

# The Muthoot Group



**Purva Ashok Pawar**  
Junior Relationship Executive  
Employee Code - DF26302  
Chaligaon, Pune

*Purva Ashok Pawar*  
Employee Designation



Employee Design

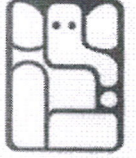
*Pr*

**PRINCIPAL**  
Brahma Valley College of Engg. & RI



# RR INDUSTRIES

Regd. Off. & Works : Plot No. M-151/152, MIDC Area, Waluj,  
Aurangabad - 431136 ☎ : 0240-2244100,  
CIN - U34300MH1999PTC120716  
E-mail : accounts@shreeganeshind.com



Date: 11/11/2019\*

## OFFER LETTER

Dear KETAN BHAVALE

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 11/12/2019

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.

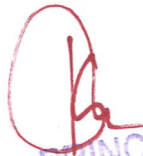
Please note that this offer letter is valid only for one month.

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

Regards,

  
HR Manager



  
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Infosys



Mangesh Bachhav  
1319385

vivo S1 Pro  
48MP AI Quad Camera

2023.05.16 10:42

A handwritten signature in red ink, appearing to be 'AB', located above the principal's name.

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Brahma Valley College of Engg. & RI





☎ 022 2668975  
✉ Buildcon@borcellebuild.com  
📍 1Andheri, Mumbai.

15 May 2020

To

**Shubham Subhash Bhamre**

Dear Swapnil,

We are pleased to offer you the position of jr.Executive at Easy Source From 25/05/2020, 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.

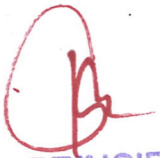
Sincerely,

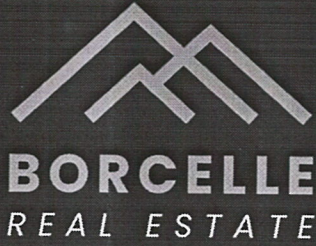
**Sincerely,**

**Jamie Chastain**

President of Borcelle



  
**PRINCIPAL**  
Brahma Valley College of Engg. & Ri



022 2668975



Buildcon@borcellebuild.com



1Andheri, Mumbai.

To

15 May 2020

**Swapnil Arvind Ahire**

Dear Swapnil,

We are pleased to offer you the position of Executive at Easy Source From 25/05/2020, 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. 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 .

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,

**Sincerely,**

**Jamie Chastain**

President of Borcelle



  
**PRINCIPAL**  
Brahma Valley College of Engg. & RI



**THYNK UNLIMITED**

Creative Company

**19 Feb 2019**

To,  
Swapnil Vijay Kinge  
Aurangabad.

Dear Swapnil,

We are pleased to offer you the position of Executive at Easy Source From 25/02/2019, 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 .

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,



  
PRINCIPAL  
Brahma Valley College of Engg. & RI



Kavita Pawar



@reallygreatsite



hello@reallygreatsite.com



www.reallygreatsite.com



123-456-7890

ManpowerGroup Services India Pvt. Ltd.  
Suit No A-1A, 1st Floor,  
Gobind Mansion, H-Block,  
Indra Palace, Connaught Circus,  
New Delhi - 110001

CIN - U74910DL1997PTC085591

T : +91 - 11- 66497500  
www.manpowergroup.co.in



Manpower®

Date:13-jan-2020

Name:Sachin Patil Arun

Subject:OFFERFORFIXEDTERMCONTRACT

Dear Sachin Patil Arun,

WithreferencetoyourappointmentwithManpowerGroupServices IndiaPvt.Ltd.,Wehavepleasureinoffering youthe positionof“FLM”inourorganizationonaFixedTermContractbasis.Thedetailoftheofferisasfollow.

The detailoftheofferisasfollow–

Start date of Assignment : 13<sup>th</sup>jan2020

CTC per Month : Rs 23,001/-

Anystatutorydues likePF,ESI,Bonusetc,ifapplicable,willbePaid/Deductedasperlaw. All taxes will be deducted as applicable by law.

PleaserefertheAnnexureforcompensationdetails:

Thisofferiscontingentuponyourliabilitytoprovideus/uploadthecopiesofthedocumentsasperjoining kit.

If youwish to acceptthisoffer, kindlysendthe accepted copyof thesamealongwith a copyofyour accepted resignationletteror relievingletter(if applicable).Incasethesigned acceptanceandrequireddocuments are notreceivedbyManpowerwithin7daysoftheofferdate,Manpowerattheir discretionreservetheirrightto treat this offer as withdrawn automatically without further notice.


ForManpowerGroupserviceIndiaPvtLtd.

Signature



Signature



  
PRINCIPAL  
Brahma Valley College of Engg. & RI

ManpowerGroup Services India Pvt. Ltd.  
Suit No A-1A, 1st Floor,  
Gobind Mansion, H-Block,  
Indra Palace, Connaught Circus,  
New Delhi - 110001

CIN - U74910DL1997PTC085591

T : +91 - 11 - 66497500  
www.manpowergroup.co.in



Date:13-jan-2020

Name:Patil Chetan Hemaraj

Subject:OFFER TERM CONTRACT

Dear Patil Chetan Hemaraj

WithreferencetoyourappointmentwithManpowerGroupServices IndiaPvt.Ltd.,Wehavepleasureinoffering youthe positionof“Hr admin”inour organizationonaFixedTermContractbasis.The detailoftheofferisasfollow.

The detailoftheofferisasfollow–

Start date of Assignment : 13<sup>th</sup>jan2020

CTC per Month : Rs 23,001/-

Anystatutorydues likePF,ESI,Bonusetc,ifapplicable,willbePaid/Deductedasperlaw. All taxes will be deducted as applicable by law.

PleaserefertheAnnexureforcompensationdetails:

Thisofferiscontingentuponyourliabilitytoprovideus/uploadthecopiesofthedocumentsasperjoining kit.

If youwish to acceptthisoffer, kindlysendthe accepted copyof thesamealongwith a copyofyour accepted resignationletteror relievingletter(if applicable).Incase thesigned acceptanceandrequireddocuments are notreceivedbyManpowerwithin7daysoftheofferdate,Manpowerattheirdiscretionreservetheirrightto treat this offer as withdrawn automatically without further notice.

ForManpowerGroupserviceIndiaPvtLtd.

Signature



Signature



  
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Brahma Valley College of Engg. & RI



11-Jul-2022

**APPOINTMENT LETTER**

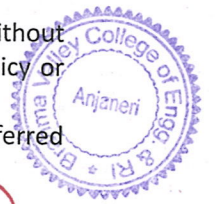
**Prashant Sunil Bachhav**

A/p KHAMKHEDA TAL DEOLA DIST Nashik  
Nashik - 423301

Dear Prashant,

This is with reference to our Offer of Employment dated **06-Jun-2022** which was duly accepted by you. We are pleased to confirm your appointment as **Sr. Executive - MHL Business Operations** in **MHL Business Support (Micro HL)** in Band **1C - I** in our organization, based at our **Kopargaon** office, reporting to **Regional Sales Manager**, with effect from **11-Jul-2022** subject to the following terms of employment.

1. **DOCUMENTS**– You are required to provide all the evidentiary documents as listed in the Offer of Employment and if, after your joining, any declaration given by you or any information furnished by you to the Bank is found to be false, or if you are found to have willfully suppressed any material information, you are liable to be removed from the services of the Bank without any notice and/or without any compensation.
2. **EMPLOYMENT** - Whilst employed by the Bank, you shall be
  - a. guided and governed by the Bank's Policies, Rules and Regulations including but not limited to the HR Policies as prevailing at that point in time and as communicated to you separately
  - b. required to devote the whole of your working time, attention and abilities exclusively to the services of the Bank and shall not, without the Bank's written consent, accept any additional employment or engage directly or indirectly in any other business activities.
3. **COMPENSATION** – As part of your compensation package, in addition to your basic salary, you will be entitled to all statutory benefits applicable as per law and may also be eligible for Bank provided benefits, allowances and perquisites as per the prevailing policies of the Bank – the detailed policies, rules and regulations governing the above benefits, allowances and perquisites will be communicated to you separately.
4. **PROBATION** – You will be on probation for an initial period of **6 months** during which time, your services may be terminated without assigning any reason, without notice or without compensation in lieu thereof. The said probation period may be extended for a further period of six months at the discretion of the Bank. Unless a written Confirmation Order is issued by the Bank, you shall continue to be on probation. If you wish to leave the services of the Bank during the probation period, you are required to give a notice of **90 days** or **Gross Salary** in lieu of the notice period.
5. **CESSATION** – After confirmation of employment, cessation of service may be initiated by either side by giving **90 days Notice**. In the event the cessation of service is initiated by the Bank, the management may, at its sole discretion choose to pay upto **90 days** Gross Salary in lieu of the notice period. In the event the cessation of service is initiated by the employee, the management may, at its sole discretion, choose to accept from the employee, upto **90 days** Gross Salary in lieu of the notice period.
6. **TERMINATION** – The Bank reserves the right to terminate your services without any notice and without any compensation if you are found to have committed any misconduct or violated the Bank's policy or code of conduct.
7. **TRANSFERS** - During the continuance of your employment with the bank, you are liable to be transferred at the sole discretion of the bank:
  - a. from one Branch/Office to any other Branch/Office of the bank located anywhere in India
  - b. from one Unit/Department/Function to any other Unit/Department/Function in the bank
  - c. from one Job/Position/Role to any other Job/Position/Role in the bank



*[Handwritten Signature]*

**PRINCIPAL**

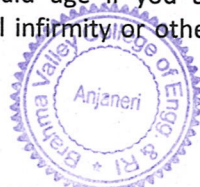
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**SURYODAY SMALL FINANCE BANK LIMITED**

- d. from one Establishment/Organization to any other Establishment/Organization forming part of the bank

Note: Unit/Department/Function/Branch/Office/Job/Position/Role shall mean those which are in existence at that point in time or which may be established in future. Establishment/Organization shall include any Parent, Associate or Subsidiary of the bank in which case you shall be governed by rules and regulations operating in the Establishment/Organization to which you are transferred. Further, such transfers/reassignments shall not create any right to request for revision of compensation package and/or other terms and conditions of your service with the bank.

8. **LEAVE** – Whilst employed by the Bank, you shall be entitled to leave as per the leave policy of the Bank.
9. **RECOVERIES** – In the event of separation, if it is found that you owe any money to any person/third-party associated with the Bank including, but not limited to employees, vendors and customers, you assign to the bank, the right to deduct all such amounts from your full and final settlement (in addition to any amount due from you to the Bank on account of unrecovered loans, advances, etc) and to use the monies so recovered to pay such identified persons/third-parties on your behalf. Further, if after accounting for all such claims, the amount due to you is in the negative, you undertake to pay the applicable amount to the Bank, within ten days of being notified of the same.
10. **COMPLIANCE** - The Bank requires that employees comply with all laws, rules and regulations as applicable wherever it does business. You are expected to use good judgment in seeking to comply with all applicable laws, rules and regulations and to ask for advice when you are uncertain about them. The bank reserves the right to initiate legal proceedings against you (criminal and/or civil cases) in the event you are found to have indulged in any activity that is against any such laws, rules and regulations.
11. **CREDIT DISCIPLINE** –The Bank requires that you will take all due care to ensure a healthy credit discipline in your personal finances and that you are not a defaulter with any bank, financial services institution or service provider at any point in time. You authorize the Bank to carry out a check of your credit history with any of the approved Credit Information Companies at any point during your services with the Bank and for a period of one year after your separation from the Bank in the event any case of financial misconduct is subsequently reported to have been committed by you during your tenure with the Bank. In the event of any report being unsatisfactory or if it is noticed that the employee is in default on his/her loan commitments, the Bank may take suitable action as may be necessary including termination.
12. **HONEST, ETHICAL CONDUCT AND FAIR DEALING** – You understand that given the nature of business being carried on by the Bank and for reasons of public importance, you shall take utmost care in all dealings with various stakeholders while representing the Bank. As an employee, you are expected to deal honestly, ethically and fairly with the Bank's customers, suppliers, competitors and employees. Statements regarding the bank's products and services must not be untrue, misleading, deceptive or fraudulent. You must not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair practice.
13. **CORRESPONDENCE AND ADDRESS FOR COMMUNICATION** - You are required to give your permanent address, temporary address and personal e-mail address at the time of joining. In case of any subsequent change in your permanent/temporary address or e-mail address, you shall intimate the Bank within **Three Days** from the date of such change. All official correspondence from the Bank shall be sent to the last address provided by you. Any communication sent by the Bank to you by E-Mail or through Registered Post or Speed Post or Courier to the addresses given by you, shall be deemed to be proper service.
14. **RETIREMENT** – Your age of retirement from the services of the Bank shall be on completion of 60 years of age. However, you may be retired before the said age if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or otherwise unable to perform the work assigned to you.



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15. **CONFLICT OF INTEREST** – As an employee, you are expected to act in the best interests of the Bank and must refrain from engaging in any activity or having a personal interest that presents a conflict of interest either with the Bank's policies or with the Bank's business.
16. **CONFIDENTIALITY** - During the course of your employment, you are expected to maintain complete confidentiality about your salary, as disclosure of the same will be considered as breach of Bank's policy and will be dealt with strictly. You shall maintain strict secrecy and confidentiality of the data and information entrusted to you by the Bank or other companies, including the Bank's suppliers and customers, except in cases where disclosure is legally mandated or otherwise authorized by the Bank in writing. Unauthorized disclosure of any confidential information is prohibited. Additionally, employees shall take appropriate precautions to ensure that confidential or sensitive business information, whether it is proprietary to the Bank or another entity, is not communicated within the Bank except to employees who have a need to know such information to perform their responsibilities for the Bank. Upon termination of your employment or resignation you shall give up to the Bank all the items, materials, equipment, accessories, documents, etc of whatsoever nature in your custody, care or charge and obtain clearance from the related person/s, office/s, department/s, on production of which your dues will be settled by the Bank. Further you shall not retain any copies or extracts of documents which maybe in your possession relating to the business or affairs of the Bank. On ceasing to be in the employment of this Bank for any reason whatsoever, you shall immediately and without any delay settle all accounts including the return of all Bank properties, items, materials, equipment, accessories, documents, etc, without making or retaining any copies, failing which your full and final settlement shall not be completed.

As a token of your acceptance of our offer, you are requested to please sign a copy of this letter and return the same to us.

Yours Sincerely



**Dhara Vyas**  
Chief People Officer

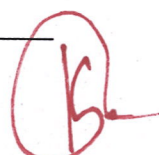
**Encl: Annexure A**

I have read and understood the clauses of the appointment order and I confirm my acceptance of the same and agree to abide by the same.

Signature: \_\_\_\_\_

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

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



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**SURYODAY SMALL FINANCE BANK LIMITED**

Regd & Corp Office : 1101, Sharda Terraces, Plot 65, Sector 11, CBD Belapur, Navi Mumbai - 400614 Tel: 022-40435800  
Email: info@suryodaybank.com | Web: www.suryodaybank.com | CIN: U65923MH2008PLC261472 | GSTIN : 27AAMCS5499J1ZG

**Annexure A**

<b>PARTICULARS</b>	<b>AMOUNT (PER MONTH)</b>	<b>AMOUNT (PER ANNUM)</b>
<b>Gross Salary</b>		
Basic	15,000	180,000
House Rent Allowance	6,000	72,000
Group Allowance	400	4,800
Advance Statutory Bonus	1,400	16,800
<b>Retiral Benefits</b>		
Employer PF Contribution	1,800	21,600
<b>Cost to Company</b>		
CTC Per Month	24,600	295,200
Take Home	21,000	252,000

Net Take home is calculated after Statutory Deductions as applicable from time to time from Gross Salary.

You will be eligible for the other benefits of the Bank such as personal accident, group Medclaim, group term insurance and gratuity as per the Bank's policy.



  
**PRINCIPAL**  
Brahma Valley College of Engg. & RI

**SURYODAY SMALL FINANCE BANK LIMITED**

Regd & Corp Office : 1101, Sharda Terraces, Plot 65, Sector 11, CBD Belapur, Navi Mumbai - 400614 Tel: 022-40435800  
Email: info@suryodaybank.com | Web: www.suryodaybank.com | CIN: U65923MH2008PLC261472 | GSTIN : 27AAMCS5499J1ZG



# GINYARD INTERNATIONAL Co.

📍 Baner, Pune

☎ 020 26897588

20 Feb 2020

To  
**Nikhil Maruti Patil**

Dear Nikhil,

We are pleased to offer you the position of Business Development Officer at our company From 01/03/2020, 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



  
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