

## SALARY SHEET


NAME OF THE EMPLOYEE: Mr. AMOL B ZALTE  
DESIGNATION: ASSOCIATE ENGINEER - PROJECT  
CLIENT: M/s.TATA POWER SOLAR SYSTEMS LIMITED  
LOCATION: PAN INDIA

Components	Per Month	Remarks
Basic & DA	19058	
HRA	7623	
Advance Statutory Bonus	1588	
Project Allowance	5000	
Special Allowance	2328	
<b>Gross Pay</b>	<b>35597</b>	
Add: Employer Contribution		
EPF @ 12% of Basic + Da	1900	
<b>CTC [Cost to Company]</b>	<b>37397</b>	
<b>DEDUCTIONS :</b>		
EPF @ 12%	1800	
PT	200	
TDS		
Total Deductions	2000	
<b>Net Pay</b>	<b>33597</b>	

For, RIMS Manpower Solutions (INDIA) Pvt. Ltd.

SRINIVASA K  
DIRECTOR

- EPF Calculation: Basic + Da ceiling limit of INR 15,000 per month
- TDS will be deducted if total earnings exceed INR. 5,00,000 per financial year
- Covered under TPSSL Workmen Compensation Policy
- Covered for PA insurance of INR 5 Lakhs per annum

  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213.



To,  
Mr. Prashant K. Satar

Sub: - Offer of Employment

Dear Prashant

With reference to your application and subsequent interview you had with us we are pleased to offer you a position of "Trainee Engineer - Projects & Service" on the terms & conditions which have been mutually discussed and agreed upon.

We would expect you to join us on or before 03/09/2019 and report to the HR sharp by 09.15 am at Head Office, Malad (W). If you do not report at the appointed date and time, our offer of employment shall stand cancelled, unless a new date is agreed to, by us in writing.

Further to your acceptance of this offer you are required to send us a scanned copies of the following documents by Email on or before 28/08/2019

1. Educational Marksheets & Certificates (SSC, HSC, Graduation, Diploma, Post-Graduation)
2. Date of Birth proof (Birth Certificate/ SSC certificate/ School Leaving Certificate)
3. Aadhaar Card
4. Pan Card
5. Address Proof (Electricity Bill/ MTNL Bill/Ration card/ Voter ID, any one of the documents is mandatory in absence of Aadhar Card /Driving License/ Passport)
6. Driving License (if any)
7. Passport (if any)

On your joining day you will be required to submit the following:-

1. Originals of all above mentioned documents for verification purpose at the time of joining your duties
2. Five passport size recent photographs

It is mandatory to submit all the above mentioned documents on or before the scheduled date, failing which our offer of employment shall stand cancelled.

*S. M. S.*  
24/08/2019

REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019	REGISTRATION NO. 1277/2019
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*S. M. S.*  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 212.



Your appointment will be subject to following terms & conditions with effect from your Date of joining. You will perform such duties as may be assigned to you from time to time by the Management for smooth and efficient working of the organization.


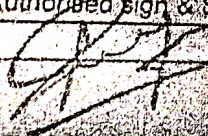
- Your employment will be subject to satisfactory verification of your credentials/ testimonials. The Management reserves the right to ask for the originals of the above said certificates and documents. If, it is found at any stage that you have given false information or concealed the facts, then the Management has the right to terminate your services without any compensation or notice.
- Probation -  
You will be on Probation, for a minimum period of One year from effective date of your appointment/ joining.  
(i) If your services are not found satisfactory during the probation period, the Company in its sole and absolute discretion may.  
a) Extend the probation period, or  
b) Terminate/ Cease your services immediately without assigning any reason and without any notice.  
(ii) During probation, if you wish to leave the services of the company, you may do so by intimating the company in writing and handing over your charge to the person assigned by the company.
- During Probation Period, your performance will be evaluated in terms of your grasping ability, system adherence, discipline, attendance and punctuality. If it is found unsatisfactory, in such case your services may be terminated without notice and without any compensation
- Training - You will undergo extensive training on Company's product, process, procedures, etc. to prepare you to carry out your responsibilities. During the training you will appear for the written test at periodic intervals and have to pass the tests successfully. If you do not pass the tests successfully your services may be terminated without notice or any compensation thereof
- Your services/ appointment is transferable. The Company at its discretion may transfer you to any other Department/ Branch/ Division or to any of the offices of the Company/ its Associates to any place in India or outside India at the same remuneration or additional remuneration as the company may decide at its sole discretion.
- Termination/ Separation-  
(i) After confirmation, if for any reason whatsoever if you wish to resign / separate from the Company's services, you may do so by giving 15 days prior notice in writing or pay the Company 15 day's salary in lieu thereof. Similarly, the Company may at its discretion terminate your services by giving 15 days' notice in writing or 15 days salary in lieu thereof.


Page 2 of 3

*[Handwritten Signature]*  
24/08/2019

*[Handwritten Signature]*  
Prof.(Dr.) Sahebrao B. Bagal  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 212



KALPATARU POWER TRANSMISSION LIMITED		
Infrastructure Division		
Mallavaram Bhopal Bhalwara Vijaipur Pipeline Project of GITL		
Name: <b>KOLHE BHUSHAN VIJAY.</b>		Card No. <b>SP-1-1128</b>
Emp.ref.no:	<b>MBBVPL/S1387</b>	
Contractor:	<b>K.P.T.L. / C-Square</b>	
Dt. Of join'g:	<b>12-08-19</b>	
Dt Of Birth:	<b>20/04/1984</b>	
Blood Grp.:	<b>+ve "O"</b>	
Dt of HSE Induction:	<b>15/8/19</b>	
Issued By:	<b>PRAJFESH PV</b>	
Authorized sign & Stamp:		Reviewed:
THIS IS NOT AN IDENTITY CARD		

  
**Prof.(Dr.) Sahebrao B. Bagal**  
**Principal**  
 Late G. N. Sapkal College of Engineering  
 Anjaneri, Nashik-422 213.



# KAIRISH Innotech

15<sup>th</sup> June, 2021

## OFFER LETTER

To,  
Mr. Kalpesh B. Pawar  
Plot No. 28, Gate No. 224/A,,  
Swami Vivekanand Nagar,  
Ashok Nagar , Satpur,  
Nashik – 422012

Dear Mr. Kalpesh B. Pawar,

This is in reference to the personal discussion you had with us. We are pleased to offer you the position of "Electrical Engineer – Production" for our operations in India based at M/s. KAIRISH INNOTECH PRIVATE LIMITED, Survey No.342/3 (59), Bharat Industrial Estate, Bhimpore, Daman – 396210, DNH & DD, India.

Please confirm your acceptance of this offer through email within two days of the receipt of this letter and submit the copy of your resignation letter duly accepted from your current organization.

You should report at the above-mentioned address for joining formalities on or before **21<sup>st</sup> June, 2021**. On arrival please contact our Human Resource Department.

Please note that your compensation package (CTC) will be Rs. 2,25,000/- per annum (Rupees Two Lakhs, Twenty Five Thousand only). This is based on our final discussion about your compensation, and as agreed by you. In addition, you are also eligible for benefits like Gratuity & Personal Accident Policy etc. as per the rules of the Company.

Your regular letter of appointment stipulating the terms and conditions of your appointment, as discussed with you at the time of interview, will be issued to you after joining with us.

You are required to submit the following documents at the time of joining the duty.

1. Copy of Offer Letter
2. Passport Size Photograph – 08 Nos.
3. Copy of all educational certificates, experience and clearance certificates from the last employer
4. Medical fitness certificate from any Registered Medical Practitioner or from a medical practitioner suggested by the Company
5. Residence Proof – Present & Permanent
6. Salary Slips for the Current Financial Year
7. Copy of PAN Card, Aadhaar Card and PF - UAN (mandatory)
8. Copy of Driving license
9. Copy of Passport, if available

**KAIRISH INNOTECH PRIVATE LIMITED**

CIN: U29308MH2020PTC341301.  
Registered Office: 1st Floor, Mehta Building, Nagindas Master Road, Fort, Mumbai, Mumbai City, Maharashtra, India, 400001.  
Factory: Survey No. 342/3 (59), Bharat Industrial Estate, Bhimpore, Daman 396210, DNH & DD (U.T.), India.  
Email: info@kairishinnotech.com Website: www.kairishinnotech.com

# KAIRISH

Innotech

## SECRECY

- I. The job is a full-time assignment and you shall devote your whole time and attention to the interest of the Company and shall not engage yourself in any other business/occupation, whatsoever.
- II. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you.
- III. You shall not, at any time, during your employment or thereafter, disclose to any person, firm or Company any information concerning the affairs of the Company or disclose, without written permission of the Company, any information which is or may be of a confidential nature.
- IV. You shall not either directly or indirectly work or do consultancy, or engage in any such services or any Organization, Company or Firm or any Company which is subsidiary or parent of a Company which is in direct competition in business with the Company for a period of the year from the date of leaving the services of the Company.

Looking forward to the pleasure of having you with us.

For **KAIRISH INNOTECH PRIVATE LIMITED.**



**Rishad Dadachanji,  
Managing Director.**

# KAIRISH Innotech

Date: 15<sup>th</sup> June, 2021

Name:- Kalpesh B. Pawar

## ANNEXURE - I

Basic	Rs. 8866/-Per Month
House Rent Allowance	Rs. 3546/-Per Month
Retaining Allowance	Rs. 2134/- Per Month
Education Allowance	Rs. 200/- Per Month
Hostel Allowance	Rs. 600/- Per Month
City Compensatory Allowance	Rs. 310/- Per Month
<b>(A). TOTAL (Monthly)</b>	<b>Rs. 15656/-Per Month</b>
Provident Fund @ 12% (Company's Contribution)	Rs. 1320/- Per Month
Bonus / Ex-gratia (Paid on annualized basis)	Rs. 1774/- Per Month
<b>(B). TOTAL</b>	<b>Rs. 3094/- Per Month</b>
<b>TOTAL (A+B)</b>	<b>Rs. 18750/- Per Month</b>

For KAIRISH INNOTECH PRIVATE LIMITED.

*R. K. Dadachanji*

**Rishad Dadachanji,  
Managing Director.**

**KAIRISH INNOTECH PRIVATE LIMITED**

CIN: U29308MH2020PTC341301.

Registered Office: 1st Floor, Mehta Building, Nagindas Master Road, Fort, Mumbai, Mumbai City, Maharashtra, India, 400001.

Factory: Survey No. 342/3 (59), Bharat Industrial Estate, Bhimpore, Daman 396210, DNH & DD (U.T.), India.

Email: info@kairishinnotech.com Website: www.kairishinnotech.com



**CG Power and Industrial Solutions Limited**

**Bhushan Gajare**

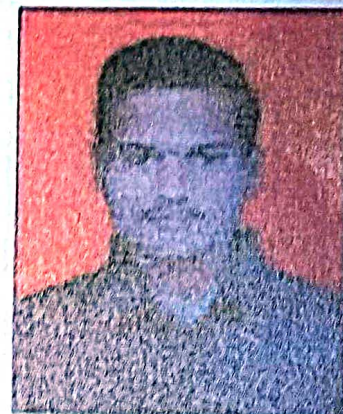
**Emp. ID : G2346**

**Emergency No. : 9422518241**

**Blood Group : AB+**



**Permanent**



*(Authorized Signatory)*

**Switchgear S3 - Nashik**

**A-3 MIDC, Ambad Nashik 422010 Ph. +91 253 238 2271**





HIGH VOLTAGE  
Systems | Testing | Calibration



Name: Akshay Gadekar

Designation: Service Manager

Employee Id: SI-10

Holder's Sign

A handwritten signature in black ink, appearing to be "Akshay Gadekar", written over a horizontal line.

Authorized Sign

(77)

Navigate your next

## ANNEXURE - I

COMPENSATION DETAILS  
(All figures in INR per month)

NAME		Mr. Akshay Pandurang Sanap		
ROLE		Associate Consultant		
ROLE DESIGNATION		Associate Consultant		
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				40,210
BASKET OF ALLOWANCES				25,390
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				7,640
<b>MONTHLY GROSS SALARY</b>				<b>73,240</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				402
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				4,825
GRATUITY - 4.81% of Basic Salary*				1,934
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>80,401</b>
<b>4. PERFORMANCE BONUS</b>		At an indicative Payout of 50%	At indicative Payout of 100%	
PERFORMANCE BONUS		4,467	8,933	
<b>TOTAL GROSS SALARY (Inclusive of Performance Bonus)</b>		<b>84,868</b>	<b>89,334</b>	
<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount In INR</b>	<b>Interest</b>	<b>Monthly Instalments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SOFT LOAN</b>	Fifty Thousand (without security)	@5%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

## ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Akshay Pandurang Sanap			
ROLE	Associate Consultant			
ROLE DESIGNATION	Associate Consultant			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				40,210
BASKET OF ALLOWANCES				25,390
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				7,640
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*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

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## EMPLOYMENT AGREEMENT

This Agreement ("Agreement") is entered into as of the May 10<sup>th</sup>, 2023 by and between **ApTask India Pvt. Ltd.** ("ApTask / Company"); and Afreen Patel ("You / employee"). The parties agree as follows:

### 1. Position / Title:

You will be employed with ApTask as a Recruiter.

### 2. Salary:

You will be entitled to a Gross remuneration package of Rs 6,00,000 per annum (Six Lakh Only) Cost to Company. The breakdown of the same is mentioned in Annexure A attached herewith. Annual increments in salary or incentives are not automatic, these will be solely based on performance and at the discretion of ApTask. We will hold annual performance audits to substantiate such an increase or lack thereof. An HR Policy Handbook will be given to you at the time of hire with details of the Terms and conditions of your employment along with the Incentive and Increment structure. **The details about this agreement including but not restricted to terms of employment, remuneration, and incentives are confidential. Divulging such information to anyone without the prior written consent of ApTask will be considered a breach of confidentiality and will lead to disciplinary action including but not limited to immediate termination of employment.**

### 3. Probationary Period:

A three-month probationary period will apply to this Employment. This period provides employees with the opportunity to become familiar with his/her job duties, responsibilities, and expectations. This time also enables you and Company to evaluate one another to determine if the working relationship is satisfactory and mutually beneficial. During the probationary period, the Employee's progress and performance will be assessed by the Company. The termination clause as mentioned will be applicable even during the probationary period. Employee shall not be eligible for any paid time off during such probationary period.

### 4. Work Hours:

4.1 ApTask India Pvt. Ltd. practices a 45-hour workweek across 5 working days. Our Office hours are **6:30 PM - 3:30 AM** during day light saving and **7:30 PM - 4:30 AM** post day light saving

4.2 You may be required to work after hours or over weekends or statutory holidays, based on the work load and business need.

4.3 Your actual working hours and shift may vary from time to time-based on the business need

Because of your position, it may be necessary for you to undertake business related travel. During such travel, you will be required to strictly follow the rules and regulations of the client and ApTask. Any business-related expense will be pre-approved and only reimbursable by ApTask upon production of actual receipts. Any travel / expense not pre-approved in writing by ApTask management shall be deemed to be non-reimbursable / payable

### 5. Work from Home

ApTask currently uses FlexiServer for all employees. ApTask may use an alternate / comparable software in the future. FlexiServer is a software that enables ApTask to quantify the Employee's Day to day activity and increase accountability during work hours. ApTask will have the tech support

DS  
AAP





To support the 24 x 7 operation model you may be required to work on a statutory holiday Your actual working hours and shift may vary from time to time based on business and its requirements. You may be required to put additional working hours as and when necessary for business purposes.

**Attendance & Punctuality**

Every employee is expected to attend work regularly and report to work on time.

If you are unable to report to work on time for any reason, telephone your supervisor as far in advance as possible. If you do not call in an absence in advance, it will be considered unexcused and may lead to loss of pay for that day.

Unsatisfactory attendance, including reporting late or leaving early, may be cause for disciplinary action, up to and including discharge.

**Effective 1<sup>st</sup> September 2017, employees with more than 7 unscheduled leaves in a calendar year will not be eligible for any annual appraisal/salary increment.**

\*\*\*\*\*

The Company reserves the right to change, amend, modify, suspend, continue or terminate all or any part of the HR Policy Manual either in an individual case or in general, at any time without notice.

DocuSigned by:  
**AAP**  
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**Acknowledged and Accepted Name:**  
**Date: 5/10/2023**



The Break-up of your salary details are as follows:

Monthly Components (In Rs.)			
Component	Percentage Of CTC	Monthly	Yearly
Basic Allowance	50% of Gross	25,000	3,00,000
HRA	25% of Gross	12,500	1,50,000
FULL LTA	30% of Basic	7,500	90,000
Fuel and Maintenance Allowance	Balancing figure	3,200	38,400
<b>TOTAL: Monthly ( A )</b>		<b>48,200</b>	<b>5,78,400</b>

Annual Components (In Rs.)			
Provident Fund	12% of Basic	1,800	21,600
Supplementary Allowance		0	0
<b>TOTAL: Annual : ( B )</b>		<b>1,800</b>	<b>21,600</b>
<b>Total Earning Opportunity ( A ) + ( B )</b>		<b>50,000</b>	<b>6,00,000</b>

This amount will be subject to Provident fund deduction and other statutory taxes or withholdings if applicable and as mandated by law. Also, any additional state and central taxes will be deducted from your payroll if applicable.

ApTask follows a salary cycle from 28<sup>th</sup> to 27<sup>th</sup> and the salary is deposited on the 1<sup>st</sup> of every month. Online access to paystubs will be given once you join, any discrepancy in payout should be reported to the HR Department within 15 days of the salary deposit. Any wrong deposit brought to our notice post 15 days will not be considered.

#### Tax Liability

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax-saving measures in any form and that the same is the individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. ApTask reserves the right to alter, append, or withdraw the benefits extended either in part or full based on management's discretion.

We look forward to you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

For ApTask India Pvt Ltd

Ravindra Poojari  
Director – Recruitments

DocuSigned by:

Afreen Patel<sup>43F...</sup>

Date: 10<sup>th</sup> May, 2023



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# Sai Shradha Enterprises

Add: HN-228, Kinhal, Dehuroad, Near Datta Mandir Temple, Pune-412101.

Contact(M): +91 7745812055, 9765565454

E mail: saishradhaenterprises06@gmail.com

Date:- 1/12/2019

**Subject : Appointment Letter for Contract Labour.**

To,


Mr./Ms. Rushali  
Chakan,  
Dist:- Pune,  
Maharashtra.

Dear Mr./Ms. Rushali, We are pleased to appoint you as Production operator on Contract basis in OEN India Pvt. Ltd. Your appointment as Production operator will commence on Date 1/12/2019.

Your terms and conditions of the appointment letter will be as per the company norms. Your accepting this offer letter confirms your acceptance of the terms and conditions and that you would be joining Sai Shradha Enterprises on the given date.

Your present place of work will be at OEN India Pvt. Ltd.

For Sai Shradha Enterprises

  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213.





## L&T Technology Services

Ref.: LTTS-Mumbai/HR/2019-20/173

October 31, 2019

Mr. Rahul Babulal Mali  
//1908, Shivaji Nagar, Lahan Maliwada,  
Nandurbar, Maharashtra-425412.  
Mobile: +91 - 9011204044.

Sub: Offer of Employment

Dear Rahul,

Congratulations! We are pleased to offer you full time employment as Engineer with L&T Technology Services Limited (referred to as 'Company'). We are a leading global ER&D services company, backed by the rich engineering expertise and experience of our parent company, Larsen & Toubro Limited.

You are required to join on or before November 28, 2019. If you do not join by this date, this offer stands withdrawn - unless the Date of Joining is extended and communicated to you in writing.

At the time of joining, please report to Mr. Sumeet S. Thorat (Human Resources - Employee Relations & Compliance) @ 9:00am at the following address:

L&T Technology Services Limited, 8th Floor, Building no. 1, IT/ITES SEZ Of Mindspace Business Park Pvt. Ltd, Airoli, Navi Mumbai - 400708

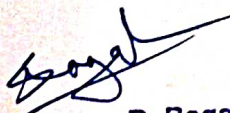
1. You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.
  - a. Aadhar Card
  - b. PAN Card.
  - c. Education certificates including mark sheets.
  - d. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates
  - e. Passport (if available)
  - f. Four copies of your recent passport size photograph (with white background-in formal's).
  - g. Your last Employer's EPF and EPS numbers
  - h. Universal Account Number (UAN)
  - i. Provisional Form-16 for the current financial year.

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining.

If you intend to accept this offer, please return the duplicate copy of this letter, duly signed as token of your acceptance, within 7 days from the date of the issue of the letter.

Your association with us will be bound by the following terms and conditions:

12/26/2019, 4:06 PM

  
Prof. (Dr.) Sahebrao B. Bagal  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 212.

