

RAIPUR INSTITUTE OF TECHNOLOGY

(Under the aegis of Mahanadi Education Society)

Approved by AICTE, New Delhi, Affiliated to CSVTU, Bhilai

SINCE 1995
RITEE

5.2.1 Average percentage of placement of outgoing students during the last five years (10)

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	AKRUTI NEGI (7610403339)	B.E (CSE)	Proximity It Solution Raipur support@proximityitsolution.com 91 96691-73173,	1.0 LAKH ANNUM
2019-2020	AMIR SOHAIL (8058837333)	B.E (CSE)	Proximity It Solution Raipur support@proximityitsolution.com 91 96691-73173,	1.0 LAKH ANNUM
2019-2020	HEMANT KUMAR CHANDRA (8349067245)	B.E (CSE)	Proximity It Solution Raipur support@proximityitsolution.com 91 96691-73173,	1.0 LAKH ANNUM
2019-2020	KUMAR SAURAV (9470647999)	B.E (CSE)	Proximity It Solution Raipur support@proximityitsolution.com 91 96691-73173,	1.0 LAKH ANNUM
2019-2020	SHASHWAT KUMAR SAHOO (87188388879)	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	A VAMSI	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	ANURAG MISHRA	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	BAGHAMBAR SINGH	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	DEEPESH MISHRA	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	DHARMENDRA SAHU	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	GOVINDA KOSHLY	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	MANBI SANA	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	NIKHIL KUMAR BHIMTE	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	NITISH THAKUR	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM

Campus: NH-6,Chhatauna, Mandir Hasaud, Raipur (C.G.) - 492101 Ph:9522173000, 9522145000 website: www.ritengineering.education

E-mail: principal.eng@rit.edu.in, H.O: Near Bal Ashram, Kutchery Chowk, Jail Road, Raipur 492001 Chhattisgarh, Ph:0771-9522312121, 4036053




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Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	PARAS CHANDRAKAR	B.E (Mechanical)	Madhus Garage Equipments Ravi Shankar rravi@madhus20@gmail.com	3.0 LAKH ANNUM
2019-2020	KUMAR SAURAV (9470647999)	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	ADARSH TIWARI	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	AKRUTI NEGI	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	AMIR SOHAIL	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	ANAMIKA MIRI	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	ANSHIKA KUMARI	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	BHARTI SINHA	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	DAMINI CHANDRAKAR	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	DEVENDRA DEWANGAN	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	GAURAV RAJ	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	HARLEEN KOUR CHAWLA	B.E (CSE)	Profsys Surveying India Neha Verma profsysmail@gmial.com 9981140015	As Per Candidate performance
2019-2020	RAHUL YADAV (7694851432)	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	SNEH KUMAR SUMAN (8516007495)	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM



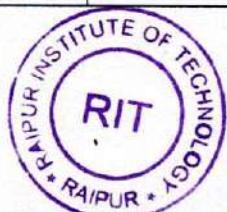

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Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	PRADEEP SONI	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	RAMSEVAK	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	RATNESH PANDEY	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	SHIDHARTH THAWAIT	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200.	1.80 LAKH ANNUM
2019-2020	SHUBHAM AVINASH GHODKHADE	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	SHUBHAM TIWARI	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	TIKESHWAR MADHUKAR	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	UMESH	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	BILAL KHAN	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	SOMESH KUMAR PARMAR	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	KETAN KUMAR PATEL	B.E (Mechanical)	Kesar Earth Solutions sales@kearthsolutions.com 9098300200	1.80 LAKH ANNUM
2019-2020	SHIDHARTH THAWAIT (989384409)	B.E (Mechanical)	Hyper Filtration enquiry@hyperfiltration.com 072900 65118	2.40 LAKH ANNUM
2019-2020	SHASHWAT KUMAR SAHOO (87188388879)	B.E (Mechanical)	Hyper Filtration enquiry@hyperfiltration.com 072900 65119	2.40 LAKH ANNUM
2019-2020	ANAM MASOOD (7000252915)	B.E (CHEMICAL)	Bharti Rasayan Avinash Prem avinash.lom@metropolisindia.com 9685044100	1.80 LAKH ANNUM
2019-2020	RUKMANGAD CHANDRAKAR (7000510540)	B.E (CHEMICAL)	Bharti Rasayan Avinash Prem avinash.lom@metropolisindia.com 9685044100	1.80 LAKH ANNUM
2019-2020	S JAID MOHEMMED (8982493876)	B.E (CHEMICAL)	Bharti Rasayan Avinash Prem avinash.lom@metropolisindia.com 9685044100	1.80 LAKH ANNUM



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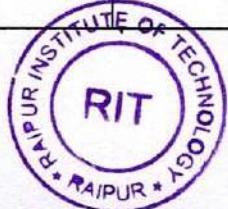
Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	VIDHYA SAGAR VERMA (9691346001)	B.E (CHEMICAL)	Bharti Rasayan Avinash Prem avinash.lom@metropolisindia.com 9685044100	1.80 LAKH ANNUM
2019-2020	PRAKASH SHARMA	MBA	Indusind Bank Subhadeep Banerjee subhadeep.banerjee@indusind.com 03340813200	3.0 LAKH ANNUM
2019-2020	ADIBA TEHREEM	MBA	Indusind Bank Subhadeep Banerjee subhadeep.banerjee@indusind.com 03340813201	3.0 LAKH ANNUM
2019-2020	ARUN KUMAR PANDEY	MBA	Indusind Bank Subhadeep Banerjee subhadeep.banerjee@indusind.com 03340813202	3.0 LAKH ANNUM
2019-2020	OMIKA DANDWANI	MBA	Indusind Bank Subhadeep Banerjee subhadeep.banerjee@indusind.com 03340813203	3.0 LAKH ANNUM
2019-2020	ABHA TIWARI	MBA	Indusind Bank Subhadeep Banerjee subhadeep.banerjee@indusind.com 03340813204	3.0 LAKH ANNUM
2019-2020	SHIDHARTH THAWAIT (989384409)	B.E (Mechanical)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	AKHILESH KUMAR SAHU	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	AMIT KUMAR DEWANGAN	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	AZIMUR RAHMAN	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	DEEKSHA SINGH	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	DEEPAK KUMAR	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	DEEPAK RAJPUT	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	DIPTI JANGHEL	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	GAGAN PREET SINGH	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM



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Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2019-2020	GARIMA SINHA	B.E (Civil)	Rolan Seals Hyderabad Ramesh ramesh@rolonseals.com	1.92 LAKH ANNUM
2019-2020	SHAMYA SAURAV (8709046319)	B.E (CSE)	Steel Mint Info Service info@steelmint.com 9575100533	4000 per month
2019-2020	UPENDRA VERMA (9575230352)	B.E (CSE)	Steel Mint Info Service info@steelmint.com 9575100533	4000 per month
2019-2020	SATANAND RATRE (7389702879)	B.E (CSE)	Steel Mint Info Service info@steelmint.com 9575100533	4000 per month
2019-2020	RAHUL VERAM (8871853775)	B.E (CSE)	Steel Mint Info Service info@steelmint.com 9575100533	4000 per month
2019-2020	ADIBA TEHREEM (8709046319)	MBA	Aekansh Digima Anjali Wdhwani hraekasnhdigimaa@gmail.com 7898032814	2.40 LAKH ANNUM
2019-2020	SHIVESHI GOUP (8319941829)	MBA	Aekansh Digima Anjali Wdhwani hraekasnhdigimaa@gmail.com 7898032814	2.40 LAKH ANNUM
2019-2020	HARSHITA (8103271333)	MBA	Aekansh Digima Anjali Wdhwani hraekasnhdigimaa@gmail.com 7898032814	2.40 LAKH ANNUM
2019-2020	MAYANK SONI (9329171333)	MBA	Aekansh Digima Anjali Wdhwani hraekasnhdigimaa@gmail.com 7898032814	2.40 LAKH ANNUM
2019-2020	KUMAR SAURAV (B.E (CSE)	Learning Spiral Private Limited Pooja Kathote hr@learning-spiral.com	As Par Candidate performance
2019-2020	VIJAY RAJ	B.E (CSE)	Learning Spiral Private Limited Pooja Kathote hr@learning-spiral.com	As Par Candidate performance
2019-2020	ADIBA TAHREEM	MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM
2019-2020	BENAJIR NISHAD	MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM
2019-2020	NAMRATA BAJAJ	MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM
2019-2020	KHUSHBOO AGARWAL	MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM



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2019-2020	SHIVANI JAIN	MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM
2019-2020	NEHA MISHRA (MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM
2019-2020	SAKSHI JAISWAL (MBA	SGS Technical services pvt td. Ritesh Baghel rm@sgsconsulting.com 7773006300	2.6 LAKH ANNUM
2019-2020	MEGHA PATNAIK	MBA	Nuvoco Cement 91 (0) 33 4092 3100 customer.care@doublebullcement.com	2.40 LAKH ANNUM
2019-2020	KALYANI RAWAT	MBA	Nuvoco Cement 91 (0) 33 4092 3100 customer.care@doublebullcement.com	2.40 LAKH ANNUM
2019-2020	NASRA KHAN	MBA	Nuvoco Cement 91 (0) 33 4092 3100 customer.care@doublebullcement.com	2.40 LAKH ANNUM
2019-2020	PRATIKSHA TIWARI	MBA	Nuvoco Cement 91 (0) 33 4092 3100 customer.care@doublebullcement.com	2.40 LAKH ANNUM
2019-2020	AYUSH DEWANGAN	MBA	Bakers Ville 91 731-4218775 hr@bakersville.in.	2.40 LAKH ANNUM
2019-2020	DHARMESH SAHU	MBA	Quess Corp Limited (Quess) Tej Hasn Raj Singh Vice President - Operatins 1800-572- 3333 help@quesscorp.com	1.89 LAKH ANNUM
2019-2020	KHUSHBOO AGARWAL	MBA	Sunita Global Ltd. 917712254209 sgl@sunitaonline.com	1.80 LAKH ANNUM
2019-2020	HARSHITA (8103271333)	MBA	Sunita Global Ltd. 917712254209 sgl@sunitaonline.com	1.80 LAKH ANNUM
2019-2020	SIDDHARTHA SABHARWAL	MBA	AMITY INTERNATIONAL SCHOOL Shrivastava HR Priya 9340061570	2.40 LAKH ANNUM
2019-2020	NAINCY SIHANI	MBA	INTELLMINT TECHNOLOGY 8770414100 info@cashpo.in	1.56 LAKH ANNUM




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Score Card - Campus Drive - RITEE, Raipur - Date - 26 July, 2019											
S. No.	Name	Practical Test Score (Total Score: 20)				Theory Test Score (Total Score: 15)				Training Interested	Selected / Not Selected
		Design (x/5)	Coding (x/5)	Connection (x/10)	iNet (x/5)	SQL (x/5)	PHP (x/5)	Total Score	%		
1	Hemant Kumar Chandra	2	3	6	0	4	3	18	51%	N	Selected
2	Praveen Kumar Kaushik	1	1	0	0	0	0	2	6%	N	Not Selected
3	Versha Verma	1	1	0	0	2	0	4	11%	Y	Not Selected
4	Kumar Saurav	2	2	5	0	3	3	15	43%	N	Selected
5	Kiran Yadav	1	1	0	0	0	1	3	9%	N	Not Selected
6	Amir Sohail	2	3	5	0	4	2	16	46%	N	Selected
7	Harleen Kour Chawla	1	1	0	0	1	0	3	9%	Y	Not Selected
8	Gaurav Raj	2	0	0	0	1	0	3	9%	N	Not Selected
9	Akfruti Negi	2	1	6	0	4	3	16	46%	N	Selected
10	Prince Prasad	3	2	0	0	0	1	6	17%	N	Not Selected
11	Devendra Dewangan	4	0	0	0	0	1	5	14%	Y	Not Selected
12	Nikhil Mridha	2	1	0	0	3	2	8	23%	N	Not Selected
13	Syed Sofiya Ali	4	1	0	0	0	0	5	14%	N	Not Selected
14	Manisha Yadu	1	1	0	0	0	0	2	6%	N	Not Selected
15	Nistala Murali Krishna	0	0	0	0	0	0	0	0%	N	Not Selected


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 CHHATTAJUNA, MANDIRKHAUSAUD, RAIPUR (C.G.)
 (A Govt. Approved Institute)



02/01/2020

SHASHWAT KUMAR SAHOO

Dear SHASHWAT KUMAR SAHOO,

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. **280,411.10**. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the Information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

- Annexure - A: Detailed Emoluments.
- Annexure - B: Appointment letter.
- Annexure - C: Documents required to be submitted by you before joining.
- Annexure - D: Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to Madhus Garage Equipment & look forward to a long and mutually beneficial association

Thanking You,

Yours faithfully,

For Madhus Garage Equipment Pvt. Ltd.,

Ravi B M - Managing Director

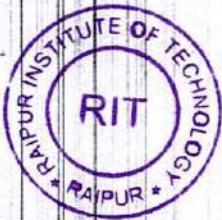


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Annexure - A

Salary Breakup

Name:	SHASHWAT KUMAR SAHOO		Offer date:	02/01/ 2020
Designation:	Trainee Engineer			
Location:	Bangalore - Head office for Training			
Grade:	Group 2			
Earnings	Monthly	Annual Income	Deductions	Amount
Basic & DA	13,000.00	156,000.00	EMPLOYEE- PF CONTRIBUTION	1,560.00
Tour / Education Allowance	1,098.00	13,176.00	EMPLOYER PF CONTRIBUTION	1,560.00
House Rent Allowance (HRA)	1,372.50	16,470.00	EMPLOYEE- ESI CONTRIBUTION	138.67
Daily Allowance	1,098.00	13,176.00	EMPLOYER ESI CONTRIBUTION	600.93
Medical Allowance	1,098.00	13,176.00	PROFESSIONAL TAX	200.00
Special Allowance	823.50	9,882.00	GROUP INSURANCE ALLOWANCE	550.00
GROSS SALARY	18,490.00	221,880.00	Bonus (PROVISION)	2,166.67
EMPLOYER -ESI CONTRIBUTION	600.93	7,211.10		
EMPLOYER -PF CONTRIBUTION	1,560.00	18,720.00		
GROUP INSURANCE ALLOWANCE	550.00	6,600.00		
BONUS (PROVISION)	2,166.67	26,000.00		
TOTAL COST TO COMPANY (CTC)	23,367.59	280,411.10	Total Deductions	6,776.27
			Net Amount	16,591.33
** Bonus disbursed after 12 full months service in two installments in September & March.				
**Mediclaim coverage-Rs. 200,000/- p.a (Self & Spouse)				
**Group Personal Accident Insurance coverage -Rs. 3,00,000/-				



[Signature]
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Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at **Bangalore Head office for Training**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits.

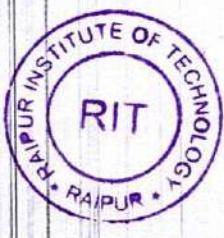
2.1 Compensation. As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. **280,411.10/-**.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become payable upon successful completion of one full financial year i.e, April to March and shall be re-calibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.




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2.6 Retirement Benefits of the Company, namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy..

2.7 The CTC breakups, amount, account heads mentioned in the consolidated remuneration is tentative and can be modified at the discretion of the Management, provided, the total emoluments are not less than what has been offered. On applicability of statutory benefits to the Organization, the employee's contribution towards the same will be deducted from your monthly remuneration.

2.8 Your compensation shall be renewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, entertainment and other business expenses incurred in connection with the performance of your duties.

4. Leaves: Employees are eligible for Earned leave of 18 days per annum which is additional to the 12 public holidays announced at the start of the year. The Earned leave will be credited on prorated basis from the date of joining. The annual leave credit period is from January till December.

5. Term: The Employment period shall commence on **13/07/2020** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable without any notice by either party. You are not eligible for any leaves during the probationary period.

5.1 You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

5.2 During the term of employment, your performance will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Company from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function, it will be viewed as performance failure and the company reserves the right to terminate your employment as per Company policy.

5.3 If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Madhus Garage Equipment Pvt. Ltd. And have voluntarily abandoned your services. In such a case, your employment with Madhus Garage Equipment Pvt. Ltd. will stand terminated

5.4 In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation.




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6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

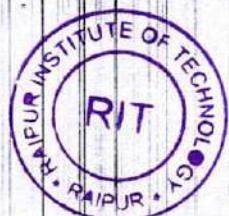
9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.




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9.7 You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, the Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.

9.8 You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all company property, memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

9.9 You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

10 Whilst employed by the company you:

10.1 Will not engage in any external activities of a commercial nature

10.2 Will not engage in any activity of a non-commercial nature without prior written approval of the Company.

10.3 Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.

10.4 Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.

10.5 You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.

10.6 Will maintain best standards of personal health and should necessarily be medically fit to perform your duties



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CHHATISGARH, MANDIRKHASAUD, RAIPUR (C.G.)


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Acceptance of Offer

It is understood that your date of joining Madhus Garage equipment Pvt. Ltd. will not be later than **13/07/2020** beyond which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

I have read and accept this offer of employment.

Signature - SHASHWAT KUMAR SAHOO

Date



RAIPUR INSTITUTE OF TECHNOLOGY
CHHATANIA, MANDIRHASAUD, RAIPUR (C.G.)

Shashwat
PRINCIPAL

Annexure - C : List of Joining Documents

SI No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets	No
		Intermediate/12 th Certificate and Marksheets	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	Ø Appointment letter, Ø Release/Relieving Ø Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's, Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

A VAMSI

Dear A VAMSI

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on 13/07/2020.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

Annexure - A:	Detailed Enrolments.
Annexure - B:	Appointment letter.
Annexure - C:	Documents required to be submitted by you before joining.
Annexure - D:	Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to Madhus Garage Equipment & look forward to a long and mutually beneficial association.

Thanking You,

Yours faithfully,

For Madhus Garage Equipment Pvt. Ltd.,

Ravi B M - Managing Director



Abhijit
PRINCIPAL

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CHHATIWAH, MANDIRHASAUD, RAIPUR (C.G.)

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

2.1 Compensation: As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this Incentive shall become payable upon successful completion of one full financial year i.e. April to March and shall be recalibrated accordingly. This Incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.




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CHHATACHA, MANDIRHASAUD, RAIPUR (C.G.)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.




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Annexure – C : List of Joining Documents

Sl No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets	No
		Intermediate/12 th Certificate and Marksheets	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input type="checkbox"/> Appointment letter, <input type="checkbox"/> Release/Relieving <input type="checkbox"/> Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's / Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No



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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

ANURAG MISHRA

Dear ANURAG MISHRA

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

Annexure - A:	Detailed Emoluments.
Annexure - B:	Appointment letter.
Annexure - C:	Documents required to be submitted by you before joining.
Annexure - D:	Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to **Madhus Garage Equipment** & look forward to a long and mutually beneficial association

Thanking You,

Yours faithfully,

For **Madhus Garage Equipment Pvt. Ltd.**,

Ravi B. M - Managing Director



Abhay
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CHATIABUWA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

2.1 Compensation: As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become payable upon successful completion of one full financial year i.e., April to March and shall be recalibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.




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CHHATRAVANAKA, MAIDBHIN-GAUD, RAIPUR (C.G.)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

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8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

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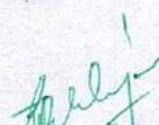
9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

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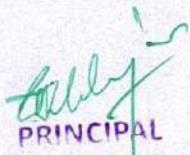



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Annexure - C : List of Joining Documents

SI No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets -	No
		Intermediate/12 th Certificate and Marksheets -	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input type="checkbox"/> Appointment letter, <input type="checkbox"/> Release/Relieving <input type="checkbox"/> Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's / Self husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




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RAIPUR INSTITUTE OF TECHNOLOGY
 CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

BAGHAMBAR SINGH

Dear BAGHAMBAR SINGH

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

- Annexure - A: Detailed Emoluments.
- Annexure - B: Appointment letter.
- Annexure - C: Documents required to be submitted by you before joining.
- Annexure - D: Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to **Madhus Garage Equipment** & look forward to a long and mutually beneficial association.

Thanking You,

Yours faithfully,

For **Madhus Garage Equipment Pvt. Ltd.**,

Ravi B M - Managing Director



Abhishek
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CHHATUAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

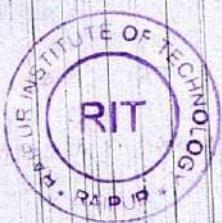
2.1 Compensation: As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become repayable upon successful completion of one full financial year i.e. April to March and shall be recalibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.



Abhay
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

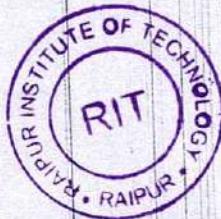
9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

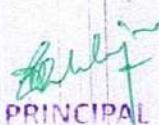
9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer/s, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATARANA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure – C : List of Joining Documents

SI No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets -	No
		Intermediate/12 th Certificate and Marksheets	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input checked="" type="checkbox"/> Appointment letter, <input checked="" type="checkbox"/> Release/Relieving <input checked="" type="checkbox"/> Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo / ID	Any one of the documents like Passport, Voter's ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's, Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
 CHHATRUPUR, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

DEEPESH MISHRA

Dear DEEPESH MISHRA

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at Bangalore Head office for Training.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on 13/07/2020.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

Annexure - A:	Detailed Emoluments.
Annexure - B:	Appointment letter.
Annexure - C:	Documents required to be submitted by you before joining.
Annexure - D:	Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to Madhus Garage Equipment & look forward to a long and mutually beneficial association

Thanking You,

Yours faithfully,

For Madhus Garage Equipment Pvt. Ltd., RAIPUR

Ravi B M - Managing Director



Abhishek
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

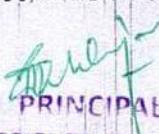
2.1 Compensation: As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

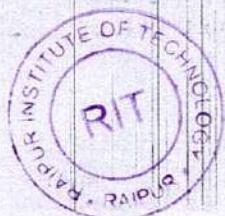
2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become payable upon successful completion of one full financial year i.e. April to March and shall be recalibrated accordingly. This incentive accumulated / provisioned will get forfeited / become non payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.


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RAIPUR INSTITUTE OF TECHNOLOGY
CHHAIJUNA, MANDIRHASAUD, RAIPUR (C.G.)



6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

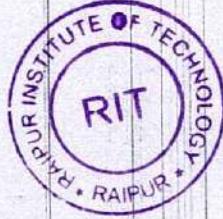
9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.

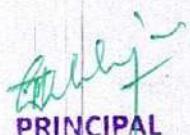


Farhat J
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure - C : List of Joining Documents

Sl No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets -	No
		Intermediate/12 th Certificate and Marksheets -	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input type="checkbox"/> Appointment letter, <input type="checkbox"/> Release/Relieving <input type="checkbox"/> Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voter's ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's, Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




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RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

DHARMENDRA SAHU

Dear DHARMENDRA SAHU

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at Bangalore Head office for Training.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

- Annexure - A: Detailed Emoluments.
- Annexure - B: Appointment letter.
- Annexure - C: Documents required to be submitted by you before joining.
- Annexure - D: Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

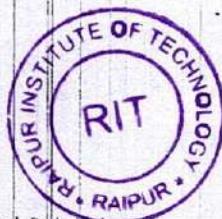
We welcome you to Madhus Garage Equipment & look forward to a long and mutually beneficial association

Thanking You,

Yours faithfully,

For Madhus Garage Equipment Pvt. Ltd.,

Ravi B M - Managing Director



Ravi B M
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHATIABUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

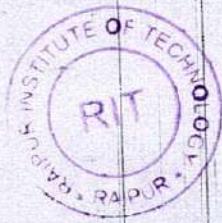
2.1 Compensation: As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become repayable upon successful completion of one full financial year i.e., April to March and shall be recalibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.



Abhijit
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATTAUNA, MANDIRHASAO, RAIPUR (C.G)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

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9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

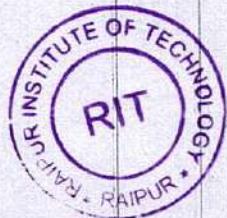
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9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.

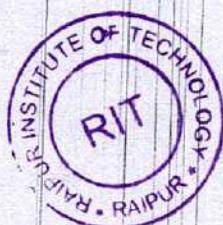


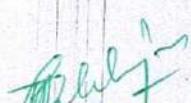

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RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

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SI No.	Name of the Document	Document Description	Alternate documents
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		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input type="checkbox"/> Appointment letter, <input type="checkbox"/> Release/Relieving <input type="checkbox"/> Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's, Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
 RAJNA, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

GOVINDA KOSHLY

Dear GOVINDA KOSHLY

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

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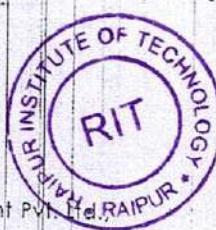
We welcome you to Madhus Garage Equipment & look forward to a long and mutually beneficial association.

Thanking You,

Yours faithfully,

For Madhus Garage Equipment Pvt. Ltd. RAIPUR

Ravi B M - Managing Director



Shrey

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

2.1 Compensation: As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTD, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become payable upon successful completion of one full financial year i.e. April to March and shall be re-calibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.

Abuly J
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



6. **Termination:** You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. **Training Cost Recovery:** From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. **Retirement:** You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

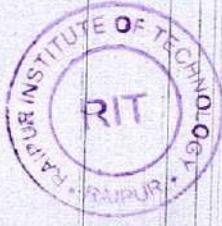
9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.

Abby
PRINCIPAL

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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



2.6 Retirement Benefits of the Company, namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy..

2.7 The CTC breakups, amount, account heads mentioned in the consolidated remuneration is tentative and can be modified at the discretion of the Management, provided, the total emoluments are not less than what has been offered. On applicability of statutory benefits to the Organization, the employee's contribution towards the same will be deducted from your monthly remuneration.

2.8 Your compensation shall be renewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, entertainment and other business expenses incurred in connection with the performance of your duties.

4. Leaves: Employees are eligible for Earned leave of 18 days per annum which is additional to the 12 public holidays announced at the start of the year. The Earned leave will be credited on prorated basis from the date of joining. The annual leave credit period is from January till December.

5. Term: The Employment period shall commence on 13/07/2020 and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable without any notice by either party. You are not eligible for any leaves during the probationary period.

5.1 You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

5.2 During the term of employment, your performance will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Company from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function, it will be viewed as performance failure and the company reserves the right to terminate your employment as per Company policy.

5.3 If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Madhus Garage Equipment Pvt. Ltd. And have voluntarily abandoned your services. In such a case, your employment with Madhus Garage Equipment Pvt. Ltd. will stand terminated.

5.4 In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation.



Ashley
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIRUPA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure - A

Salary Breakup

Name:	NIKHIL KUMAR BHIMTE		Offer date:	02/01/ 2020
Designation:	Trainee Engineer			
Location:	Bangalore- Head office for Training			
Grade:	Group 2			
Earnings	Monthly	Annual Income	Deductions	Amount
Basic & DA	13,000.00	156,000.00	EMPLOYEE- PF CONTRIBUTION	1,560.00
Tour / Education Allowance	1,098.00	13,176.00	EMPLOYER PF CONTRIBUTION	1,560.00
House Rent Allowance (HRA)	1,372.50	16,470.00	EMPLOYEE- ESI CONTRIBUTION	138.67
Daily Allowance	1,098.00	13,176.00	EMPLOYER ESI CONTRIBUTION	600.93
Medical Allowance	1,098.00	13,176.00	PROFESSIONAL TAX	200.00
Special Allowance	823.50	9,882.00	GROUP INSURANCE ALLOWANCE	550.00
GROSS SALARY	18,490.00	221,880.00	Bonus (PROVISION)	2,166.67
EMPLOYER- ESI CONTRIBUTION	600.93	7,211.10		
EMPLOYER- PF CONTRIBUTION	1,560.00	18,720.00		
GROUP INSURANCE ALLOWANCE	550.00	6,600.00		
BONUS (PROVISION)	2,166.67	26,000.00		
TOTAL COST TO COMPANY (CTC)	23,367.59	280,411.10	Total Deductions	4,776.27
			Net Amount	16,591.33
** Bonus disbursed after 12 full months service in two installments in September & March.				
** Mediclaim coverage -Rs. 200,000/- p.a (Self & Spouse)				
** Group Personal Accident Insurance coverage -Rs. 3,00,000/-				



Kelly
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Acceptance of Offer

It is understood that your date of joining Madhus Garage equipment Pvt. Ltd. will not be later than 13/07/2020 beyond which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

I have read and accept this offer of employment.

Signature - MANBI SANA

Date



Manbi Sana
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATRAYA, MANDIRHASAUD, RAIPUR (C.G.)

9.7 You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, the Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.

9.8 You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all company property, memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

9.9 You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

10 Whilst employed by the company you:

10.1 Will not engage in any external activities of a commercial nature

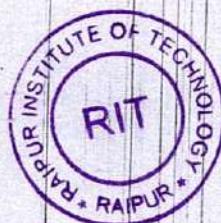
10.2 Will not engage in any activity of a non-commercial nature without prior written approval of the Company.

10.3 Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your supervisor.

10.4 Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.

10.5 You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.

10.6 Will maintain best standards of personal health and should necessarily be medically fit to perform your duties



Praveen
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATUAUNA, MANDIRHASAUD, RAIPUR (C.G.)

2.6 Retirement Benefits of the Company, namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.

2.7 The CTC breakups, amount, account heads mentioned in the consolidated remuneration is tentative and can be modified at the discretion of the Management, provided, the total emoluments are not less than what has been offered. On applicability of statutory benefits to the Organization, the employee's contribution towards the same will be deducted from your monthly remuneration.

2.8 Your compensation shall be renewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, entertainment and other business expenses incurred in connection with the performance of your duties.

4. Leaves: Employees are eligible for Earned leave of 18 days per annum which is additional to the 12 public holidays announced at the start of the year. The Earned leave will be credited on prorated basis from the date of joining. The annual leave credit period is from January till December.

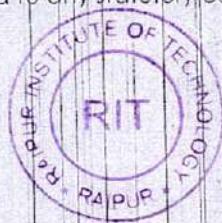
5. Term: The Employment period shall commence on 13/07/2020 and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable without any notice by either party. You are not eligible for any leaves during the probationary period.

5.1 You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

5.2 During the term of employment, your performance will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Company from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function, it will be viewed as performance failure and the company reserves the right to terminate your employment as per Company policy.

5.3 If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Madhus Garage Equipment Pvt. Ltd. And have voluntarily abandoned your services. In such a case, your employment with Madhus Garage Equipment Pvt. Ltd. will stand terminated.

5.4 In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation.



Ritika
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATRAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure - A				
Salary Breakup				
Name:	MANBI SANA	Offer date:	02/01/ 2020	
Designation:	Trainee Engineer			
Location:	Bangalore-Head office for Training			
Grade:	Group 2			
Earnings	Monthly	Annual Income	Deductions	Amount
Basic & DA	13,000.00	156,000.00	EMPLOYEE- PF CONTRIBUTION	1,560.00
Tour / Education Allowance	1,098.00	13,176.00	EMPLOYER PF CONTRIBUTION	1,560.00
House Rent Allowance (HRA)	1,872.50	16,470.00	EMPLOYEE- ESI CONTRIBUTION	138.67
Daily Allowance	1,098.00	13,176.00	EMPLOYER ESI CONTRIBUTION	600.93
Medical Allowance	1,098.00	13,176.00	PROFESSIONAL TAX	200.00
Special Allowance	823.50	9,882.00	GROUP INSURANCE ALLOWANCE	550.00
GROSS SALARY	18,490.00	221,880.00	Bonus (PROVISION)	2,166.67
EMPLOYER -ESI CONTRIBUTION	600.93	7,211.10		
EMPLOYER -PF CONTRIBUTION	1,560.00	18,720.00		
GROUP INSURANCE ALLOWANCE	550.00	6,600.00		
BONUS (PROVISION)	2,166.67	26,000.00		
TOTAL COST TO COMPANY (CTC)	23,367.59	280,411.10	Total Deductions	6,776.27
			Net Amount	16,591.33
** Bonus disbursed after 12 full months service in two installments in September & March.				
** Mediclaim coverage-Rs. 200,000/- p.a (Self & Spouse)				
**Group Personal Accident Insurance coverage -Rs. 3.00,000/-				

Principal
PRINCIPAL

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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Acceptance of Offer

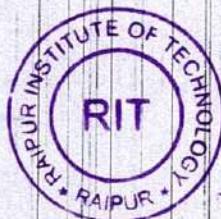
It is understood that your date of joining Madhus Gargade equipment Pvt. Ltd. will not be later than 13/07/2020 beyond which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

I have read and accept this offer of employment.

Signature - GOVINDA KOSHLY

Date



PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
RAIPUR, MANDIR HASAUD, RAIPUR (C.G.)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality:

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

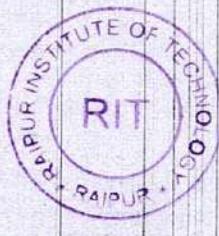
9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.



Ashley
PRINCIPAL
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CHHAIANA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure – C : List of Joining Documents

SI No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets	No
		Intermediate/ 12 th Certificate and Marksheets	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input checked="" type="checkbox"/> Appointment letter, <input checked="" type="checkbox"/> Release/Relieving <input checked="" type="checkbox"/> Experience letter from previous employer/employers .	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone, Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's, Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit*
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No



Sally
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

02/01/2020

NITISH THAKUR

Dear NITISH THAKUR

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. 280,411.10. The break-up of salary is attached herewith in Annexure -A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

- Annexure - A: Detailed Emoluments.
- Annexure - B: Appointment letter.
- Annexure - C: Documents required to be submitted by you before joining.
- Annexure - D: Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to **Madhus Garage Equipment** & look forward to a long and mutually beneficial association.

Thanking You,

Yours faithfully,

For **Madhus Garage Equipment Pvt. Ltd.**,

Ravi B M - Managing Director



Shalby
PRINCIPAL

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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits.

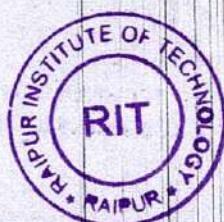
2.1 Compensation. As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become payable upon successful completion of one full financial year i.e. April to March and shall be recalibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.



Mubij
PRINCIPAL

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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wishes you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

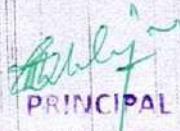
9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.

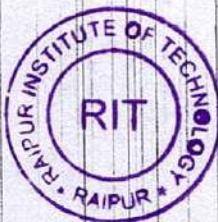

PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIWAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Annexure - C : List of Joining Documents

Sl No.	Name of the Document	Document Description	Alternate documents
1	Academic Certificates	10 th / SSC Certificate and Marksheets	No
		Intermediate/12 th Certificate and Marksheets	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	Ø Appointment letter, Ø Release/Relieving Ø Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's / Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATUAUNA, MANDIRHASAO, RAIPUR (C.G.)

02/01/2020

PARAS CHANDRAKAR

Dear PARAS CHANDRAKAR

This is with reference to the interview you had with us recently. We are pleased to offer you the position of **Trainee Engineer**. This offer of employment is for a regular, full-time position.

Your initial place of work will be at **Bangalore Head office for Training**.

Your annual CTC (Cost to the Company) will be Rs. 1280,411.10. The break-up of salary is attached herewith in Annexure - A. A detailed appointment letter is attached in Annexure - B. Please note that your appointment will be cancelled if you are unable to provide valid payslip/compensation document before your joining date.

We look forward to your acceptance of offer and request you to join us on **13/07/2020**.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

You may confirm your acceptance of this offer by responding to the email and sending us signed scanned copies of this letter.

Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further, please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith.

Attached to this offer are the following:

- Annexure - A: Detailed Emoluments.
- Annexure - B: Appointment letter.
- Annexure - C: Document required to be submitted by you before joining.
- Annexure - D: Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

We welcome you to Madhus Garage Equipment & look forward to a long and mutually beneficial association

Thanking You,

Yours faithfully,

For Madhus Garage Equipment Pvt. Ltd.,

- Ravi B M - Managing Director



PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure-B – Appointment Letter

Please note that the terms of employment detailed in this document and annexure are strictly confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Place of Employment and Timing

1.1 Your initial place of work will be at Bangalore Head office for Training. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.

1.2 You will be expected to attend office - except when traveling on business - during working hours/shifts as may be decided by the Company. The office working timings are 9am to 6pm for general shift.

1.3 Please note that your appointment will be cancelled if on verification it is found that the information furnished by you is found to be false. Further please note that if you are found medically unfit or if the information furnished by you is false, then the appointment is liable to be canceled forthwith. In the event you are allowed to join the company, the release of your salary shall be subject to your submission of the documents listed in Annexure C & D.

2. Compensation and Benefits

2.1 Compensation. As compensation for services to be rendered pursuant to this letter, your annual CTC (Cost to the Company) will be Rs. 280,411.10/-.

2.2 The Performance Linked Incentive / Variable Component (subject to eligibility), referred in the CTC, will be directly related to your performance in terms of your agreed responsibilities in the Key Result Areas, conduct & discipline in the course of your employment. Please note, the responsibilities in the Key Result Areas is subject to change from time to time at the discretion of the management.

2.3 The Loyalty Linked Yearly Incentive shall get accumulated / a provision made from the date of your joining with us on a monthly basis and shall be paid upon successful completion of first twelve full months of your continuous service with us. Thereafter, this incentive shall become payable upon successful completion of one full financial year i.e. April to March and shall be recalibrated accordingly. This incentive accumulated / provisioned will get forfeited / become not payable, in the case if you do not complete twelve full months of service for any reasons at any given point of time during your service with us.

2.4 You will be eligible for Bonus (included along with your CTC Component) after completing one year of continuous service with us. The management will have the discretion of declaring bonus from time to time and the management's decision will be final.

2.5 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.



Abhay
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHAIAUNA, MANDIRHASAUD, RAIPUR (C.G.)

6. Termination: You (employee) will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by 3 months of notice.

6.1 Company can terminate you without any prior notice and salary in case of disciplinary or performance issues. Company reserves the right to recover the salary of your notice period if you do not serve the full notice period. Further, the Company may, at its discretion relieve you from such a date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management wants you to continue the employment during the notice period, you shall do so.

7. Training Cost Recovery: From time to time the Company will pay for your Induction, internal and external training courses. In consideration of this, if you decide to leave the company within 15 months of your joining date, you shall have to reimburse the company the training cost which will be equal to 2 months' salary.

8. Retirement: You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

9. Confidentiality

9.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

9.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

9.3 You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

9.4 You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

9.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

9.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.



A handwritten signature in black ink, appearing to read "Brijesh".

PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Annexure - C : List of Joining Documents

SI No.	Name of the Document	Document Description	Alternate documents
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		Intermediate/12 th Certificate and Marksheets	No
		Graduate - Required only if it is highest qualification along with 10 th and	No
		Post Graduate - Required only if it is highest qualification along with 10 th , Intermediate and Graduation	No
2	Last work Experience	<input type="checkbox"/> Appointment letter, <input type="checkbox"/> Release/Relieving <input type="checkbox"/> Experience letter from previous employer/employers	(a) A copy of Appointment letter and Resignation acceptance mail approved by HR/Admin of last Employer mentioning personal details of employee, date of appointment, date of relieving and reasons for leaving. If the resignation mail does not have the details of HR then the business card has to be attached for the purpose of BGV.
3	Salary Certificate/ Pay	Last Pay Slip or Salary Certificate	Latest three months Bank Account Statement
4	Photo ID	Any one of the documents like Passport, Voters ID, PAN Card, Credit card, Driving License, Aadhar.	No
5	Address proof	Any one of the documents like Passport, Voter's ID, Electricity bill (Last month or current bill), Telephone Land bill, Water bill, Property tax bill, Sale Deed/ Rental Deed (On parent's, Self/ husband's/wife's name), Bank Passbook, Bank statement (recent transactions) & Credit Card	Affidavit
6	Photographs	4 passport size	No
7	Referral info	Contact information of two individuals whom you have worked with. No relatives or family members	No




PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATUNA, MANDIRHASAUB, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk o yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the depoyement of some of your scholars as under.

1. Kumar Saurav from B.E (CSE) has been taken in as an intern for a period of 1 year . He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.

*Training starts from 13th January 2020

*Timing: Morning 10AM-7PM, Further timing will be extended for Practie as well.

2. Gaurav Raj & Kiran Yadav have been put on hold, we will inform them later

Please informed the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANIRHASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk of yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the deployment of some of your scholars as under.

1. Adarsh Tiwari from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.

*Training starts from 13th January 2020

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2. Gaurav Raj & Kiran Yadav have been put on hold, we will inform them later

Please inform the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

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RITEE College

Mandir Hasaud, Chhatouna, Raipur (C.G.)

Greetings!!

We would like to inform the honored desk of yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the deployment of some of your scholars as under.

1. Akruti Negi from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.

*Training starts from 13th January 2020

*Timing: Morning 10AM-7PM, Further timing will be extended for Practice as well.

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Please inform the respected students.

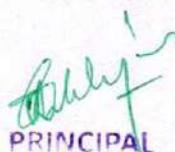
Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANDIRHASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk of yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the deployment of some of your scholars as under.

1. Amir Sohail from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.
*Training starts from 13th January 2020
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Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANDIRHASAUB, RAIPUR (C.G.)

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RITEE College

Mandir Hasaud, Chhatouna, Raipur (C.G.)

Greetings!!

We would like to inform the honored desk of yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the deployment of some of your scholars as under.

1. Anamika Miri from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.
*Training starts from 13th January 2020
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Please inform the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANDIRHASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk o yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the depoyement of some of your scholars as under.

1. Anshika Kumari from B.E (CSE) has been taken in as an intern for a period of 1 year . He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.
*Training starts from 13th January 2020
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Please informed the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



Abby
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANDIRHASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk o yours that we had organized a “campus drive” at your esteemed institution on the 20th of December 2019. We are happy to inform you about the depoyement of some of your scholars as under.

1. Bharti Sinha from B.E (CSE) has been taken in as an intern for a period of 1 year . He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.
*Training starts from 13th January 2020
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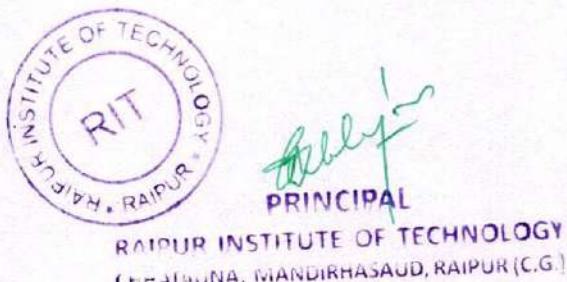
Please informed the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk o yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the depoyement of some of your scholars as under.

1. Damini Chandrakar from B.E (CSE) has been taken in as an intern for a period of 1 year . He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.
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Please informed the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



Abby
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk of yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the deployment of some of your scholars as under.

1. Devendra Dewangan from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.

*Training starts from 13th January 2020

*Timing: Morning 10AM-7PM, Further timing will be extended for Practice as well.

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Please inform the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



Abely
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANDIR HASAUD, RAIPUR (C.G.)

Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

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1. Gaurav Raj from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.

*Training starts from 13th January 2020

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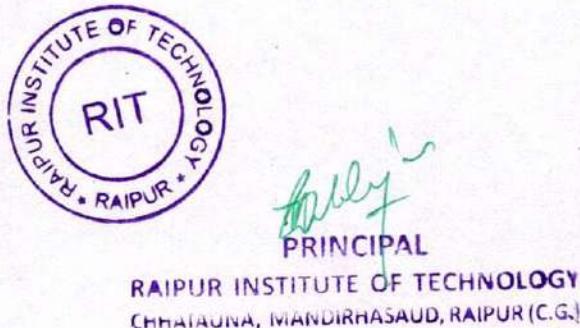
Please inform the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



Date : 08th Jan 2020

To,

The TPO

RITEE College

Mandir Hasaud, Chhatouna, Raipur(C.G.)

Greetings!!

We would like to inform the honored desk of yours that we had organized a "campus drive" at your esteemed institution on the 20th of December 2019. We are happy to inform you about the deployment of some of your scholars as under.

1. Harleen Kour Chawla from B.E (CSE) has been taken in as an intern for a period of 1 year. He would be paid a stipend of INR 7000/- per month for six months and then after, he will be appraised accordingly on roll of the company.
*Training starts from 13th January 2020
*Timing: Morning 10AM-7PM, Further timing will be extended for Practice as well.
2. Gaurav Raj & Kiran Yadav have been put on hold, we will inform them later

Please inform the respected students.

Sincerely,

Profsys Softwares Pvt. PLtd.

Neha Verma

HR Executive



RAIPUR INSTITUTE OF TECHNOLOGY
CHHATOUNA, MANDIRHASAUD, RAIPUR (C.G.)

Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/708

DATE: 1-02-2022

To Mr. Rahul Yadav

Dear Mr. Rahul,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

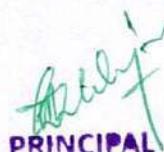
We offer you following emoluments in reference to our discussion during your services

- Your DATE OF JOINING will be 04TH FEBRUARY 2020(Tuesday)
- Yearly Bonus & Incentive as per slab & based on Performance
- TA & DA would be separate based on TA & DA Policy.
- Monthly Stipend: Rs. 5000/- per month,(Inc. all benefits as per policy).
- One month notice has to be given from your side before resignation from the service of the company. However you may terminate the service by paying the amount equivalent to the actual earned in lieu of notice period.
- In case of an abrupt exit on your part, you are not eligible for any emoluments from KES.
- There is a Service Contract with the company for a period of One-year from the Date of Joining on the terms & condition enumerated above In case of breach in the contract an amount equivalent to One month is liable to be paid to the company.
- Probation period for your profile is for Three months post which permanent position is offered if the work is satisfactory failing which services can be terminated immediately.

Our offer is contingent upon satisfactory evidence and verification of your credentials as follows –

1. 2 Photographs
2. Educational qualification
3. PAN & Driving License
4. Address Proof – Aadhar Card




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHOKIAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Registered office
Kesar Earth Solutions
Jaiprakash Complex, Telibandha, Raipur(C.G.)
Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03
Email:- sales@keartsolutions.com
Toll free No.:- 9098300200, 18001033852

Authorised Dealer

KESAR EARTH SOLUTIONS



Upon joining. The company will issue an appointment letter, by signing that you will be an abiding member of KES and all terms and conditions mentioned in Appointment letter will be applicable to you. Considering you a potential employee, we welcome you in the employment of KES.

To accept this job offer:

Sign and date this job offer letter where indicated below. Submit a copy of your educational certificates, two passport size recent photograph, at least two social references, copy of your credentials, and a current resume. (Kindly make a note that your provided references will be contacted for verification purpose, either by letters, telephonic calls or in person). If you accept this job offer your hire date will be the day when you will be joining the company.

We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

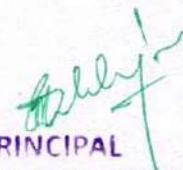
Received & Accepted

HR

Authorized Signature

Mr. Rahul Yadav




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATRAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office
Kesar Earth Solutions
Jaiprakash Complex, Telibandha, Raipur (C.G.)
Tel.: 0771-4099906-07, Cell no.: 9752542901/02/03
Email: sales@keartsolutions.com
Toll free No.: 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/714

DATE: 1-02-2022

To Mr. Sneh Suman

Dear Mr. Sneh,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

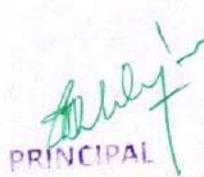
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- There is a Service Contract with the company for a period of **One year from the Date of Joining** on the terms & condition enumerated above In case of breach in the contract an amount equivalent to One month is liable to be paid to the company.
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1. 2 Photographs
2. Educational qualification
3. PAN & Driving License
4. Address Proof – Aadhar Card




Principal

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATTAJHAR, MANDIRHASAUD, RAIPUR (C.G.)

Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@keartsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



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We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Sneh Suman




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIWAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office
Kesar Earth Solutions
Jaiprakash Complex, Telibandha, Raipur (C.G.)
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Toll free No.:- 9098300200, 18001033852



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KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/707

DATE: 1-02-2022

To Mr. Pradeep Soni

Dear Mr. Pradeep,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

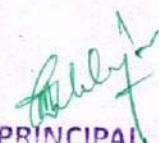
We offer you following emoluments in reference to our discussion during your services

- Your DATE OF JOINING will be 04TH FEBRUARY 2020(Tuesday)
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Principal

Registered office
Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)
Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03
Email:- sales@kearthsolutions.com
Toll free No.:- 9098300200, 18001033852

RAIPUR INSTITUTE OF TECHNOLOGY
C.G. JUNA, MANDIRHASAU, RAIPUR (C.G.)



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KESAR EARTH SOLUTIONS



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We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Pradeep Soni



Pradeep Soni
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur (C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@keartsolutions.com

Toll free No.:- 9098300200, 18001033852

Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/709

DATE: 1-02-2022

To Mr. Ramsevak

Dear Mr. Ramsevak,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

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We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Ramsevak



Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@keartsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/710

DATE: 1-02-2022

To Mr. Ratnesh Pandey

Dear Mr. Ratnesh,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

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Authorised Dealer

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For,

Director

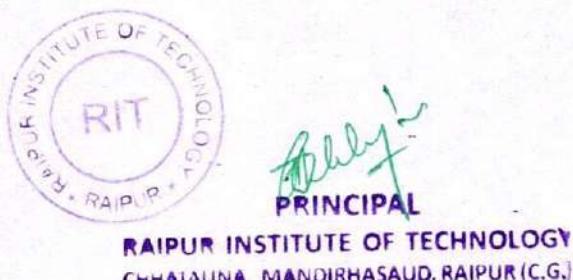
Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Ratnesh Pandey



Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

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Email:- sales@keartsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/711

DATE: 1-02-2022

To Mr. Shidharth Thawait

Dear Mr. Shidharth,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

We offer you following emoluments in reference to our discussion during your services

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PRINCIPAL

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Authorised Dealer

KESAR EARTH SOLUTIONS



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We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Shidharth Thawait




PRINCIPAL

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CHHATRAPUR, MANDIRHASAUR, RAIPUR (C.G.)

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Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/712

DATE: 1-02-2022

To Mr. Shubham Avinash Ghodkhande

Dear Mr. Shubham,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

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RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIWAUNA, MANDIRHASAUD, RAIPUR (C.G.)

PRINCIPAL

Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@kearthsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



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For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Shubham Avinash Ghodkhande



PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

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Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/713

DATE: 1-02-2022

To Mr. Shubham Tiwari

Dear Mr. Shubham,

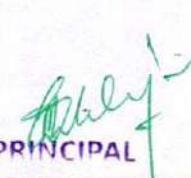
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PRINCIPAL

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KESAR EARTH SOLUTIONS



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For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Shubham Tiwari



PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Registered office

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Toll free No.:- 9098300200, 18001033852

Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/716

DATE: 1-02-2022

To Mr. Tikeshwar Madhukar

Dear Mr. Shubham,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

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Abily
PRINCIPAL

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Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



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For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Tikeshwar Madhukar

Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

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Abhay
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHAIANA, MANDIRBHASALI, RAIPUR (C.G.)



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/717

DATE: 1-02-2022

To Mr. Umesh

Dear Mr. Umesh,

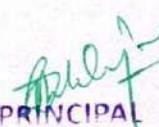
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PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATISGARH, MANDIRHASAUD, RAIPUR (C.G.)



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For,

Director

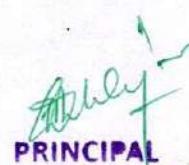
Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Umesh



PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

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Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/705

DATE: 1-02-2022

To Mr. Bilal Khan

Dear Mr. Bilal,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

We offer you following emoluments in reference to our discussion during your services

- Your DATE OF JOINING will be 04TH FEBRUARY 2020(Tuesday)
- Yearly Bonus & Incentive as per slab & based on Performance
- TA & DA would be separate based on TA & DA Policy.
- Monthly Stipend: Rs. 5000/- per month,(Inc. all benefits as per policy).
- One month notice has to be given from your side before resignation from the service of the company. However you may terminate the service by paying the amount equivalent to the actual earned in lieu of notice period.
- In case of an abrupt exit on your part, you are not eligible for any emoluments from KES.
- There is a Service Contract with the company for a period of One year from the Date of Joining on the terms & condition enumerated above In case of breach in the contract an amount equivalent to One month is liable to be paid to the company.
- Probation period for your profile is for Three months post which permanent position is offered if the work is satisfactory failing which services can be terminated immediately.

Our offer is contingent upon satisfactory evidence and verification of your credentials as follows –

1. 2 Photographs
2. Educational qualification
3. PAN & Driving License
4. Address Proof – Aadhar Card

Abdul
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHAIAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@keartsolutions.com

Toll free No.:- 9098300200, 18001033852





Authorised Dealer

KESAR EARTH SOLUTIONS

Upon joining. The company will issue an appointment letter, by signing that you will be an abiding member of KES and all terms and conditions mentioned in Appointment letter will be applicable to you. Considering you a potential employee, we welcome you in the employment of KES.

To accept this job offer:

Sign and date this job offer letter where indicated below. Submit a copy of your educational certificates, two passport size recent photograph, at least two social references, copy of your credentials, and a current resume. (Kindly make a note that your provided references will be contacted for verification purpose, either by letters, telephonic calls or in person). If you accept this job offer your hire date will be the day when you will be joining the company.

We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Bilal Khan

Bilal
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIWAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office
Kesar Earth Solutions
Jaiprakash Complex, Telibandha, Raipur(C.G.)
Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03
Email:- sales@kearthsolutions.com
Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/715

DATE: 1-02-2022

To Mr. Somesh Kumar Parmar

Dear Mr. Somesh,

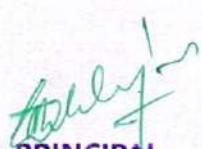
We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

We offer you following emoluments in reference to our discussion during your services

- Your DATE OF JOINING will be 04TH FEBRUARY 2020(Tuesday)
- Yearly Bonus & Incentive as per slab & based on Performance
- TA & DA would be separate based on TA & DA Policy.
- Monthly Stipend: Rs. 5000/- per month,(Inc. all benefits as per policy).
- One month notice has to be given from your side before resignation from the service of the company. However you may terminate the service by paying the amount equivalent to the actual earned in lieu of notice period:
- In case of an abrupt exit on your part, you are not eligible for any emoluments from KES.
- There is a Service Contract with the company for a period of One year from the Date of Joining on the terms & condition enumerated above In case of breach in the contract an amount equivalent to One month is liable to be paid to the company.
- Probation period for your profile is for Three months post which permanent position is offered if the work is satisfactory failing which services can be terminated immediately.

Our offer is contingent upon satisfactory evidence and verification of your credentials as follows –

1. 2 Photographs
2. Educational qualification
3. PAN & Driving License
4. Address Proof – Aadhar Card


PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@kearthsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



Upon joining. The company will issue an appointment letter, by signing that you will be an abiding member of KES and all terms and conditions mentioned in Appointment letter will be applicable to you. Considering you a potential employee, we welcome you in the employment of KES.

To accept this job offer:

Sign and date this job offer letter where indicated below. Submit a copy of your educational certificates, two passport size recent photograph, at least two social references, copy of your credentials, and a current resume. (Kindly make a note that your provided references will be contacted for verification purpose, either by letters, telephonic calls or in person). If you accept this job offer your hire date will be the day when you will be joining the company.

We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Somesh Kumar Parmar



PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@kearthsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



REF NO.: KES/OFR.LTR/706

DATE: 1-02-2022

To Mr. Ketan Kumar Patel

Dear Mr. Ketan,

We feel pleased, to inform you that you have been selected as "Associate-Sales" for "Kesar Earth Solution" (LIUGONG India Pvt Ltd Dealer for Chhattisgarh region).

We offer you following emoluments in reference to our discussion during your services

- Your DATE OF JOINING will be 04TH FEBRUARY 2020(Tuesday)
- Yearly Bonus & Incentive as per slab & based on Performance
- TA & DA would be separate based on TA & DA Policy.
- Monthly Stipend: Rs. 5000/- per month,(Inc. all benefits as per policy).
- One month notice has to be given from your side before resignation from the service of the company. However you may terminate the service by paying the amount equivalent to the actual earned in lieu of notice period.
- In case of an abrupt exit on your part, you are not eligible for any emoluments from KES.
- There is a Service Contract with the company for a period of One year from the Date of Joining on the terms & condition enumerated above In case of breach in the contract an amount equivalent to One month is liable to be paid to the company.
- Probation period for your profile is for Three months post which permanent position is offered if the work is satisfactory failing which services can be terminated immediately.

Our offer is contingent upon satisfactory evidence and verification of your credentials as follows –

1. 2 Photographs
2. Educational qualification
3. PAN & Driving License
4. Address Proof – Aadhar Card

Ketan
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office

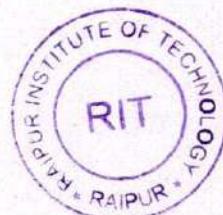
Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@keartsolutions.com

Toll free No.:- 9098300200, 18001033852



Authorised Dealer

KESAR EARTH SOLUTIONS



Upon joining. The company will issue an appointment letter, by signing that you will be an abiding member of KES and all terms and conditions mentioned in Appointment letter will be applicable to you. Considering you a potential employee, we welcome you in the employment of KES.

To accept this job offer:

Sign and date this job offer letter where indicated below. Submit a copy of your educational certificates, two passport size recent photograph, at least two social references, copy of your credentials, and a current resume. (Kindly make a note that your provided references will be contacted for verification purpose, either by letters, telephonic calls or in person). If you accept this job offer your hire date will be the day when you will be joining the company.

We wish you a very happy prosperous and long association of your with us for mutual benefits.

For,

Director

Kesar Earth Solutions

Received & Accepted

HR

Authorized Signature

Mr. Ketan Kumar Patel




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RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Registered office

Kesar Earth Solutions

Jaiprakash Complex, Telibandha, Raipur(C.G.)

Tel.: 0771-4099906-07, Cell no:- 9752542901/02/03

Email:- sales@kearthsolutions.com

Toll free No.:- 9098300200, 18001033852



Fwd: CONGRATULATIONS !! FOR FINAL ELECTION IN HYPER FILTERATION PVT. TD.

1 message

Niraj Nikkumbh <nikkumbhniraj@gmail.com>
 To: dagendrakumar9@gmail.com

Tue, May 10, 2022 at 3:25 PM



Niraj Kumar Nikkumbh

Director-Training and Placement

Doctoral scholar-IIM Raipur

Raipur Institute of Technology | RIT | www.rit.edu.in

Chhatauna, Mandir Hasaud, Raipur - 492101, Chhattisgarh | INDIA

m: +91 9893124242, 9329773045, 9329773054 | IT: +91771 253 4854 | 403 6053 |

e:nikkumbhniraj@gmail.com | tnp@rit.edu.in | trpl@rit.edu.in

----- Forwarded message -----

From: Niraj Nikkumbh <nikkumbhniraj@gmail.com>
 Date: Thu, 30 Jan 2020 at 12:21
 Subject: CONGRATULATIONS !! FOR FINAL ELECTION IN HYPER FILTERATION PVT. TD.
 To: <hod.chem@rit.edu.in>, Dr.Pravin Kumar Borkar <hod.mech@rit.edu.in>, <sashwini99bhai@gmail.com>, Shashwat Kumar Sahoo <shashwatkumarsahoo@gmail.com>, <shidharththawait16@gmail.com>
 Cc: Principal Eng <principal.eng@rit.edu.in>, <principal.nursing@rit.edu.in>, <secretary@rit.edu.in>, Ashish Tiwari <ashishpgppune@gmail.com>

CONGRATULATIONS !!**FOR FINAL ELECTION IN HYPER FILTERATION PVT. TD.****Dear All**

With respect to the "Campus Recruitment Drive (Pooled)" by & for "Hyper Filtration Pvt Ltd" for the 2020 passing out B.E/B.Tech & Diploma In Engineering | Stream: Mechanical & Electrical candidates please find the **Final Result** as mentioned below;

List of Selected Candidate.

SL.NO	CANDIDATE NAME	GENDER	COURSE	STREAM	INSTITUTE	EMAIL ID	CONTACT NO.
1	SHASHWAT KUMAR SAHOO	MALE	B.TECH	MECHANICAL	RITEE	shashwatkumarsahoo@gmail.com	8718838879
2	SHIDHARTH THAWAIT	MALE	B.TECH	MECHANICAL	RITEE	shidharththawait16@gmail.com	9893484409
3	RAHUL KUMAR SINGH	MALE	B.TECH	MECHANICAL	OPJU	singhrahul1042@gmail.com	7488116572
4	GAURAB MANDAL	MALE	B.TECH	MECHANICAL	OPJU	mandal.gaurav90@gmail.com	7805819013
5	B SHRIKANT	MALE	DIPLOMA	MECHANICAL	GOVT. POLY. BHATAPARA	srikant3373@gmail.com	8839357181
6	TUKESHWAR	MALE	DIPLOMA	MECHANICAL	GOVT. POLY. BHATAPARA	tukeshwarmishra731@gmail.com	9165956509
7	UMESH KUMAR	MALE	DIPLOMA	MECHANICAL	GOVT. POLY. BHATAPARA	umeshkumar24041998@gmail.com	6260226987



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 CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

PRINCIPAL

8	ISTEYAK AHMAD	MALE	DIPLOMA	MECHANICAL	GOVT. POLY. BHATAPARA	isteyak01234@gmail.com	7725097987
9	MITHLESH KUMAR VERMA	MALE	DIPLOMA	MECHANICAL	GOVT. POLY. BHATAPARA	Vmontu77@gmail.com	9131717658
10	PARMESHWAR	MALE	DIPLOMA	MECHANICAL	GOVT. POLY. BHATAPARA	vermaparmeshwar1999@gmail.com	9770314685

Note:

Faculty coordinators are requested to inform the candidates & send their joining confirmation latest by **03.02.2020 (Monday)** at pravat@nextgenventures.in



Niraj Kumar Nikkumbh

Director-Training and Placement

Doctoral scholar-IIM Raipur

Raipur Institute of Technology | RIT | www.rit.edu.in

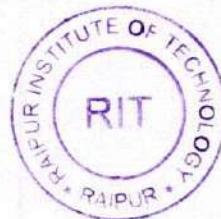
Chhatauna, Mandir Hasaud, Raipur - 492101, Chhattisgarh, INDIA

m: +91 9893124242, 9329773045, 9329773054 | T: +91771 253 4854 | 403 6053

e:nikkumbhniraj@gmail.com | tnp@rit.edu.in | trpl@rit.edu.in

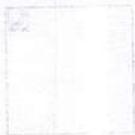
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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)**



into ensuring that the message is error-free and virus-free.
Unfortunately, full security of the email cannot be ensured as, despite our efforts, the data included in emails could be infected, intercepted or corrupted or carry malicious, spam or defamatory contents. Therefore the recipient should check the email for threats with proper software, as IndusInd Bank Limited does not accept liability for any damage inflicted by any virus transmitted or by viewing contents of this email.

Regards,



Ashish Tiwari

Senior Training and Placement Officer

Raipur Institute of Technology | RIT | www.rit.edu.in

Chhatauna, Mandir Hasaud, Raipur - 492101 | Chhattisgarh | INDIA

Contact No. 8827981350, 9329773054

Email Id - ashishpgppune@gmail.com | tnp@rit.edu.in

Thu, Jan 23, 2020 at 11:59 AM

Ashish Tiwari <ashishpgppune@gmail.com>

To: Dagendra Kumar <dagendrakumar9@gmail.com>

[Quoted text hidden]

Tue, May 10, 2022 at 3:44 PM

Niraj Nikkumbh <nikkumbhniraj@gmail.com>

To: dagendrakumar9@gmail.com



SINCE 1996
RITEE

Niraj Kumar Nikkumbh

Director-Training and Placement

Doctoral scholar-IIM Raipur

Raipur Institute of Technology | RIT | www.rit.edu.in

Chhatauna, Mandir Hasaud, Raipur - 492101 | Chhattisgarh | INDIA

m: +91 9893124242, 9329773045, 9329773054 | T: +91 771 253 4854 | 403 6053

e: nikkumbhniraj@gmail.com | tnp@rit.edu.in | tnpl@rit.edu.in

----- Forwarded message -----

From: shreemoyee.mukherjee@indusind.com

Date: Mon, 6 Apr 2020 at 18:23

Subject: MT/ SDM Campus Conclave - IndusInd Bank, Raipur - 2020

To: <nikkumbhniraj@gmail.com>

Cc: Subhadeep Banerjee <Subhadeep.Banerjee@indusind.com>

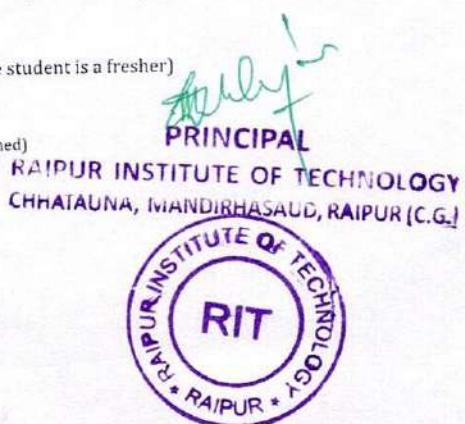
Dear Sir ,

This is further to the appended mail.

In this regard, as a part of the next process, the selected students from your institute are required to complete certain documentation.

As such, we request you to send the following documents for the selected student (if the student is a fresher)

- Updated cv -signed by blue ink on all the pages (please ensure to have the CV colour scanned)
- Pan card.
- Aadhar Card.



- Relative Declaration Form (attached).
- Interview Declaration Form (attached)
- Certificate and mark sheets of graduation & and mark sheets of MBA (till last semester prior to final semester)
- Colour passport size photo
- Name & phone nos. of two professional references

In addition to the above mentioned documents, if the selected student has previous work experience (mentioned in the resume) please provide the below mentioned documents:

- Relieving letter of last company(s)
- Last three salary slips from the last company

Please scan the following documents (only .pdf .jpg or .jpeg format) and share the same as soon as possible.

Please note: The maximum size of attachment that can be attached per mail is 2MB. You may send multiple mails if required.

Kindly connect with us in case of any queries.

With regards,

Shreemoyee Mukherjee | Human Resources_EAST

IndusInd Bank
CALL :- 033 4081 3200

Extension - 354

44, Park Street, 6th Floor

Saket Tower Kolkata - 700016

From: Subhadeep Banerjee [mailto:Subhadeep.Banerjee@indusind.com]
Sent: Monday, January 27, 2020 6:29 PM
To: 'Niraj Nikkumbh'
Cc: 'Sanjay Sen'; Sidhartha.Panda@indusind.com; 'Chiranjit Chakravarti'; 'SAITA BARDHAN'; 'SRUTI NANDI'; 'jayesh karia'; 'mba@rit.edu.in'; 'secretary@rit.edu.in'; 'ashishppppune@gmail.com'
Subject: RE: MT/ SDM Campus Conclave - IndusInd Bank, Raipur - 2020

Dear Mr. Nikkumbh,

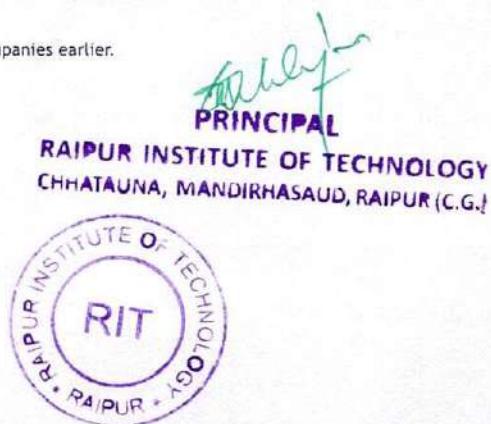
We are pleased to announce that the following students from your institute have been selected to be placed as "Management Trainee - Service Delivery Manager" by IndusInd Bank subject to the below mentioned guidelines:

Mandatory Guidelines:

- They clear their medical fitness (details to be advised shortly) before their appointment formalities.
- They have cleared all preceding semester exams and must clear their final semester exams.
- The candidate selected does not have any relatives working with IndusInd Bank or any of its Group Companies.
- The candidate must be an Indian Nationality and subject to CIBIL rating check. Also, last name/family name/father's name to be included in case student has only first name mentioned on cv/other documents.
- The candidate should not have worked with IndusInd Bank or any of its Group Companies earlier.

List of students shortlisted by IndusInd Bank:

Sl.No	Name of the Students	College
1	Abha Tiwari	rit



2	Omika Dandwani	RIT
3	Arun Kumar Pandey	RIT
4	Adiba Tehreem	RIT
5	Pragati Sharma	RIT

Please confirm the acceptance on the offer from IndusInd Bank and block the students for placement in our Bank, they may be excluded for any subsequent campus placement drives in your college.

Best regards,

Subhadeep Banerjee| Regional Resource Manager – Human Resources



IndusInd Bank Zonal Office-East, Saket Building, 6th Floor, 44 Park Street, Kolkata – 700016

Email: Subhadeep.banerjee@indusind.com | Ph-033 40813200

From: Subhadeep Banerjee [mailto:Subhadeep.Banerjee@indusind.com]

Sent: Saturday, January 18, 2020 5:10 PM

To: 'Niraj Nikkumbh'

Cc: 'Sanjay Sen'; 'Sidhartha.Panda@indusind.com'; 'Chiranjit Chakravarti'; 'SAITA BARDHAN'; 'SRUTI NANDI'; 'jayesh karia'; 'mba@rit.edu.in'; 'secretary@rit.edu.in'; 'ashishpgppune@gmail.com'

Subject: MT/ SDM Campus Conclave - IndusInd Bank, Raipur - 2020

Dear Mr. Nikkumbh,

[Quoted text hidden]
[Quoted text hidden]


PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



492ed46b626c4449
18-Nov-20

Adiba Tehreem
H No 80 Near Bus Stand , Ward No 08
Jashpur Chhattisgarh
Pincode: 496331

Contact No: 7000752623

Sub: Letter of 'Management Traineeship'

Dear Adiba Tehreem,

With reference to your application and subsequent discussions and interviews, we are pleased to offer you an employment with the Bank in the **Junior Management** as a **Management Trainee** for a period of one year, subject to following terms and conditions.

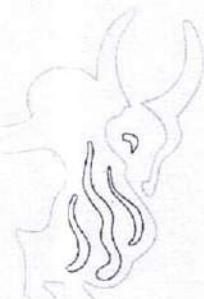
1. As discussed during the interviews and as explained to you and as understood by you during the said discussions and negotiations between you and our representative, the Bank has accepted your application and hereby extend you an offer as a '**Management Trainee**' in the Bank for a period of one year, beginning from the date of your resumption as '**Management Trainee**'. As such your employment will begin with the Bank as a '**Management Trainee**' for the **Consumer Banking Division**.
2. Your employment as a **Management Trainee** as stated above, shall begin with effect from the date you report for duty, which shall not be later than **23-Nov-20**. This letter of '**Management Traineeship**' is valid up to **23-Nov-20**. You are therefore requested to report to Bank on or before the said date at the initial place of posting as mentioned below.
3. You will be imparted rigorous and extensive training on and off the job for the first three months as a '**Management Trainee**' in the Consumer Banking Division, covering the following areas, besides others:
 - a. Product orientation.
 - b. General Banking & Direct Banking Operations processes.
 - c. Bank's IT systems & applications.
 - d. Behavioral skills & selling skills workshops.

1



Abby J
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
Chhatrauna, Mandirhasaud, Raipur (C.G.)



Saket Zone: 6th Floor, Saket Premises No.44, Park Street, KMC Ward No. 63,
PS. Park Street, Kolkata -700016, West Bengal, India. Tel.: +91 33 4081 3200

Registered Office: 2401 Gen. Thimmaya Road, Pune - 411 001, India
Tel.: +91 20 2634 3201 Fax: +91 20 2634 3241 Visit us at www.indusind.com
CIN: L65191PN1994PLC076333

8. The tenure as a Management Trainee shall also be treated as the period of probation. The period of probation or Management Trainee, as the case may be, shall be of twelve months and may be extended by a such period as the competent / assessing / reviewing authority may deem fit and proper, depending upon the performance, output and overall conduct. If your 'Management Traineeship'/probation is not confirmed in the regular employment as a regular employee of the Bank by a written order on completion of the period of twelve month's 'Management Traineeship'/probation or upon completion of the extended period of 'Management Traineeship'/probation, as the case may be, it shall be presumed that your period of 'Management Traineeship'/probation stands extended till such time you are specifically informed in writing by the competent authority of the Bank. In any case you will not be deemed to be confirmed in the employment of the Bank until and unless you are informed in writing to that effect by an order of the competent authority of the Bank. Merely continuation in the 'Management Traineeship'/Probation shall not be treated as a deemed confirmation unless and until you are confirmed in writing of a specific order of the competent authority of HR Department of the Bank.

9. You will have to initiate, execute and liaise with your reporting manager/s and the HR Department about confirmation as a regular employee immediately after completion of the 'Management Traineeship'/probation period or the extended period, as the case may be and carry out the exercise and due diligence and/or pre-requisite for confirmation of your employment in the Bank, failure thereof will be treated as deliberate default on your part to avoid being confirmed in the employment, resultantly making the authorities draw an adverse inference and in such a case you will be abstained from resigning or leaving or abandoning the employment with the Bank without a notice of 3 months.

10. You will be governed by the terms and conditions contained in this letter of 'Management Traineeship'/Probation, and as per the policies, practices and service conditions and Code of Conduct and discipline adopted by the Bank from time to time. The service conditions governing your employment in the Bank shall be subject to alterations/modifications/additions from time to time without any notice. You will strictly observe all the rules of the bank including rules of leave of absence, attendance, punctuality, discipline, Code of Conduct, etc. You are hereby provided the copies of the Code of Conduct applicable to the Bank, the Service Rules relating to Discipline and Disciplinary Action, the Information Security Policy, Information Technology Policy, Information Technology Security Policy, the Confidentiality and Secrecy Policy, etc.

11. As a 'Management Traineeship'/Probation and if absorbed as a regular employee, thereafter, you will have to abide by the Bank's policies, procedures and practices, existing or adopted from time to time, without any notice. You shall strictly adhere to all the rules and regulations and internal systems and procedures regarding the business processes and service conditions which are made applicable to you from time to time.

12. The Bank's policies, guidelines and instructions are uploaded in the Bank's intranet and/or are circulated by way of emails and such other electronic form for the information, reading and use of all the employees of the Bank. As a 'Management Traineeship'/Probation and if absorbed as a regular employee, thereafter, you should read, use and follow all such policies, guidelines and instructions meticulously. These policies, guidelines and instructions uploaded from time to time shall be considered and deemed to be read and understood by all the employees as if the employees have been provided the hard copies thereof under acknowledgment, since access to the policies, guidelines and instructions is given to all the employees. You will have to adhere and follow this meticulously.


PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
 C/o. - JAINA, MANDIRHASAUD, RAIPUR (C.G.)

3



The Bank shall have right to cause the verification done in respect of every information given to the bank on the basis of which this letter of appointment is based. You will have to abide by the action of the Bank if taken against you thereby impacting your employment with the Bank, upon the Bank having come to know that any of the information provided by you before / during / after joining employment of the Bank, is found to be short, deficient, incomplete, incorrect, missing, suppressing, false, fabricated, manipulated, tampered, and so on. As such, the Bank shall have every right to cause the investigation/verification done in respect of any information or details, whether provided by you or otherwise and call back the offer/order of employment and terminate your employment with the Bank at any time, without any notice. The scope and ambit of such investigation and verification may include, besides others, your educational or professional qualifications, previous experience, period and tenure of employment with the previous employer/s, disciplinary action if any initiated or taken, issues of integrity / honesty / devotion / diligence etc. being subject or cause of your exit / resignation from any of the previous employer/s, disputes or discrepancies in date of joining and relieving / salary and perquisites / grades / designations / if asked to resign or leave the employment / if voluntarily abandoned from previous employment/s / terminated / dismissed / imposed with any other punishment, etc.

20. As a mandatory requirement, you will be required and you have agreed to provide to the Bank the certified photocopies of your testimonials towards educational qualifications, previous experience up to and including the immediate previous employment, joining and relieving letters, certificates of salary, other compensation, history of promotions/demotions/elevations etc., issued/required to be issued by all previous employers, details of disciplinary action if any, etc. These documents should be produced by you at the time of your joining, except the relieving letter of the immediate previous employer that is the employer before joining the employment of this Bank, which should be produced within 30 days of your joining the employment as per this offer of employment. Failure to produce these documents as required and within the time schedule shall make you liable for calling back this order/offer of employment and termination from the employment without notice, any time.
21. The bank shall be free to terminate your services any time during the period of probation without any notice, if your performance, output, conduct and behavior are not found to be satisfactory and acceptable to the bank by giving a notice of one month or by paying salary of one month in lieu of one month's notice during the period of probation.
22. After your confirmation in the employment of the Bank, your contract of employment can be terminated by the Bank by payment of an amount equivalent to three months 'pay' in lieu of notice or partly with active service and partly with 'pay'. Whereas, you may resign/leave/discontinue from the employment only after completion of an active employment of 12 months from the date of joining the employment with the Bank and that too after serving an active notice of three months.
23. You may resign/leave/discontinue from the employment of the Bank only after giving and serving of a notice of one month during the period 'Management Trainee'/probation. Similarly, you may resign/leave/discontinue from the employment of the Bank, only after giving and serving of notice of three months, if you are confirmed in the employment of the Bank, subject to clause 8 above.


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5



30. You shall at all times indemnify and keep indemnified the Bank against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Bank in or in connection with any action, claim, proceeding or demand instituted or made against the Bank, caused or occasioned by your breach, fault or neglect in the opinion of the Bank to observe and comply fully with the terms and conditions of your employment.

31. To begin with and till further instructions in writing, your role and responsibilities besides others would include sourcing, acquiring, processing and retaining business for the Bank. As such, the authorities of the Bank will believe and repose confidence in you. You should therefore ensure that there are no shortcomings or lapses or deviations in any of the above activities or in undertaking the exercise of opening of accounts of existing or prospective customers or in adherence and observance of the 'Know Your Customer' policy. You will have to undertake the due diligence process and gather and provide complete information about the existing or potential customers. While sourcing and causing the opening of accounts, you will always give regard to the mandatory 'Know Your Customer' policy and 'Anti Money Laundering' instruction and other instructions of the Bank on sourcing, opening and operating of accounts. You will ensure not to make any violation or breach of Bank's or Regulatory Instructions related to 'Know Your Customer' policy / 'Anti Money Laundering' on sourcing, opening and operating of accounts of the customers, such as; customer information, 'Know Your Customer' policy, field verification, requirement of a bank account of the prospective customer, information about customer's business, customer risk profile, correct address of the customer, business & occupation of the customer, consent and request of the customer, acknowledgment of the customer and delivery of 'Welcome Kit', cheque book/s and other communications to the customer after the account was opened, authorized signatory of the account, verification of the customer information and so on, just to explain a few.

32. While in the employment of the Bank, you will safeguard and ensure to safeguard the interest of the Bank in all matters, documents, valuables, books, property, currencies, coins, etc. and shall do nothing which shall prejudice the interest of the Bank.

33. The age of superannuation shall be 60 years. As such, you will automatically retire from and cease to be in the services of the Bank on attaining the age of 60 years. Your age mentioned in the birth/school certificates will be deemed to be the conclusive proof of your date of birth.

34. You shall intimate in writing to all your reporting authorities and also to the Bank's Human Resources Department at the Corporate Office, about the change of residential address/addresses, residential telephone number/s, cell phone/s, personal email address/addresses and such other communication details as may be required to send you the Bank's communications, immediately, failing which any communication sent on your last known residential address/addresses, cell phone/s, personal email address/addresses and on such other communication details address/addresses shall be deemed to be a valid and proper service.

Babli J
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIAMA, MANDIRHASAUD, RAIPUR (C.G.)



Dear Sir,

SUB: ACCEPTANCE OF LETTER OF APPOINTMENT

I have carefully read and understood all the terms & conditions contained in the letter of employment, dated _____ and hereby confirm my unconditional acceptance of the same.

I shall report as per this letter, at _____ on _____

Date: _____ Signature of the Candidate:

Place: _____ Full Name:

Full address for communication:

Contact No.

Mobile No.:

E-mail address:

Ably
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Fwd: [EXTERNAL] List of students interested to join Rasayan Udyog

1 message

Niraj Nikkumbh <nikkumbhniraj@gmail.com>
 To: dagendrakumar9@gmail.com

Tue, May 10, 2022 at 3:52 PM



Niraj Kumar Nikkumbh

Director-Training and Placement

Doctoral Scholar-IIM Raipur

Raipur Institute of Technology | RIT | www.rit.edu.in

Chhatauna, Mandir Hasaud, Raipur - 492101 | Chhattisgarh | INDIA

m: +91 9893124242, 9329773045, 9329773054 | T: +91 771 253 4854 | 403 6053

e: nikkumbhniraj@gmail.com | tnp@rit.edu.in | trpl@rit.edu.in

----- Forwarded message -----

From: Avinash Prem - HR Executive <avinash.lom@metropolisindia.com>
 Date: Sat, 1 Feb 2020 at 15:03
 Subject: Re: [EXTERNAL] List of students interested to join Rasayan Udyog
 To: nikkumbhniraj <nikkumbhniraj@gmail.com>
 Cc: EKLVYA LATH <eklavya1lath@gmail.com>, eklavyalath <eklavyalath@gmail.com>, vinod lath <vinod_lath@hotmail.com>

Dear Sir,

As discussed we requisite you to kindly apprise the below students for a one on one meeting at our registered office address given below on 7th Feb'20

at 11:00 am.

Registered Office Address :-

Bharati Rasayan Udyog
 G-27, Hira Arcade, Pandri,
 New Bus Stand, Raipur - 492001
 Email ID : info@bruorg.com
 Mob : 9685044100, 9109143892

With Thanks & Regards,

Avinash Prem
 HR Executive

From: "nikkumbhniraj" <nikkumbhniraj@gmail.com>
To: "Avinash Prem, HR Executive" <avinash.lom@metropolisindia.com>
Sent: Thursday, January 30, 2020 2:45:57 PM
Subject: [EXTERNAL] List of students interested to join Rasayan Udyog

Dear Avinashji
 Following students are interested to join Rasayan Udyog.

Amit Nayak
Anam Masood
Rukmangad
Chandrakar
S Jaid Mohammed
Vidhya Sagar Verma

Ably
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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)





Ref: ROLON/CR/19-20

Date: 29th Jan 2020

Dear Sir,

Sub: Final Short Listed- Suitable Candidate.

We thank you for organizing campus interviews held at Raipur, on Jan. 18th & 19th 2020. Based on the aptitude, Technical and personal interview we have short listed some candidates who are suitable for the job profile our company can offer.

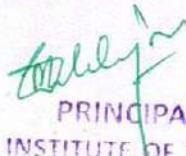
We request you to get back to the colleges/ candidates and get their willingness to join our organization for the following terms and conditions.

Post: Graduate Engineer Trainee – Sales & Service Post:

Diploma Engineer Trainee – Sales & Service

1. Salary for GET's of Rs. 1.92 lacs (Consolidated) per annum for the 1st year, Rs. 2.40 Lacs (Consolidated) per annum for the 2nd year.
Salary for DET's of Rs. 1.44 lacks (Consolidated) per annum for the 1st year, Rs. 1.92 Lacs (consolidated) per annum for the 2nd year.
2. The company follows a holding policy for new trainees under which the company will retain 25% of your salary for the first six months as a security amount. This amount will be held with the company for a period of two years from the date of your taking up employment. In case you decide to resign within the agreement period, you forfeit the security amount and no claim will be entertained in this regard.
3. They will be training & orientation programme at our factory I.D.A., Mallapur, Hyderabad for 45 days. During the training programme accommodation will be provided by the company.
4. Leave facilities as per company's rules, as and when formed by company.
5. You will be required to attend various duties as may be assigned to you from time to time.
6. Any of our technical and other important information which might come into your possession during the continuance of your appointment with us shall not be disclosed, divulged or made public by you while you are with us or thereafter.




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■ Excellence ■ Envision ■ Novel



7. The company will have the right to transfer you to any other department or any subsidiary of associated concerns and shall abide by the working hours of the department, subsidiary or associated concern.
8. You shall not absent yourself from work without previous notice and sanction thereof. Habitual absenteeism without previous permission for any extended period can make your services liable to be terminated without notice.
9. You shall communicate to the company any change in your address as well as personal status. All communication sent to you in normal course on the address given by you shall be deemed to be received by you.
10. Your services are terminable either party by giving one month's notice or salary in lieu thereof.
11. Confirmation & Increment as per performance.
12. During Probation monthly on day leave permitted.
13. On confirmation regular company rules of leaves, Bonus, etc apply.

Short Listed Candidates for GET & DET for Sales and Service

LOCATION:- Raipur			
SI.NO.	NAME	DESIGNATION	COLLEGE
1	SHIDHARTH THAWAIT	GET	R.I.T
2	AKHILESH KUMAR SAHU	GET	R.I.T
3	AMIT KUMAR DEWANGAN	GET	R.I.T
4	AZIMUR RAHMAN	GET	R.I.T
5	DEEKSHA SINGH	GET	R.I.T
6	DEEPAK KUMAR	GET	R.I.T
7	DEEPAK RAJPUT	GET	R.I.T
8	DIPTI JANGHEL	GET	R.I.T
9	GAGAN PREET SINGH	GET	R.I.T
10	GARIMA SINHA	GET	R.I.T

We will send appointment letters within one or two day... If any
quires please feel free to contact us.....

For Rolon Seals

D.RAMESH BABU
(Manager - Customer Support)




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Date: 28/01/2020

Mr. Shaumya Saurav,
Raipur Institute of Technology,
Raipur

Subject: Summer Training

Dear Shaumya,

In reference to your application we would like to congratulate you on being selected for internship with SteelMint Info Services LLP based at Raipur. Your training is scheduled to start effective 29.01.2020 for a period of 2 months. You shall be paid of Rs. 4,000 per month as stipend. All of us SteelMint Info Services LLP are excited that you will be joining our team!

As such, your internship will include training orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on commencement of training.

You should report for training at the following address:

SteelMint Info Service
301, Jeevan Parivar,
Rajeev Nagar, Raipur (C.G)
Contact Person: Hukum Chand Yadav

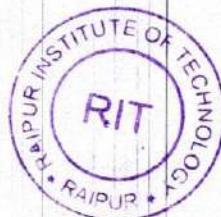
Again, congratulations and we look forward to working with you.

For, SteelMint Info Services LLP

Hukum Chand Yadav
Sr. Manager - Human Resources

Received

Shaumya Saurav



Abhishek
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATTISGARH, MANDIRHASAUD, RAIPUR (C.G.)

Date: 28/01/2020

Mr. Upendra Verma,
Raipur Institute of Technology,
Raipur

Subject: Summer Training

Dear Upendra,

In reference to your application we would like to congratulate you on being selected for internship with SteelMint Info Services LLP based at Raipur. Your training is scheduled to start effective 29.01.2020 for a period of 2 months. You shall be paid of Rs. 4,000 per month as stipend. All of us SteelMint Info Services LLP are excited that you will be joining our team!

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on commencement of training.

You should report for training at the following address:

SteelMint Info Service
301, Jeevan Parisar,
Rajev Nagar, Raipur (C.G.)
Contact Person: Hukum Chand Yadav

Again, congratulations and we look forward to working with you.

For, SteelMint Info Services LLP

Hukum Chand Yadav
Sr. Manager – Human Resources



Abby
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.) 019578100530

#301, Jeevan Parisar, Behind Crystal Arcade, Raipur
Email: info@steelmint.com | www.steelmint.com

Date: 28/01/2020

Mr. Satyamand Ratre,
Raipur Institute of Technology,
Raipur

Subject: Summer Training

Dear Satyamand,

In reference to your application we would like to congratulate you on being selected for internship with SteelMint Info Services LLP based at Raipur. Your training is scheduled to start effective 29/01/2020 for a period of 2 months. You shall be paid of Rs. 4,000 per month as stipend. All of us SteelMint Info Services LLP are excited that you will be joining our team!

As such your internship will include basic orientation and focus primarily on learning and developing relevant skills and a deeper understanding of concepts through hands-on application of what you have learned in class.

The project details and technical platform will be shared with you on commencement of training.

You should report for training at the following address:

SteelMint Info Services
301, Jeevan Puraskar,
Raheev Nagar, Raipur (C.G.)
Contact Person: Hukum Chand

Again, congratulations and we look forward to working with you.

Yours, SteelMint Info Services LLP

Hukum Chand Yadav
Sr. Manager - Human Resources



Hukum Chand
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATRAUNA, MANDIRKHASAUD, RAIPUR (C.G.)

Date: 28/01/2020

Mr. Rahul Verma
Raipur Institute of Technology
Raipur

Subject: Summer Training

Dear Rahul

In reference to your application we would like to congratulate you on being selected for internship with SteelMint Info Services LLP based at Raipur. Your training is scheduled to start effective 29.01.2020 for a period of 2 months. You shall be paid of Rs. 4,000 per month as stipend. All of us SteelMint Info Services LLP are excited that you will be joining our team!

As such, your internship will include training orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on commencement of training.

You should report for training at the following address:

SteelMint Info Services
301, Jeevan Phadari,
Rajeev Nagar, Raipur (C.G.)
Contact Person: Hukum Chand Yadav

Again, congratulations and we look forward to working with you.

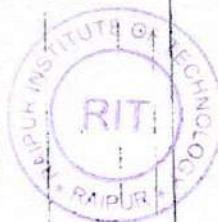
For, SteelMint Info Services LLP

Hukum Chand Yadav
Sr. Manager - Human Resources

Facsimile

Chaitanya Sahoo

301, Jeevan Phadari Behind Crystal Arcade, Raipur, Chhattisgarh 492007, India |
info@steelmint.com | www.steelmint.com



Hukum Chand Yadav
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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

+91 9578100

Ashish Tiwari <ashishpgppune@gmail.com>

Offer Letter

1 message

Aekansh Digimaa <hraekanshdigimaa@gmail.com>
To: adiba.tehreem101@gmail.com
Cc: ashishpgppune@gmail.com, aekanshchauhandigimaa@gmail.com

Tue, Feb 25, 2020 at 2:49 PM

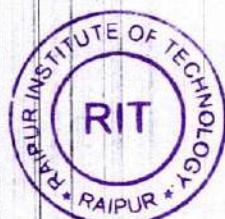
Dear Adiba,

We are very pleased to offer you position of Customer Relationship Manager at our company. Your skills make you an ideal fit for our team.

If you choose to accept this job offer, please confirm at your earliest convenience. Once your acceptance has been received we will send you an appointment letter.

Please let me know if you have any questions or concerns.

Anjali Wadhwan
Human Resources, Aekansh Digimaa
A Block Flat No. 508 Crystal Arcade Lodhipara Chowk, Raipur C.G
492001
Ph No : 78980 32814



Abby J
PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHAIANA, MANDIRHASAUD, RAIPUR (C.G.)

Ashish Tiwari <ashishpgppune@gmail.com>

Offer Letter

1 message

Aekansh Digimaa <hraekanshdigimaa@gmail.com>

To: shiveshgourgour@gmail.com

Cc: ashishpgppune@gmail.com, aekanshchauhardigimaa@gmail.com

Tue, Feb 25, 2020 at 2:44 PM

Dear Shivesh,

We are very pleased to offer you position of Assistant Sales Manager at our company. Your background and skills make you an ideal fit for our sales team..

If you choose to accept this job offer, please confirm at your earliest convenience. Once your acceptance has been received we will send you an appointment letter.

Please let me know if you have any questions or concerns.

Anjali Wadhwanı
Human Resources, Aekansh Digimaa
A Block Flat No. 508 Crystal Arcade Lodhipara Chowk, Raipur C.G
492001
Ph No : 78980 32814

Shivesh
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHAJAPURA, MANDIRHASAUD, RAIPUR (C.G.)



Ashish Tiwari <ashishpgppune@gmail.com>

Re: Offer Letter

1 message

Harshita Arora <aroraharshita2808@gmail.com>
To: Aekansh Digimaa <hraekanshdigimaa@gmail.com>
Cc: ashishpgppune@gmail.com, aekanshchauhandigimaa@gmail.com

Tue, Feb 25, 2020 at 4:21 PM

I accept the offer.

On Tue, Feb 25, 2020, 2:52 PM Aekansh Digimaa <hraekanshdigimaa@gmail.com> wrote:
Dear Harshita,

We are very pleased to offer you position of Customer Relationship Manager at our company. Your skills make you an ideal fit for our team.

If you choose to accept this job offer, please confirm at your earliest convenience. Once your acceptance has been received we will send you an appointment letter.

Please let me know if you have any questions or concerns.

Anjali Wadhwani
Human Resources, Aekansh Digimaa
A Block Flat No. 508 Crystal Arcade Lochipara Chowk, Raipur C.G
492001
Ph: No. 78980,32814



AEKANSHDIGIMAA

Raipur, C.G.

Ashley
PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Ashish Tiwari <ashishpgppune...

Offer Letter

1 message

Aekansh Digimaa <raekanshdigimaa@gmail.com>
To: shiveshgourgour@gmail.com
Cc: ashishpgppune@gmail.com, aekanshchauhan.digimaa@gmail.com

Tue, Feb 25, 2

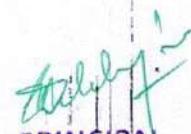
Dear Mayank ,

We are very pleased to offer you position of Assistant Sales Manager at our company. Your back skills make you an ideal fit for our sales team..

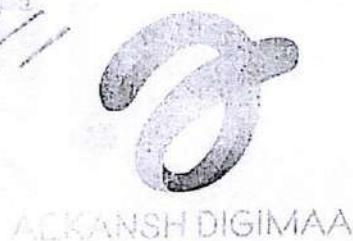
If you choose to accept this job offer, please confirm at your earliest convenience. Once your acc has been received we will send you an appointment letter.

Please let me know if you have any questions or concerns,

Anjali Wadhwani
Human Resources, Aekansh Digimaa
A Block Flat No. 508 Crystal Arcade Lodi para Chowk, Raipur C.G
492001
Ph No : 76980 32814


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AEKANSH DIGIMAA

Letter of Appointment

Date: 13-07-2020

Dear Harshita Arora,

Greetings! From Aekansh Digimaa.

We are pleased to inform you, that you have been appointed for the position of **Customer Relationship Manager** at Aekansh Digimaa. We request you to kindly go through the terms And Conditions of Company Policy, attached in this letter, along with the documents required. On successful acceptance of our company's terms you are required to join work from 13-07-2020

1. We are offering for the position of Customer Relationship Manager CTC amounting to 1,44,000/- (Cost To Company)
2. The office hours will be from 10:00 am till 8:00 pm, Monday to Saturday.
3. If company requests your presence on any Sunday due to work, then you are required to be in office.(Terms & Conditions)
4. Employee will be rewarded for their Hard and Smart work and their work will be regularly monitored by Company's Management . Incentives are strictly subject to HR Department decision.
5. If an employee takes leave with/without informing to the Company Management, they are responsible for a two day deduction from their Monthly Pay.
6. If you are coming late to office, Half day's salary will be deducted from your Monthly Pay.
7. Company provides you with 2 paid Half days.
8. Under certain specific circumstances as mentioned below, Company is authorized to terminate your employment anytime without providing any notice or compensation for the period served.
 - Breach of any terms of this appointment , code of conduct, policies and procedures of the company.
 - In the company's opinion, any act of gross misconduct & indiscipline on your account, Dishonesty Misappropriation, Dereliction of duty in discharging your duties and functions Unpunctuality Neglect of Duty
 - Stealing company's money or property
 - Absence from your normal place of work for more than 4 days continuously without appropriate reasons & prior sanction of leave.
 - Consistent non performance by you as per the verdict of the company

Harshita

508 - Block A, Fifth Floor, Crystal Arcade, Lodhipara, Raipur - 492001
+91-74704-67898, +91-077-1402-6444 | aekanshdigimaa@gmail.com

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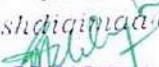
9. An employee is mandatory require not to contact customer directly at any point of time, during his employment and after 6 months from the last working day. Any such instance will be considering company's policy violation. Company is authorized to take a legal action & receive some amount 4,99,999/-.
10. You will be charged penalty for misplacing your ID Card, damaging your Uniform, any unnecessary expenditure shall be recovered from you.
11. Company will provide uniform cost of which will be deducted from first month's salary and added back in your Sixth Month's Salary. (Subject to Job Profile)
12. If you have further queries about your, Employment you may contact directly or approach the HR Department/ Management Department.
13. Following documents are required to be submitted by the employee on successful job enrolment.
 - 4 Nos. Passport size photograph.
 - 10th and 12th Standard Mark sheet of respective boards.
 - Pan card no.
 - Aadhar card no.
 - Highest Education certificate if pursuing graduation/ under graduation, if any.
 - Additionally acquired skills certificate, if any.
 - Bank details. (Passbook Xerox).
 - Cancelled cheque
 - AlterNet Number (Family / roommate).
14. Resources given to by the company :- (Subject to Job Profile)
 - Id cards .
 - Online resource .
 - Cell phones.
 - Uniform .

IMPORTANT POINTS

- i. Consumption of Tobacco/Cigarette/Alcohol/Any Harmful drugs in Office Premises is strictly prohibited, in case of violation of the same, employee will be fined with an amount of 499/- In case of repetition of the same, He/She will be Terminated.
- ii. You will be responsible for safekeeping and good condition of all the company property entrusted to your care and charge. The company reserves the right to recover from you any unauthorised expenditure incurred/any damage caused to the Office property.

(Parshutka)

508 - Block A, Fifth Floor, Crystal Arcade, Lodhipara, Raipur - 492001
+91-74704-67898, +91-077-1402-6444 | aeakanshdigimaa@gmail.com


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C-10, LOKA, MANDIRHASAUD, RAIPUR (C.G.)



Acknowledgement

I Harshita Aurora hereby, acknowledge to have gone through the above company policies and standard terms of employment and agree to accept the same. You confirm that the above terms and condition are acceptable to you and signify your acceptance by signing a copy of this conditional letter of appointment.

Signature Harshita

Date: 11th July 2020

Place: Raipur

Yours Truly

for Aekansh Digimaa

Authorized signatory



AEKANSH DIGIMAA

RAIPUR (C.G.)


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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Ashish Tiwari <ashishpgppune@gmail.com>

Letter of Intent.

1 message

hr@learning-spiral.com <hr@learning-spiral.com>

Fri, Feb 14, 2020 at 4:04 PM

To: sk492046@gmail.com

Cc: Mohtasanjeeta <mohtasanjeeta@gmail.com>, ashishpgppune@gmail.com

Dear Saurav,

Welcome to the Learning Spiral family !!

Apropos your application and subsequent interview you had with us, we are pleased to offer you an employment as "Trainee Developer" in our organization.

This letter of intent is being issued to you so that you can join us on or before 30th April 2020 as a regular employee.

As discussed with you there are identified areas of training which you can cover during the time from today till final joining date as regular employee. During this training period you would be provided guidance and access to company premises / learning resources.

Your discussed package will be paid to you only post joining as regular employee and not during above casual training period.

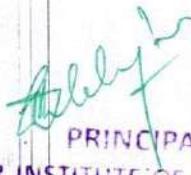
You are requested to submit the following documents at the time of joining your duties:

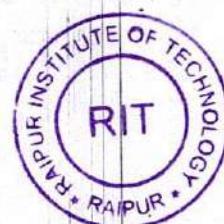
1. Photocopies of all educational certificates.
2. Experience Certificate / Relieving Certificate [if any]
3. Salary Slip [if any]
4. Bank Pass Book of Last 3 months
5. Two passport size photograph
6. Id Proof (PAN Card, Driving license etc)

Please reply to this letter of intent as a token of your acceptance.

Looking forward to having you with us!!

Regards,
Pooja Kathote (HR)
Learning Spiral Pvt Ltd.


PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIAMA, MANDIRHASAUD, RAIPUR (C.G.)



Ashish Tiwari <ashishpgppune@gmail.com>

1/4
12
13
14
Letter of Intent.

1 message

3

Fri, Feb 14, 2020 at 4:09 PM

hr@learning-spiral.com <hr@learning-spiral.com>

To: rajvijay485@gmail.com

Cc: Mohtasanjeeta <mohtasanjeeta@gmail.com>, ashishpgppune@gmail.com

Dear Vijay,

Welcome to the Learning Spiral family !!

Apropos your application and subsequent interview you had with us, we are pleased to offer you an employment as "Trainee Developer" in our organization.

This letter of intent is being issued to you so that you can join us on or before 30th April 2020 as a regular employee.

As discussed with you there are identified areas of training which you can cover during the time from today till final joining date as regular employee. During this training period you would be provided guidance and access to company premises / learning resources.

Your discussed package will be paid to you only post joining as regular employee and not during above casual training period.

You are requested to submit the following documents at the time of joining your duties:

1. Photocopies of all educational certificates.
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3. Salary Slip [if any]
4. Bank Pass Book of Last 3 months
5. Two passport size photograph
6. Id Proof (PAN Card, Driving license etc)

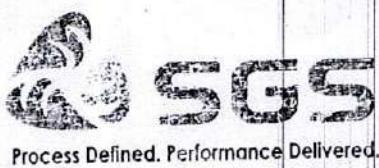
Please reply to this letter of intent as a token of your acceptance.

Looking forward to having you with us!!

Regards,
Pooja Kathote (HR)
Learning Spiral Pvt Ltd.


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SGS Technical Services Private Ltd.

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Third Floor, Crystal Tower, GE Road, Opposite Minocha petrol pump,
Beside Chhattisgarh Hotel, Telibandha, Raipur (C.G)
Ph: 0771-4914011, Mob.: 7773008686

Selection Letter

Date: 12/02/2020

Dear Rakesh Kumar

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

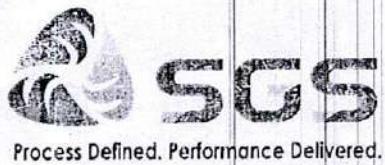
All the Best!

Yours sincerely

Ritesh Baghel
Country Head

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Ph.: 0771-4914011, Mob.: 7773008686

Selection Letter

Date: 12/02/2020

Dear Ritesh Baghel M.B.A

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

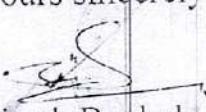
Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

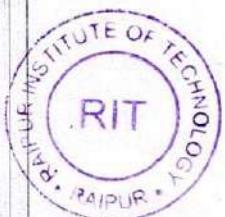
Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

All the Best!

Yours sincerely


Ritesh Baghel
Country Head


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Ph.: 0771-4914011, Mob.: 7773008686

Selection Letter

Date: 12/02/2020

Dear Monika Baghe

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

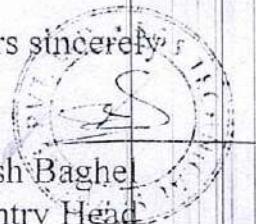
We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

All the Best!

Yours sincerely

Ritesh Baghe
Country Head




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATIAUNA, MANDIRHASAUD, RAIPUR (C.G.)



Selection Letter

Date: 15/05/2020

Dear Mr. Ritesh Baghel

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

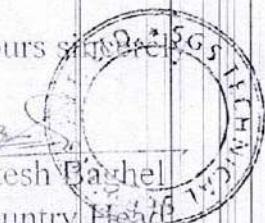
Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

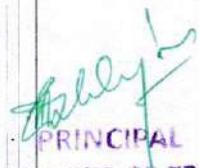
We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

All the Best!

Yours sincerely,
Ritesh Baghel
Country Head




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SGS

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Ph.: 0771-4914011, Mob.: 7773008686

Selection Letter

Date: 12/05/2020

Dear Sir Ma'am

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

All the Best!

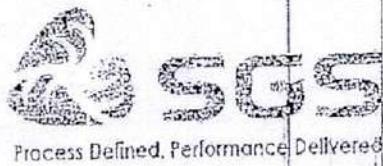
Yours sincerely


Ritesh Baghel
Country Head


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Beside Chhattisgarh Hotel, Telibandha, Raipur (C.G)
Ph: 0771-4914011, Mob.: 7773008686

Selection Letter

Date:

Dear

Sakshi Faiswal

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

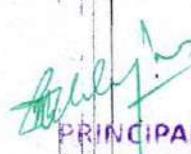
We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

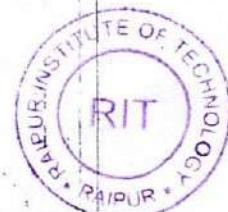
Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

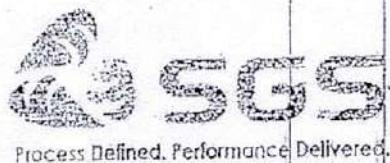
All the Best!

Yours sincerely,


Ritesh Baghel
Country Head


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SGS Technical Services India

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Beside Chhattisgarh Hotel, Telibandha, Raipur (C.G)
Ph: 0771-4914011, Mob.: 7773008686

Selection Letter

Date:

Dear

Neha Mishra

Congratulations!

We are pleased to inform you that your candidature has been selected to join Team SGS.

Your tentative Date of Joining shall be June/July 2020. We will be in contact with you to coordinate with you for the exact Date of joining.

We would like to thank you for your time and interest in pursuing a professional career opportunity with SGS.

Should you have any queries, please do not hesitate to contact the HR Department at RM@sgsconsulting.com or reach out at 7773006300.

All the Best!

Yours sincerely

Ritesh Baghel
Country Head

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CHHATTAJUNA, MANDIRHASAUD, RAIPUR (C.G.)



04-Dec-2020

Megha Patnaik
Ward No. 27 Infront of Shubhkamna Hospital
Mowa, Dubey Colony, Raipur

Dear Megha Patnaik

Sub: Internship

Pursuant to the discussion we had with you, we are hereby pleased to offer you Internship for the period of 12 months in "Human Resource Department" based at our Sonadil Cement Plant (SCP) with following terms & conditions -

1. You will report to Mr. Vivek Jaiswal, DGM - HR & Admin.
2. You will be paid stipend of Rs. 20,000/- (Twenty thousand rupees only) per month.
3. You will be provided with the company's accommodation (shared basis) till your internship period with the company.
4. Wherever you require official travel in connection with your job, you will be entitled for travelling by car, jeep, train as per the entitlement in the band "D" level.
5. The above payment will be subject to deduction of Income Tax at source as applicable from time to time.
6. The internship will be for the period of 12 months commencing from 14th of December 2020.
7. You shall maintain official secrecy, confidentiality and integrity during the tenure of Internship with the company.
8. Other than the payments enumerate above, you will not be eligible for any other payments and benefits during your Internship with the company.
9. During the tenure of this internship, the company will be at liberty to terminate this internship contract by giving 15 days notice for internship fees equivalent to 15 days in lieu of notice.
10. On your part also if you intend to terminate this contract, you will give 15 days prior notice to the company.
11. It will be mandatory for you to undergo Nuvoco Safety Trainings and to observe all Nuvoco Safety Rules, Guidelines, and Advisories applicable from time to time.
12. The company shall not be liable for any risks/ injury or illness that may be caused to you during and in the course of the internship with us, whether within or outside the company premises and no claim shall lie against the company for damages and compensation whatsoever.
13. This is a temporary assignment and therefore internship contract will automatically expire after 12 months.

We shall request you to please confirm your acceptance by signing the attached copy of this letter and return it to us at the earliest.

Yours faithfully,



Ramesh Warke
Sr. VP - SCP




PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)
Sandeep Pandey
Sr. VP - HR

Nuvoco Vistas Corp. Ltd.

Sonadil Cement Plant - Dist. Baloda Bazar, Bhopal, Chhattisgarh - 493 332, India Phone +91(0) 7727 222224/225/226
Corporate & Registered Office: Equinox Business Park, Tower 3, East Wing, 4th Floor, Off Banerji - Kurla Complex, 165 Marg Kurla (West), Mumbai 400 070, Maharashtra

NUVOCO

04-Dec-2020

Kalyani Rawat
Shakti Nagar Raipur

Dear Kalyani Rawat

Sub: Internship

Pursuant to the discussion we had with you, we are hereby pleased to offer you Internship for the period of 12 months in "Human Resource Department" based at our Sonadih Cement Plant (SCP) with following terms & conditions :-

1. You will report to Mr. Vivek Jaiswal, DGM - HR & Admin.
2. You will be paid stipend of Rs. 20,000/- (Twenty thousand rupees only) per month.
3. You will be provided with the company's accommodation (shared basis) till your internship period with the company.
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Yours faithfully,

Ramesh Warke
Sr. VP - SCP



PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY

CHHATIAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Sandeep Pandey
Sr. VP - HR

Nuvoco Vistas Corp. Ltd.

Sonadih Cement Plant: Dist. Baloda Bazar, Bhopal, Chhattisgarh - 493 332, India Phone: +91(0) 7727 22224/225/226
Corporate & Registered Office: Equinox Business Park, Tower 3, East Wing, 4th Floor, Off Bandra - Kurla Complex, 185 Marg Kurla (West), Mumbai - 400 070, Maharashtra

04-Dec-2020

Nasra Khan
Bhilai Secot. 7 Mandir Gali
H.No. 56

Dear Nasra Khan

Sub, Internship

Pursuant to the discussion we had with you, we are hereby pleased to offer you Internship for the period of 12 months in "Human Resource Department" based at our Sopadih Cement Plant (SCP) with following terms & conditions -

1. You will report to Mr. Vivek Jaiswal, DGM - HR & Admin.
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We shall request you to please confirm your acceptance by signing the attached copy of this letter and return it to us at the earliest.

Yours faithfully,

Ramesh Warke
Sr. VP - SCP



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Chhatauna, Mandirhasaud, Raipur (C.G.)

Sandeep Pandey
Sr. VP - HR

Nuvoco Vistas Corp.Ltd.

Sopadih Cement Plant - Dist. Baloda Bazar, Bhopal, Chhattisgarh - 493 332, India Phone: +91 (0) 7727 222224/225/226
Corporate & Registered Office: Equinox Business Park, Tower 3, East Wing, 6th Floor, Off Bandra - Kurla Complex, 185 Marg, Kurla (West), Mumbai - 400 070, Maharashtra

Nuvoco

04-Dec-2020

Partiksha Tiwari
Lodhi Para, Shankar Nagar
Raipur

Dear Partiksha Tiwari

Sub. Internship

Pursuant to the discussion we had with you, we are hereby pleased to offer you Internship for the period of 12 months in "Human Resource Department" based at our Sonadih Cement Plant (SCP) with following terms & conditions -

1. You will report to Mr. Vivek Jaiswal, DGM - HR & Admin.
2. You will be paid stipend of Rs. 20,000/- (Twenty thousand rupees only) per month.
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4. Wherever you require official travel in connection with your job, you will be entitled for travelling by car, jeep, train as per the entitlement in the band "D" level.
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13. This is a temporary assignment and therefore Internship contract will automatically expire after 12 months.

We shall request you to please confirm your acceptance by signing the attached copy of this letter and return it to us at the earliest.

Yours faithfully,

Ramesh Warke
Sr. VP - SCP



PRINCIPAL
RAIPUR INSTITUTE OF TECHNOLOGY
CHHAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Sandeep Pandey
Sr. VP - HR

Nuvoco Vistas Corp.Ltd.

Sonadih Cement Plant - Dist. Baloda Bazar, Bhatapara, Chhattisgarh - 493 332, India Phone +91(0) 7727 772334/775727
Corporate & Registered Office - Equinox Business Park, Tower 3, East Wing, 4th Floor, Off Bandra - Kurla Complex, 185 Marg Kurla (West), Mumbai 400 070, Maharashtra

OFFER LETTER

02.03.21

Mr. Ayush Dewangan
Bajracharya Mandir Mahadev ghat road
Raipur, Raipur (C.G.) - 492001

Dear Ayush,

Sub: Letter of Offer

We refer to your recent discussions with us and are pleased to offer you the position of **Business Development Manager-Sales**.

Your new location is Raipur. Your date of Joining will be **09.03.2021**.

You will report to **Sales Head-West**.

You will be entitled to a fixed CTC of **Rs. 20,000/- per month** (Twenty Thousand only). The detailed Salary Annexure will be provided to you in the Appointment Letter on submission of the relevant documents.

On the date of joining, please submit copies of the following documents and produce originals wherever required:

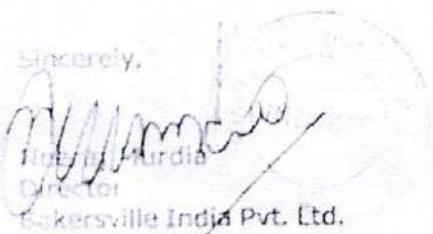
- Passport size photographs
- Educational certificates (Furnish till graduation, PG, PWD etc.)
- Bank account certificate, salary statement, statement of the last pay drawn from the previous employer/Copy of Resignation duly accepted by Current employer
- Experience certificate from all past previous employers
- Pan Card, Address Proof, Aadhar card & Driving License
- Medical certificate

The above appointment letter will be issued to you on completion of all the joining formalities and scrutiny of the submitted documentation. In case any of the documents submitted are found to be false or misleading, our offer stands cancelled. If you find the above terms of employment acceptable, you are requested to sign the copy of this offer letter as a token of acceptance and submit it back to us.

Condition: During your association with this organization, you will be required to give minimum 1 (one) month prior notice to the management in case you decide to resign from this post. You are also required to deposit with organization, sum amount of Rs. 10,000 for the assets allotted by the company. While signing this, you are committed to work over here for at least one year.

Your work performance will be analyzed by the management after three months and will review accordingly.

Sincerely,


Rajendra Kardia
Director
Bakersville India Pvt. Ltd.




PRINCIPAL

RAIPUR INSTITUTE OF TECHNOLOGY
CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)

Date : 23-Sep-2020

Name : DHARMESH SAHU

Address : H.NO 96 GALI NO 3 NEAR NEHA SCREEN VIJAY NAGAR AVANTI VIHAR SHANKAR NAGAR SHANKAR NAGAR RAIPUR CHHATTISGARH 492007

Employee Code : AS461641

Dear Sir / Madam,

We are pleased to appoint you in our organization as **RELATIONSHIP OFFICER (Grade – E2)** in the **RURAL LENDING POWER GOLD SALES** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **05-Oct-20**. Your place of work shall presently be at **URLA**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	6323	75876
HRA	2529	30348
Conveyance Allowance	1600	19200
Special Allowance	2527	30324
Local Conveyance	1000	12000
Employer Provident Fund	1374	16488
Employer ESIC	455	5460
CTC	15808	189696

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.




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3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related




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information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.



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The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in Mumbai will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.
We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,
For IKYA Human Capital Solutions (A division of Quess Corp Limited)

Tej Hans Raj Singh
Vice President - Operations | Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: DHARMESH SAHU

Signature:.....

Emp Id: AS461641

Place:.....

Date:.....



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Sunita Global Ltd.

Chubey Colony,
G.E. Road,
Raipur - 492 010 (C.G.)
India

Phone : 91-771-2254208
Fax : 91-771-2253825
E-Mail : sgl@sunitaonline.com
Website : www.sunitaonline.com

To,
Khushboo Agrawal
Raipur - 492001 (C.G)
Mobile: 7828572327

10th March, 2021

Appointment Letter

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Junior Executive Manager - at Tulip Arena by SGL, Sunita Park, Raipur for a fixed tenure contract of one year on the following terms & conditions:-

Your appointment will be effective from 10th March, 2021. The said appointment shall automatically come to an end, on expiry of the aforesaid tenure, unless the same is extended in writing, by the company. However all the force majeurs will be applicable in case of any extension or delay in written consent.

You will be paid a gross 1,56,000/- (Rupees One lakh fifty six thousand only) annually for the period of service which will be the total cost to the Company (CTC). Professional / Income or any other government taxes if applicable will be deducted from the payout.

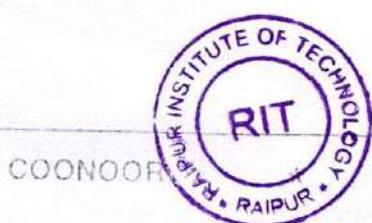
Timing: You will be a full time employee of the company (Office Timings: 9:00 A.M. to 6:00 P.M.; Working Days: 6 days in a Week). Executive work timings may differ and will be as per the case to case.

Tenure: You are bound to work for the company for the period for at least 6 months from the date of joining.

Resignation: You may resign from the company by giving 3 month written notice in advance. You will have to complete the projects / tasks given to you before submitting your resignation letter. You are not allowed to take up any work outside be it personal or professional for self or others during your job tenure other than the work given by the company.

Termination: The management will be free to terminate your job anytime without any prior notice or without specific reason. Your termination without notice will attract a cost equivalent to the last three months payouts to you.

Leaves: You are expected to submit a written application, specifying the appropriate reason and time for the specified leave to be taken, on approval basis. If the no. of days for which the leave is taken, exceeds the no. of days for which the leave is granted, without proper intimation, you will be charged fine. This would be double, of the actual amount deducted for leaves.




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COIMBATORE * COCHIN



Sunita Global Ltd.

One Day Orientation
G.E. Raipur
Raipur - 492 010 (C.G.)
India

Phone : 91-771-2254208
Fax : 91-771-2253825
E-Mail : sgl@sunitaonline.com
Website : www.sunitaonline.com

You are expected to follow all the other Office Decorum - general rules, regulations and code of conduct of the company framed / updated from time to time.

Further, at the time of joining, you are supposed to submit your Aadhar card copy, postal address proof and bank accounts details, verified signature from your Bank for our official records and sign ACH/Cheque equivalent to the CTC through SFL as your guarantee.

We congratulate you on your appointment and wish you a long and successful career with us. We assure you of our support for your professional development and growth.

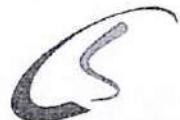


Club Arena by SGL
Hospitality Company (Hotel, Club and Events)

Khushboo Agrawal
(Signed and Accepted)


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CHHATAUNA, MANDIRHASAUD, RAIPUR (C.G.)





Sunita Global Ltd.

Choubey Colony,
G.E.Road,
Raipur - 492 010 (C.G.)
India.

Phone: 91-771-2254208
Fax: 91-771-2253825
E-Mail: sgl@sunitaonline.com
Website: www.sunitaonline.com

To,
Harshita Arora
Raipur - 492001 (C.G)
Mobile: 9340015110

15th Feb. 2021

Appointment Letter

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Human Resource and Marketing Executive - at Tulip Arena by SGL, Sunita Park, Raipur for a fixed tenure contract of one year on the following terms & conditions:-

Your appointment will be effective from 15th Feb, 2021. The said appointment shall automatically come to an end, on expiry of the aforesaid tenure, unless the same is extended in writing, by the company. However all the force majors will be applicable in case of any extension or delay in written consent.

You will be paid gross 1,80,000/- (Rupees One lakh eighty thousand only) annually for the period of service which will be the total cost to the Company (CTC). Professional / Income or any other government taxes if applicable will be deducted from the payout.

Timing: You will be a full time employee of the company (Office Timings: 9:00 A.M. to 6:00 P.M., Working Days: 6 days in a Week). Executive work timings may differ and will be as per the case to case.

Tenure: You are bound to work for the company for the period for at least 6 months from the date of joining.

Resignation: You may resign from the company by giving 3 month written notice in advance. You will have to complete the projects / tasks given to you before submitting your resignation letter. You are not allowed to take up any work outside be it personal or professional for self or others during your job tenure other then the work given by the company.

Termination: The management will be free to terminate your job anytime without any prior notice or without specific reason. Your termination without notice will attract a cost equivalent to the last three months payouts to you.

Leaves: You are expected to submit a written application, specifying the appropriate reason and time for the specified leave to be taken, on approval basis. If the no. of days for which the leave is taken, exceeds the no. of days for which the leave is granted, without proper intimation, you will be charged fine. This would be double, of the actual amount deducted for leaves.



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RAJIV INSTITUTE OF TECHNOLOGY
CHENNAI, MANDIRHASAUD, RAIPUR (C.G.)

COIMBATORE COCHIN

Abby
PRINCIPAL

Harshita



Sunita Global Ltd.

Choubey Colony,
G.E.Road,
Raipur - 492 010 (C.G.)
India.

Phone : 91-771-2254208
Fax : 91-771-2253825
E-Mail : sgl@sunitaonline.com
Website : www.sunitaonline.com

You are expected to follow all the other Office Decorum - general rules, regulations and code of conduct of the company framed / updated from time to time.

Further, at the time of joining, you are supposed to submit your Aadhar card copy, postal address proof and bank accounts details, verified signature from your Bank for our official records and sign ACH/Cheque equivalent to the CTC through SFL as your guarantee.

We congratulate you on your appointment and wish you a long and successful career with us. We assure you of our support for your professional development and growth.

Sincerely,
Renuka
Tulip Arora (SGL
Hospitality Consultant, Club and Events)

Harshita
Harshita Arora
(Signed and Accepted)





AMITY INTERNATIONAL SCHOOL

(Under the aegis of Rishabh Education Foundation)

Sector-30, Atal Nagar (Naya Raipur)

Distt. Raipur - 492101, Chhattisgarh

Ph : +91-9340061570 / 67, Website: www.amity.edu/ais/raipur

Date: 05th February 2020

Dear Mr. Siddhartha Sabharwal

Referring to your application and subsequent interview, the Management is pleased to appoint you as **Marketing Executive** with effect from **10th February 2020** as per the terms and conditions mutually agreed, details of which will be given to you at the time of joining.

You are requested to report at AIS, Atal Nagar on or before 10th February 2020 at 8 am.

Please bring photocopies of all your School, College, Experience Certificates, KYC and Medical Fitness Certificate at the time of joining.

Wishing you all the best.

Priya
7/2

Priya Shrivastava

Headmistress
Amity International School
Atal Nagar (Naya Raipur)



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CHHATAUNA, MANDIRHASAUB, RAIPUR (C.G.)

LETTER OF OFFER

Miss. Naincy Sihani
Raipur (C.G.)

Date: 27th May 2021

Dear Miss. Naincy Sihani,

Congratulations!!

We are pleased to offer you the position of **Approval Executive** in **Intellimint Technologies Pvt. Ltd.** Based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

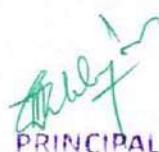
1. You will be designated as **Approval Executive**.
2. Your date of commencement of Employment will be **1st June 2021**.
3. You will be entitled to receive CTC of Rupees Thirteen Thousand Per Month (Rs 13,000/- month)
4. Your location and area of operations will be **Raipur (C.G.)**.
5. You will have to abide with all service rules and regulation of in **Intellimint Technologies Pvt. Ltd.**
6. Your performance will be reviewed after six months from the date of joining.
7. Please bring along the below listed documents / details on your day of joining.
 - (a) Date of Birth proof certificate (Copy of passport / Adhar Card / PAN).
 - (b) Original Academic Certificates (all from 10th to Highest).
 - (c) Original Resignation Letter with acknowledgement.
 - (d) Relieving letter from previous employer (Original).
 - (e) Proof of compensation last drawn (3 Months - Original).
 - (f) Three passport size photographs (Recent).
 - (g) Bank Statement (six months).
8. Sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,

For,

Intellimint Technologies Pvt. Ltd.
INTELLIMINT TECHNOLOGIES PRIVATE LIMITED
Graenka
DIRECTOR
Human Resources Department



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CHHATISGARH, MANDIRHASAUD, RAIPUR (C.G.)

3rd floor, Office No.-315, Ambuja Mall, Raipur, Chhattisgarh, Pin-492001

(+91) 8770414100 info@cashpo.in

CIN- U72900CT2020PTC010762
PAN- AAFCI8614L

