notice.

Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance and Tenneco's performance. Further, if the Company introduces any modification(s) or restructures the emolument structure, the present remuneration structure will be appropriately amended.

You will be employed at **Clean Air** located at **Pune**. Your services may be transferred to such other place of business of the Company or its subsidiaries and associates in or outside India as the Company may determine from time to time.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against on the basis of disability or any other ground.

For official purpose including but not limited to payroll, insurance, employee benefits, etc. the Company reserves the rights to share your personal information including but not limited to Bank Account details, PAN, Aadhaar Number etc. with the third-party organizations engaged or to be engaged by the Company. Further, pursuant the Government's requirements pertaining to prohibition of Insider trading, the Company reserves the right to share your and your immediate relatives' required details with third party organizations engaged or to be engaged by the Company.

Please indicate that you have understood and agree with our conditions by signing a copy of the attachment to this letter, and returning it as soon as possible, and in any case no later than **26th Nov' 19**.

Yours faithfully,
For Clean Air,

Kunal Kirti
Director – Human Resources




PRINCIPAL
Brahma Valley College of Engg. & Ri



GINYARD INTERNATIONAL Co.

📍 Baner, Pune

☎ 020 26897588

15 Jan 2020

To
Dinesh Shankar Marathe

Dear Dinesh,

We are pleased to offer you the position of Relationship Manager at our company From 01/02/2020, contingent upon [background checks, reference checks, etc.]. You will be reporting directly to [manager at Mumbai. We believe your skills and experience are an excellent match for our company.

The annual starting salary for this position is Rs. 20,000/- to be paid on a monthly basis by [direct deposit, cheque, etc.], .

As an employee of our company, you are also eligible for our benefits program, which includes , and other benefits which will be described in more detail in the . Please confirm your acceptance of this offer by signing and returning this letter within 7 days .

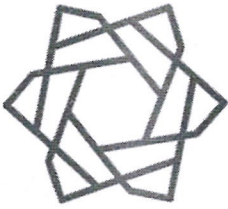
We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

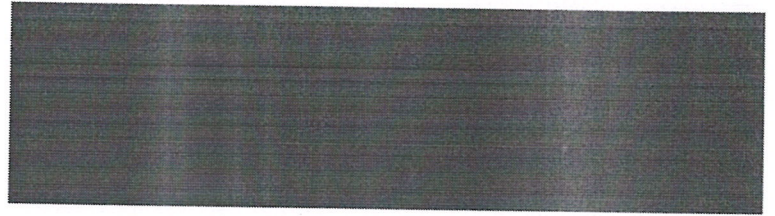
Swapnil Nerkar
Director



PRINCIPAL
Brahma Valley College of Engg. & RI



**MORGAN
MAXWELL**
REAL ESTATE



June 24, 2019

To:

Vishali Tanhaji Unhale,
Neri, Jalgaon

Greetings!

Dear Vaishali ,

We are pleased to offer you the position of Sr.Executive at our company From 30/07/2019, contingent upon [background checks, reference checks, etc.]. You will be reporting directly to manager at Mumbai. We believe your skills and experience are an excellent match for our company.

The annual starting salary for this position is Rs. 25,000/- to be paid on a monthly basis by [direct deposit, cheque, etc.] , .

As an employee of our company, you are also eligible for our benefits program, which includes , and other benefits which will be described in more detail in the Joining Documents .

Please confirm your acceptance of this offer by signing and returning this letter within 7 days .

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Regards,

Neelam Sonje

HR MANAGER



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Brahma Valley College of Engg. & RI



TENNECO CLEAN AIR INDIA PRIVATE LIMITED
CIN: U29308TN2018FTC126510
Telephone: +91 2135 612501/506

**LETTER OF
APPOINTMENT**

24th DEC 2019

Ms. SHIRSAT PRACHI PUNDLIK

Address: At. Post Dheku Khurd,
Tal - Amalner, Dist- Jalgaon,
Maharashtra - 425401

Dear Prachi

Further to your recent interaction with Clean Air India Private Limited (hereinafter referred to as the "Company"), we are pleased to extend the opportunity of "HR EXECUTIVE" with the company. This offer and your subsequent employment extended to you by Tenneco is conditional basis:

- (i) You submitting all documents required by the company including but limited to identify, education, employment, and appropriate medical certificates from a medical practitioner designated by Tenneco.
- (ii) Satisfactory reference check and background verification of all qualifications and the accuracy of the employment history provided by you. The reference check and background verification can be conducted by Tenneco, or any company designated by Tenneco to conduct the same.
- (iii) You confirming that, you are not under any agreement / restriction, which restricts or will restrict you to be employed with Tenneco.
- (iv) You confirm to sign the Confidentiality and Non-Competition Undertaking on joining the Company or as and when required by the Company or during your assignments or deputations.
- (v) You obtaining the necessary work or employment passes or permits from the relevant authorities in India to work in India (if applicable). The term "Company" below shall refer to the hiring entity and the term "Tenneco" to its parent entity and/or its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.
- (vi) An acceptance from you on the terms and conditions below.

A. General Conditions

1. Job Title: Team Leader
2. Business Group: Clean Air
3. Date of Joining: On or before 2nd JAN 2020
4. Job Location: Pune
5. Job Level / Grade: MM2

B. Remuneration Package

Your total compensation is **INR 3,50,000/- (Rupees THREE Lacs Fifty Thousand Only) per annum**. Please see the salary annexure below for details. Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance and Tenneco's performance.




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C. Benefits:

You will be eligible for benefits including but not limited to leaves, insurance, PF, Gratuity etc. as per applicable to your grade and policies of the company.

D. Other Matters:

1. Notice Period: This employment may be terminated at any time:
 - By giving 90 days advance notice, in writing, or payment in lieu thereof to the other party. The above-mentioned notice period shall be curtailed only with prior approval from the management.
 - If in the reasonable opinion of Company your performance is below expectation or if you are guilty of serious misconduct, the Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company.
 - Upon termination of your employment, you are required to return all the Company assets including documents/papers or any other assets in your possession relating to business or affairs of the Company or any of the Company's branches or clients and you should not retain any copies / extracts of / from such assets.
2. Non-Solicitation: After separation from the Company you shall not join any company / organization engaged in business of same or similar nature as that of the Company either as a full / part time employee or as consultant. Neither you shall engage in activities offering services of any nature, nor shall you engage in any such activity on your own for a minimum period of two years from the date of separation.
3. Work Hours: Your working hours will be governed by applicable laws of India and may be revised from time to time.
4. Duties: During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation. You agree to bring to the management's notice of any such intent / activity you are indulged into.
5. Income Tax Payment: You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such money to the tax authorities on your behalf.
6. Confidentiality: All information concerning the business, practices or finances of the Company shall be considered as strictly confidential and any breach thereof is deemed as a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions above.
7. Business Principles: During the term of your employment, you are required to comply with all applicable laws, regulations and the Tenneco's statement of Business Principles, as may be amended from time to time. Please read the Tenneco's Statement of Business Conduct thoroughly as soon as your employment commences and attend all mandatory trainings as advised from time to time. During your employment with the Company, you are required to promptly disclose and assign to Tenneco your interest in any invention, improvement or discovery made or conceived by you individually or in a joint efforts with anyone else.



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8. **Asset Management:** You shall use company assets (e.g. internal e-mail, voice mail, computer systems, etc.) for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.
9. **Other Payments:** You agree and authorize the Company to set-off, recover, claim, any amount or expenses paid to you other than salary including but not limited to any notice period buy-out, joining bonus, relocation expenses and any of such amounts will be 100% recoverable if you leave the Company within 18 months of joining. Expense amount reimbursed after tax will be considered for recovery.
10. **Governing Law:** Your employment will be governed as per the applicable Indian laws and the Tenneco policies. This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labour courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this offer. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.
11. **Retirement Age:** You will retire from the services of the company on your completion of the age of **58** years subject to "Employment Terms and Notice Period" clause mentioned in this letter. You may be required to retire early if you are found physically/mentally unfit to pursue employment or found in continued ill health as certified by a medical practitioner designated by the Company.

This offer is conditional on your in-person reporting at the joining/induction site on or before **2nd JAN 2020** or any other mutually agreed and documented date of joining between you and the Company. Upon no-show on the earlier mentioned date or decline of offer, this offer stands automatically revoked by the Company.

All the terms and conditions of your employment with the Company will be governed by the rules and regulations, procedures, guidelines and policies of Tenneco, which are subject to change from time to time, at the sole discretion of the Company, without giving any notice or assigning any reason(s) thereof, including but not limited to the below policies:

- a. Confidentiality and Assignment of Intellectual Property Agreement
- b. Harassment Free workplace
- c. Workplace Safety
- d. Global Drug Alcohol Free Workplace
- e. IT-Acceptable Use policy
- f. Global inclusion
- g. Diversity and Equity policy
- h. Code of Conduct
- i. Conflict of Interest and,




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