

JL Number- D/18/AV/JL/761/ARO

(In lieu of and same as Rahdari Certificate No)

**JOINING LETTER FOR AGNIVEER (GENERAL DUTY) BY OFFICE OF  
ARO AURANGABAD**



Dear Candidate,

1. Congratulations on being shortlisted for enrolment as an Agniveer in the Recruiting Year 2023-24
2. Your personal details are as under :-
  - (a) Name : GIRAM KONDIBA VISHWANATH
  - (b) Father/Guardian Name : VISHWANATH SHESHERAO GIRAM
  - (c) Date of Birth : 29-May-2003
  - (d) Category/Trade : AGNIVEER (GENERAL DUTY) MARATHIA
  - (e) Identification Marks : i A BM 2.5CM INFRONT OF RT EAR  
ii A BM 1CM BELOW INNER 1/3RD OF LT COLLAR BONE
  - (f) Highest Education Qualification : 10th(SSC)
  - (g) Education Qualification for Entry/Recruitment : 10th(SSC)
  - (h) Details of relaxation/Lowering of Physical Standards, granted, if any (HT, Wt, Chest) : -
  - (j) RollNo : PUN\_MAH\_AUR\_AVGD\_2023\_102552
  - (k) Block/Locality : MANWATH
  - (l) District : PARBHANI
  - (m) State : Maharashtra
  - (n) Pin Code : 431505
  - (o) Regiment Alloted : BEG AND CENTRE, KIRKEE
  - (p) Date of Rally Screening : 29-Jun-2023



PBN/PTI/1-1-1/RSR/(SR)/1403/2017 DATE :26/01/2017

# THE MAHARASHTRA URBAN CO.OP.CREDIT SOCIETY LTD.PATHRI

Panchayat Samiti Complex,  
Pathri Tq.Pathri Dist. Parbhani-431506



**Name** : **Kishor Narayan Chavan**

**Desi.** : Manager

**D.O.B** : 10.06.1995

**Mo.No.** : 8208700498

**Adress** : At.Po.Manoli Tq.Manwat  
Dist.Parabhani

*Kishor Narayan Chavan*  
अध्यक्ष

दि. महाराष्ट्र अर्बन को-ऑप.  
क्रेडिट सोसायटी लि. पाथरी



Pallavi Balkishan Dhabadge

Employee No. : 887210

A handwritten signature in black ink, appearing to be 'H S D', written over a horizontal line.

Issuing Authority



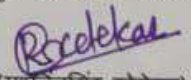


7. महाराष्ट्र शासन सामान्य प्रशासन विभागाचे शासन निर्णय क्रमांक बी.सी.सी. -2011/प्र.क्र. 1064/2011 16-ब दिनांक 12.12.2011 अन्वये कोतवाल पदासाठी उमेदवाराने नियुक्ती आदेशाच्या दिनांकापासून 6 महिन्यांच्या आत आपल्या जात प्रमाणपत्राची वैधता संबंधित जात प्रमाणपत्र पडताळणी समितीकडून करून घेणे आवश्यक राहिले, त्यांनी नियुक्ती स्विकारताच जात वैधता तपासणी करण्यासाठीचा प्रस्ताव संबंधित जात प्रमाणपत्र पडताळणी समितीकडे सादर करावा व जात प्रमाणपत्र पडताळणी समितीने दिलेल्या पोहोच पावतीची फत नियुक्ती पाधिकाऱ्यास सादर करावी.

8. कोतवाल पदाची नोकरी सोडायची असल्यास तशी आगवू सुचना एक महिना अगोदर देवून राजीनामा मंजूर करून घ्यावा लागेल. अन्यथा अशी आगवू सुचना न दिल्यास त्यांच्याकडून एक महिन्याचे मानधन तसूळ करण्याचे अधिकार नियुक्ती पाधिकाऱ्यास राहतील.
9. वैद्यकीय मंडळाकडून शारीरिकदृष्ट्या पात्र असल्याबाबतचे वैद्यकीय प्रमाणपत्र शासन सेवेत रुजू झाल्यापासून 3 महिन्यांचे आत सादर करावे लागेल.
10. कोतवाल पदाच्या पदभरतीसाठी सादर केलेले आवश्यक अभिलेखांच्या सत्यतेच्या अधिन राहून निवड करण्यात आल्याने सदर कायदपत्र बनावट, खोटे असल्याचे आढळून आल्यास त्यांची सेवा पुर्व सुचना न देता किंवा कोणतेही कारण न दर्शविता समाप्त करण्याचे नियुक्ती अधिकऱ्याचे अधिकार अबाधित राहतील. याबाबत त्यांची कोणतीही तक्रार विचारात घेतली जाणार नाही.
11. महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रतिगोपन) नियम 2005 च्या अंमलबजावणीनुसार उमेदवारांना दिनांक 28 मार्च 2005 रोजी किंवा त्यानंतर ह्यात असलेल्या अपत्याची संख्या दोन पेक्षा अधिक असल्याचे आढळून आल्यास आपणास नियुक्ती करिता अपात्र ठरविण्यात येईल, तसेच खोटी माहिती देऊन जरी हजार झाल्यास सदरबाबत माहिती प्राप्त झाल्यानंतर कोणत्याही टप्प्यावर नियुक्ती तात्काळ रद्द करण्यात येईल.
12. नियुक्तीचे आदेश प्राप्त झाल्यापासून 30 दिवसांचे आत कामावर हजर होणे बंधनकारक आहे अन्यथा सदर नियुक्तीचे आदेश रद्द समजण्यात येवून प्रतिसा सुचीवर ठेवण्यात आलेल्या उमेदवारांची नियुक्ती करण्यात येईल. तसेच नेमणुकीच्या ठिकाणी रुजू होण्यासाठी प्रवास खर्च दिला जाणार नाही.
13. नियुक्तीच्या पदावर रुजू होताना संबंधितांनी रीक्षणीक पात्रता विषयक प्रमाणपत्र, वयाबाबतचा दाखला ई. सत्यप्रती सादर कराव्यात.
14. सदरील नियुक्ती ही शासनाने वेळोवेळी विहित केलेल्या अटीच्या अधीन राहिल. शासन जे जे आदेश व अटी निश्चीत करेल त्या सर्व सेवाशर्ती सदरील नियुक्त उमेदवारांना बंधनकारक राहिल.
15. संबंधित सज्जा तलाठी यांनी कोतवाल रुजू झाले बाबत अहवाल या कार्यालयास सादर करणे बंधनकारक राहिल. तसेच संबंधित कोतवाल यांचा दरमहा उपस्थितीचा अहवाल या कार्यालयास पाठविण्यात यावा अन्यथा संबंधित कोतवाल यांचे वेतन काढण्यात येणार नाही याची नोंद घ्यावी.
16. सदरील उमेदवाराने नियुक्ती झालेल्या ठिकाणी मुख्यालयी कायमस्वरूपी राहणे बंधनकारक राहिल. व तशा आशयाचे बंधपत्र 100/- चे बॉन्डवर देणे बंधनकारक आहे व सदर ठिकाणी कायमस्वरूपी राहोवास न केल्यास नियुक्तीनंतर आपल्या रहिवासाबाबत गोपनीय माहिती घेऊन आपला कायम राहोवास सदर ठिकाणी न आढळल्यास व अशी बाब निदर्शनास आल्यास कोणत्याही टप्प्यावर आपली नियुक्ती रद्द करण्यात येईल याची नोंद घ्यावी.
17. कोतवाल पदावर नियुक्त झाल्यानंतर खाजगी नोकरी किंवा व्यवसाय स्विकारता येणार नाही.
18. कोतवाल हा पूर्ण वेळ गावकामगार असेल. सदरील पद गट-क किंवा गट-ड संवर्गातील नसून अवर्गीकृत (Non-classified) आहे.

उपरोक्त अटी व शर्तीचे पालन न झाल्यास / पुर्तता न झाल्यास संबंधितांना शासन सेवेतून विनानोटिस तात्काळ कमी करण्यात येईल.

दिनांक: 10/10/2023  
स्थळ : मानवत

  
(रणाजितसिंह कोळेकर)  
तहसीलदार मानवत तथा सदस्य सचिव  
कोतवाल भरती 2023  
सदस्य सचिव, तालुका निवड समिती  
तथा तहसिलदार, मानवत

- प्रत
1. मा. जिल्हाधिकारी परभणी यांना माहितीस्तव सविनय सादर.
  2. मा. उपविभागीय अधिकारी पाथरी यांना माहितीस्तव सविनय सादर.
  3. उप कोषागार अधिकारी, मानवत यांना माहितीस्तव.
  4. लेखा शाखा, तहसील कार्यालय मानवत
  5. मंडळ अधिकारी कोल्हा यांना आवश्यक त्या कार्यवाहीस्तव.
  6. तलाठी सज्जा करंजी यांना आवश्यक त्या कार्यवाहीस्तव.
  7. संबंधितांस अनुपालनास्तव.
  8. स्थायी आदेश संचिका.



## भारत शासन

तालुका दंडाधिकारी तथा तहसिलदार मानवत यांचे कार्यालय, मानवत.

संकलन- आस्थापना व लेखा

ई-मेल:- tahmanwath@gmail.com

दुरध्वनी क्र.:-02451240123

जा.क्र.2023/आस्था/कोतवाल भरती/कावी

दिनांक 10.10.2023

1. महसूल व वन विभागाचे शासन निर्णय केजोटी-2012/प्र.क्र. 432/ई-10 दि. 05/09/2013.
2. महसूल व वन विभागाचे शासन निर्णय क्र. संकीर्ण-2023/प्र.क्र.17/ई-10 दिनांक 17/05/2023.
3. सामान्य प्रशासन विभागाचे शासन निर्णय क्रमांक बीसीसी-2011/प्र.क्र.1064/2011/16-ब/दि.12.12.2011
4. मा. विभागीय आयुक्त औरंगाबाद, मागासवर्ग शाखेचे पत्र क्र.जा.क्र.2023/मावक/कक्ष-1/सिआ-182/कावी- दि.09.06.2023
5. मा. जिल्हाधिकारी परभणी यांचे आदेश क्र. 2023/अ-2/ आस्था -1/सिआर-4. दि. 21/07/2023
6. मा. जिल्हाधिकारी परभणी यांचे पत्र 2023/अ-2/ आस्था -1/सिआर-4. दि. 03/10/2023
7. तालुकास्तरीय निवड समिती, मानवत यांची कोतवाल भरती जाहिरात क्र. जा.क्र.2023/आस्था/कोतवाल पदभरती/सिआर दिनांक - 31.07.2023

### आदेश

उपरोक्त शासन निर्णयास अधिन राहून संदर्भ क्र. 07 अन्वये मानवत तालुका महसूल आस्थापनामध्ये कोतवाल पदभरती अंतर्गत घेण्यात आलेल्या कोतवाल (अवर्गीकृत) पदाची जाहिरात सरळ सेवा भरतीद्वारे घेण्यात आलेल्या लेखी परिक्षेत मिळालेल्या गुणांच्या गुणवत्तेनुसार नियुक्तीस पात्र असलेले तसेच संदर्भ क्र. 03 अन्वये जात वैधता प्रमाणपत्र पडताळणीच्या अधीन राहून निव्वळ तात्पुरत्या स्वरूपात निवड झालेल्या खालील उमेदवारास एकपित मानधन प्रतिमहिना रु. 15000/- (अक्षरी रुपये पंधरा हजार केवळ) याप्रमाणे या आदेशात नमुद केलेल्या अटी व शर्तीच्या अधीन राहून त्यांचे नावासमोर दर्शविलेल्या ठिकाणी कोतवाल (अवर्गीकृत) या पदावर पदस्थापना देण्यात येत आहे.

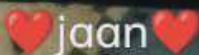
अ. क्र.	तालुका गुणवत्ता यादीतील क्र.	लेखी परिक्षेमध्ये प्राप्त गुण	नियुक्त उमेदवारांचे नाव	उमेदवाराचा पत्ता	नियुक्तीचा प्रवर्ग	पदस्थापनेचा कोतवाल सज्जा
1	2	3	4	5	6	7
1.	65.	62	तळेकर स्वाती दत्ता	मु.पो.मानोली ता.मानवत जि.परभणी	खुला महिला	करंजी

### अटी व शर्ती :

1. कोतवाल पदाची नेमणूक निव्वळ तात्पुरत्या स्वरूपाची असून सदरची नियुक्ती ही कोणतेही कारण न दर्शविता केव्हाही समाप्त करण्यात येईल.
2. कोतवाल हा पूर्ण वेळ काम करणारा सेवक असून शासन नियमानुसार ठरविलेल्या आणि ठरविण्यात येणाऱ्या सर्व प्रकारचे शासकीय कामकाज विहित परिमानानुसार विहित वेळेत पूर्ण करणे बंधनकारक राहिल.
3. कोतवाल म्हणून दिलेल्या सज्जांतर्गत येणारी सर्व गावे येथे काम तसेच वरिष्ठ कार्यालयाने तथा अधिकारी यांनी वेळोवेळी आदेशीत केलेले सर्व कामे करेल असे रुपये 100/- चे बॉन्डवर हमीपत्र द्यावे लागेल.
4. कोतवाल नियुक्ती झाल्यापासून रुपये 100 चे बंधपत्रावर तारण म्हणून परिच्छेद 4 च्या (फ) नमुन्यात दोन जामीन द्यावे लागतील.
5. कोतवालपदी नियुक्ती दिल्यानंतर पोलीस निरीक्षक यांचे चारित्र्याबाबत व वर्तणुकीबाबतचे प्रमाणपत्र देणे बंधनकारक राहिल. प्रमाणपत्र आक्षेपार्ह असल्यास कोणतीही पूर्व सुचना न देता संबंधितास नोकरीतून कमी करण्यात येईल.
6. ज्या उमेदवारांची कोतवालपदी निवड विशिष्ट मागास प्रवर्गासाठी आरक्षित असलेल्या जागेवर झालेली आहे अशा उमेदवारास त्यांचे जात प्रमाणपत्राची वैधता पडताळणीच्या अधीन राहून तात्पुरती नियुक्ती करण्यात येत आहे.



OPPO F17 Pro



jaan



2023.10.18 21:19



Pallavi Balkishan Dhabadge

Employee No. : 887210

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Issuing Authority



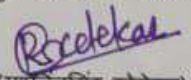


7. महाराष्ट्र शासन सामान्य प्रशासन विभागाचे शासन निर्णय क्रमांक बी.सी.सी. -2011/प्र.क्र. 1064/2011 16-व दिनांक 12.12.2011 अन्वये कोतवाल पदासाठी उमेदवाराने नियुक्ती आदेशाच्या दिनांकापासून 6 महिन्यांच्या आत आपल्या जात प्रमाणपत्राची वैधता संबंधित जात प्रमाणपत्र पडताळणी समितीकडून करून घेणे आवश्यक राहिले, त्यांनी नियुक्ती स्विकारताच जात वैधता तपासणी करण्यासाठीचा प्रस्ताव संबंधित जात प्रमाणपत्र पडताळणी समितीकडे सादर करावा व जात प्रमाणपत्र पडताळणी समितीने दिलेल्या पोहोच पावतीची फत नियुक्ती पाधिकाऱ्यास सादर करावी.

8. कोतवाल पदाची नोकरी सोडायची असल्यास तशी आगवू सुचना एक महिना अगोदर देवून राजीनामा मंजूर करून घ्यावा लागेल. अन्यथा अशी आगवू सुचना न दिल्यास त्यांच्याकडून एक महिन्याचे मानधन तसूळ करण्याचे अधिकार नियुक्ती पाधिकाऱ्यास राहतील.
9. वैद्यकीय मंडळाकडून शारीरिकदृष्ट्या पात्र असल्याबाबतचे वैद्यकीय प्रमाणपत्र शासन सेवेत रुजू झाल्यापासून 3 महिन्यांचे आत सादर करावे लागेल.
10. कोतवाल पदाच्या पदभरतीसाठी सादर केलेले आवश्यक अभिलेखांच्या सत्यतेच्या अधिन राहून निवड करण्यात आल्याने सदर कायदपत्र बनावट, खोटे असल्याचे आढळून आल्यास त्यांची सेवा पुर्व सुचना न देता किंवा कोणतेही कारण न दर्शविता समाप्त करण्याचे नियुक्ती अधिकार्याचे अधिकार अबाधित राहतील. याबाबत त्यांची कोणतीही तक्रार विचारात घेतली जाणार नाही.
11. महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रतिगोपन) नियम 2005 च्या अंमलबजावणीनुसार उमेदवारांना दिनांक 28 मार्च 2005 रोजी किंवा त्यानंतर ह्यात असलेल्या अपत्याची संख्या दोन पेक्षा अधिक असल्याचे आढळून आल्यास आपणास नियुक्ती करिता अपात्र ठरविण्यात येईल, तसेच खोटी माहिती देऊन जरी हजार झाल्यास सदरबाबत माहिती प्राप्त झाल्यानंतर कोणत्याही टप्प्यावर नियुक्ती तात्काळ रद्द करण्यात येईल.
12. नियुक्तीचे आदेश प्राप्त झाल्यापासून 30 दिवसांचे आत कामावर हजर होणे बंधनकारक आहे अन्यथा सदर नियुक्तीचे आदेश रद्द समजण्यात येवून प्रतिसा सुचीवर ठेवण्यात आलेल्या उमेदवारांची नियुक्ती करण्यात येईल. तसेच नेमणुकीच्या ठिकाणी रुजू होण्यासाठी प्रवास खर्च दिला जाणार नाही.
13. नियुक्तीच्या पदावर रुजू होताना संबंधितांनी रीक्षणीक पात्रता विषयक प्रमाणपत्र, वयाबाबतचा दाखला ई. सत्यप्रती सादर कराव्यात.
14. सदरील नियुक्ती ही शासनाने वेळोवेळी विहित केलेल्या अटीच्या अधीन राहिल. शासन जे जे आदेश व अटी निश्चीत करेल त्या सर्व सेवाशर्ती सदरील नियुक्त उमेदवारांना बंधनकारक राहिल.
15. संबंधित सज्जा तलाठी यांनी कोतवाल रुजू झाले बाबत अहवाल या कार्यालयास सादर करणे बंधनकारक राहिल. तसेच संबंधित कोतवाल यांचा दरमहा उपस्थितीचा अहवाल या कार्यालयास पाठविण्यात यावा अन्यथा संबंधित कोतवाल यांचे वेतन काढण्यात येणार नाही याची नोंद घ्यावी.
16. सदरील उमेदवाराने नियुक्ती झालेल्या ठिकाणी मुख्यालयी कायमस्वरुपी राहणे बंधनकारक राहिल. व तशा आशयाचे बंधपत्र 100/- चे बॉन्डवर देणे बंधनकारक आहे व सदर ठिकाणी कायमस्वरुपी राहोवास न केल्यास नियुक्तीनंतर आपल्या रहिवासाबाबत गोपनीय माहिती घेऊन आपला कायम राहोवास सदर ठिकाणी न आढळल्यास व अशी बाब निदर्शनास आल्यास कोणत्याही टप्प्यावर आपली नियुक्ती रद्द करण्यात येईल याची नोंद घ्यावी.
17. कोतवाल पदावर नियुक्त झाल्यानंतर खाजगी नोकरी किंवा व्यवसाय स्विकारता येणार नाही.
18. कोतवाल हा पूर्ण वेळ गावकामगार असेल. सदरील पद गट-क किंवा गट-ड संवर्गातील नसून अवर्गीकृत (Non-classified) आहे.

उपरोक्त अटी व शर्तीचे पालन न झाल्यास / पुर्तता न झाल्यास संबंधितांना शासन सेवेतून विनानोटिस तात्काळ कमी करण्यात येईल.

दिनांक: 10/10/2023  
स्थळ : मानवत

  
(रणाजितसिंह कोळेकर)  
तहसीलदार मानवत तथा सदस्य सचिव  
कोतवाल भरती 2023  
सदस्य सचिव, तालुका निवड समिती  
तथा तहसिलदार, मानवत

- प्रत
1. मा. जिल्हाधिकारी परभणी यांना माहितीस्तव सविनय सादर.
  2. मा. उपविभागीय अधिकारी पाथरी यांना माहितीस्तव सविनय सादर.
  3. उप कोषागार अधिकारी, मानवत यांना माहितीस्तव.
  4. लेखा शाखा, तहसील कार्यालय मानवत
  5. मंडळ अधिकारी कोल्हा यांना आवश्यक त्या कार्यवाहीस्तव.
  6. तलाठी सज्जा करंजी यांना आवश्यक त्या कार्यवाहीस्तव.
  7. संबंधितांस अनुपालनास्तव.
  8. स्थायी आदेश संचिका.



## भारत शासन

तालुका दंडाधिकारी तथा तहसिलदार मानवत यांचे कार्यालय, मानवत.

संकलन- आस्थापना व लेखा

ई-मेल:- tahmanwath@gmail.com

दुरध्वनी क्र.:-02451240123

जा.क्र.2023/आस्था/कोतवाल भरती/कावी

दिनांक 10.10.2023

1. महसूल व वन विभागाचे शासन निर्णय केजोटी-2012/प्र.क्र. 432/ई-10 दि. 05/09/2013.
2. महसूल व वन विभागाचे शासन निर्णय क्र. संकीर्ण-2023/प्र.क्र.17/ई-10 दिनांक 17/05/2023.
3. सामान्य प्रशासन विभागाचे शासन निर्णय क्रमांक बीसीसी-2011/प्र.क्र.1064/2011/16-ब/दि.12.12.2011
4. मा. विभागीय आयुक्त औरंगाबाद, मागासवर्ग शाखेचे पत्र क्र.जा.क्र.2023/मावक/कक्ष-1/सिआ-182/कावी- दि.09.06.2023
5. मा. जिल्हाधिकारी परभणी यांचे आदेश क्र. 2023/अ-2/ आस्था -1/सिआर-4. दि. 21/07/2023
6. मा. जिल्हाधिकारी परभणी यांचे पत्र 2023/अ-2/ आस्था -1/सिआर-4. दि. 03/10/2023
7. तालुकास्तरीय निवड समिती, मानवत यांची कोतवाल भरती जाहिरात क्र. जा.क्र.2023/आस्था/कोतवाल पदभरती/सिआर दिनांक - 31.07.2023

### आदेश

उपरोक्त शासन निर्णयास अधिन राहून संदर्भ क्र. 07 अन्वये मानवत तालुका महसूल आस्थापनामध्ये कोतवाल पदभरती अंतर्गत घेण्यात आलेल्या कोतवाल (अवर्गीकृत) पदाची जाहिरात सरळ सेवा भरतीद्वारे घेण्यात आलेल्या लेखी परिक्षेत मिळालेल्या गुणांच्या गुणवत्तेनुसार नियुक्तीस पात्र असलेले तसेच संदर्भ क्र. 03 अन्वये जात वैधता प्रमाणपत्र पडताळणीच्या अधीन राहून निव्वळ तात्पुरत्या स्वरूपात निवड झालेल्या खालील उमेदवारास एकपित मानधन प्रतिमहिना रु. 15000/- (अक्षरी रुपये पंधरा हजार केवळ) याप्रमाणे या आदेशात नमुद केलेल्या अटी व शर्तीच्या अधीन राहून त्यांचे नावासमोर दर्शविलेल्या ठिकाणी कोतवाल (अवर्गीकृत) या पदावर पदस्थापना देण्यात येत आहे.

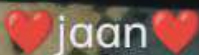
अ. क्र.	तालुका गुणवत्ता यादीतील क्र.	लेखी परिक्षेमध्ये प्राप्त गुण	नियुक्त उमेदवारांचे नाव	उमेदवाराचा पत्ता	नियुक्तीचा प्रवर्ग	पदस्थापनेचा कोतवाल सज्जा
1	2	3	4	5	6	7
1.	65.	62	तळेकर स्वाती दत्ता	मु.पो.मानोली ता.मानवत जि.परभणी	खुला महिला	करंजी

### अटी व शर्ती :

1. कोतवाल पदाची नेमणूक निव्वळ तात्पुरत्या स्वरूपाची असून सदरची नियुक्ती ही कोणतेही कारण न दर्शविता केव्हाही समाप्त करण्यात येईल.
2. कोतवाल हा पूर्ण वेळ काम करणारा सेवक असून शासन नियमानुसार ठरविलेल्या आणि ठरविण्यात येणाऱ्या सर्व प्रकारचे शासकीय कामकाज विहित परिमानानुसार विहित वेळेत पूर्ण करणे बंधनकारक राहिल.
3. कोतवाल म्हणून दिलेल्या सज्जांतर्गत येणारी सर्व गावे येथे काम तसेच वरिष्ठ कार्यालयाने तथा अधिकारी यांनी वेळोवेळी आदेशीत केलेले सर्व कामे करेल असे रुपये 100/- चे बॉन्डवर हमीपत्र द्यावे लागेल.
4. कोतवाल नियुक्ती झाल्यापासून रुपये 100 चे बंधपत्रावर तारण म्हणून परिच्छेद 4 च्या (फ) नमुन्यात दोन जामीन द्यावे लागतील.
5. कोतवालपदी नियुक्ती दिल्यानंतर पोलीस निरीक्षक यांचे चारित्र्याबाबत व वर्तणुकीबाबतचे प्रमाणपत्र देणे बंधनकारक राहिल. प्रमाणपत्र आक्षेपार्ह असल्यास कोणतीही पूर्व सुचना न देता संबंधितास नोकरीतून कमी करण्यात येईल.
6. ज्या उमेदवारांची कोतवालपदी निवड विशिष्ट मागास प्रवर्गासाठी आरक्षित असलेल्या जागेवर झालेली आहे अशा उमेदवारास त्यांचे जात प्रमाणपत्राची वैधता पडताळणीच्या अधीन राहून तात्पुरती नियुक्ती करण्यात येत आहे.



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1. महाराष्ट्र शासक आदेशानुसार 1968
2. महाराष्ट्र शासक आदेशानुसार 1968 (सेवा प्रवेश, पगार भत्ते व सेवेच्या इतर शर्ती) आदेश, 1968 मधील नियम 3
3. महाराष्ट्र शासन गृह विभाग शासन निर्णय क्र.बी.सी.पी. प्र.क्र. 0811/प्र.क्र. 4/9/पोल 8 दि. 23.08.2011
4. महाराष्ट्र शासन गृह विभाग शासन निर्णय क्र.बी.सी.पी. प्र.क्र. 0811/प्र.क्र. 4/9/पोल 8 दि. 22.08.2014
5. उपविभागीय दंडाधिकारी कार्यालय, पाथरी यांच्या कार्यालयाकडील क्र.2024/पो.पा.असथा/सिआर-1 दि. 12/01/2024 चे जाहीर प्रगटन

क्र.क्र.2024/आस्थापना/पोपाप/पाथरी/सिआर-01 /1601  
उपविभागीय दंडाधिकारी, कार्यालय पाथरी  
दिनांक- 14/02/2024

### आदेश

व्याअर्थी, उपरोल्लेखीत महाराष्ट्र ग्राम पोलीस पाटील (सेवा प्रवेश, पगार भत्ते व सेवेच्या इतर शर्ती) आदेश, 1968 मधील नियम 3 आणि शासन गृह विभागाकडील उपरोक्त मदभांकित शासन निर्णयातील तरतुदींच्या अनुषंगाने पोलीस पाटील नेमणुकीकरीता आणि पोलीस पाटलांची रिक्त पदे भरती प्रक्रियेस बंधाने निर्देशित केले आहे. तसेच महाराष्ट्र ग्राम पोलीस पाटील (सेवा प्रवेश, पगार, भत्ते व सेवेच्या इतर शर्ती) आदेश, 1968 मधील नियमावली व त्यामध्ये वेळोवेळी करण्यात आलेल्या सुधारणांनुसार सर्व अटी व शर्ती विचारात घेण्यात येऊन संदर्भ क्र. 5 बरील उपविभागीय दंडाधिकारी कार्यालय, पाथरी यांच्या कार्यालयाकडील दिनांक 12/01/2024 रोजीचे प्रसिध्द करण्यात आलेल्या जाहीर प्रगटन आणि जाहीर मुचन्यामधील सर्व शर्ती व अटी नुसार आपण दिनांक 15/01/2024 ते दिनांक 23/01/2024 या कालावधीत पोलीस पाटील पदासाठी दाखल केलेल्या विहित अर्जांनुसार व त्यासह जोडलेल्या शैक्षणिक अर्हता व तदसंबंधित कागदपत्रांच्या आधारे आपण दिनांक 28/01/2024 रोजी घेण्यात आलेल्या लेखी परीक्षेत व दि. 01/02/2024 ते 03/02/2024 या कालावधीत घेण्यात आलेल्या तोंडी परीक्षेत यांच्या एकरूत गुणा नुसार उच्चतम गुण प्राप्त केले असल्यामुळे आपणांस खालील नमुद केलेल्या अटी व शर्तीस अधीन राहून पोलीस पाटील पदावर नियुक्ती देण्यात येत आहे.

महाराष्ट्र ग्राम पोलीस पाटील (सेवा प्रवेश, पगार भत्ते व सेवेच्या इतर शर्ती) आदेश 1968 च्या परिच्छेद 5 मधील तरतुदीनुसार खाली नमुद केलेले उमेदवार यांना पोलीस पाटील पदावर याद्वारे तात्पुरत्या स्वरूपात नेमणुक देण्यात येत आहे.

अ.क्र.	गावाचे नाव	सुटलेले आरक्षण	उमेदवाराचे नाव व पत्ता	निवड झालेल्या उमेदवाराचा जात प्रवर्ग	नियुक्तीने घाण करावयाच्या पोलीस पाटील पदाचा तपशिल	मासिक मानधन
1	2	3	4	5	6	7
01	थार, मानवत	आर्थिकदृष्ट्या मागासलेला - सर्वसाधारण	KALE GIRIDHARI KARBHARI AT THAR POST HAMDAPUR, THAR. Post: HAMDAPUR Taluka: MANWATH, District: PARBHANI-431541	आर्थिकदृष्ट्या मागासलेला - सर्वसाधारण	थार, मानवत	6500/-

नियुक्तीच्या अटी व शर्ती:-



Mr. Ganesh  
pralhadrao Shinde

60708364





तहसिलदार तथा तालुका दंडाधिकारी, पाथरी यांचे कार्यालय  
(आस्था/लेखा विभाग)

ईमेल tahsildarpathri@gmail.com

जा.क्र.2023/आस्था/कोतवाल पदभरती/कावी

दिनांक : 10.10.2023

- वाचा: 1. महसूल व वन विभागाचे शासन निर्णय केओटी-2012/प्र.क. 432/ई-10 दि. 05/09/2013.  
2. महसूल व वन विभागाचे शासन निर्णय क्र. संकीर्ण-2023/प्र.क्र.17/ई-10 दिनांक 17/05/2023.  
3. सामान्य पशासन विभागाचे शासन निर्णय क्रमांक बीसीसी-2011/प्र.क्र.1064/2011/16-ब/दि.12.12.2011  
4. मा. विभागीय आयुक्त औरंगाबाद, मागासवर्ग शाखेचे पत्र क्र. 2023/मावक/कक्ष-2/सीआ-216 दि.13.07.2013  
5. मा. जिल्हाधिकारी परभणी यांचे आदेश क्र. 2023/अ-2/ आस्था -1/सिआर-4. दि. 21/07/2023  
6. मा. जिल्हाधिकारी परभणी यांचे पत्र 2023/अ-2/ आस्था -1/सिआर-4. दि. 03/10/2023  
7. तालुकास्तरीय निवड समिती, पाथरी तहसिल कार्यालय पाथरी, यांची कोतवाल भरती जाहिरात क्र. 2023/आस्था/कोतवाल पदभरती/कावी दि 27.07.2023

**आदेश**


उपरोक्त शासन निर्णयास अधिन राहून संदर्भ क्र. 07 अन्वये पाथरी तालुका महसूल आस्थापनामध्ये कोतवाल पदभरती अंतर्गत घेण्यात आलेल्या कोतवाल (अवर्गीकृत) पदाची जाहिरात सरळ सेवा भरतीव्दारे घेण्यात आलेल्या लेखी परिक्षेत मिळालेल्या गुणांच्या गुणवत्तेनुसार नियुक्तीस पात्र असलेले तसेच संदर्भ क्र. 03 अन्वये जात वैधता प्रमाणपत्र पडताळणीच्या अधीन राहून निव्वळ तात्पुरत्या स्वरूपात निवड झालेल्या खालील उमेदवारास एकत्रित मानधन प्रतिमहिना रु. 15000/- (अक्षरी रुपये पंधरा हजार केवळ) याप्रमाणे या आदेशात नमुद केलेल्या अटी व शर्तीच्या अधीन राहून त्यांचे नावासमोर दर्शविलेल्या ठिकाणी कोतवाल (अवर्गीकृत) या पदावर पदस्थापना देण्यात येत आहे.

अ. क्र.	तालुका गुणवत्ता यादीतील क्र.	लेखी परिक्षेमध्ये प्राप्त गुण	नियुक्त उमेदवारांचे नाव	उमेदवाराचा पत्ता	नियुक्तीचा प्रवर्ग	पदस्थापनेचा कोतवाल सज्जा
1	2	3	4	5	6	7
1.	3.	86	श्री घनघाव किरण दिलीप	इंदीरा नगर, पाथरी ता.पाथरी जि.परभणी.	खुला	कानसूर

**अटी व शर्ती :**

- कोतवाल पदाची नेमणुक निव्वळ तात्पुरत्या स्वरूपाची असून सदरची नियुक्ती ही कोणतेही कारण न दर्शविता केव्हाही समाप्त करण्यात येईल.
- कोतवाल हा पूर्ण वेळ काम करणारा सेवक असून शासन नियमानुसार ठरविलेल्या आणि ठरविण्यात येणाऱ्या सर्व प्रकारचे शासकीय कामकाज विहित परिमानानुसार विहित वेळेत पूर्ण करणे बंधनकारक राहिल.
- कोतवाल म्हणून दिलेल्या सज्जांतर्गत येणारी सर्व गावे येथे काम तसेच वरिष्ठ कार्यालयाने तथा अधिकारी यांनी वेळोवेळी आदेशात केलेले सर्व कामे करेल असे रुपये 100/- चे बॉन्डवर हमीपत्र द्यावे लागेल.
- कोतवाल नियुक्ती झाल्यापासून रुपये 100 चे बंधपत्रावर तारण म्हणून परिच्छेद 4 च्या (फ) नमुन्यात दोन जामीन द्यावे लागतील.



Re: Welcome to MGB - Your  
Successful Selection!  Inbox



**Shivani Naik** 2 days ago

to me ^



From Shivani Naik · nshivani600@gmail.com

To Kishor Huge · kghuge@gmail.com

Date 18 May 2024, 7:25 pm



Standard encryption (TLS).

[See security details](#)

On Mon, 15 Jan 2024 at 2:47 PM,  
<[HRD@mahagramin.co.in](mailto:HRD@mahagramin.co.in)> wrote:

Dear Candidate! ,

Greetings from MGB family,

Congratulations! We are thrilled to inform you that you have been selected to join Maharashtra Gramin Bank through IBPS RRB CRP XII.

On behalf of the entire team at Maharashtra Gramin Bank (MGB), I am delighted to welcome you to the MGB family.

Maharashtra Gramin Bank (MGB), a Regional Rural Bank (RRB), boasts a robust network of 423 branches and 07 regional offices, covering the service area of 17 districts in Maharashtra. Our mission is to serve our communities



99+





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The schedule for completing the required joining formalities will be conveyed to you shortly.

Please be ready for the same.

Once again, congratulations on your selection! We look forward to welcoming you to the MAHAGRAMIN family and are excited about the contributions we know you will make to our continued success.

Warm regards,

Assistant General Manager  
HR Department  
Maharashtra Gramin Bank,  
Head Office 42, Growth Centre, Waluj Mahanagar project  
4,  
Paithan Road, CIDCO, Chh. Sambhajinagar-431010



99+





Tuesday, 28 May

8:02

It's 26.667°C in Pathri

मुख्यमंत्री जनकल्याण कक्ष

महाराष्ट्र शासन



मुख्यमंत्री जनकल्याण कक्ष

मुख्यमंत्री सचिवालय, ६ वा मजला, मंत्रालय,  
मुंबई - ४००००२

योजना दूत समन्वयक

नाव : गणेश पराजी धोरे  
पद : योजना दूत समन्वयक  
कार्यक्षेत्र : परभणी  
मो. क्र. : ९३५९६१९५९६  
रक्तगट : ए +



राज्य मुख्य समन्वयक

मुख्यमंत्री जनकल्याण कक्ष



Swipe up to open

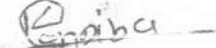
3. You are hereby directed to report to CORPS OF ENGINEERS, KIRKEE on 29 Oct 23.....Your candidature is provisional till you report to Regt/Corps Trg Centre and Your enrolment as well as verification is Complete.

Auth : Integrated HQ MoD (Army) letter No 63502/Agniveer/Demand No-01/2023-24/Rtg B(C) dated 13 Apr 2023



  
(Signature) **Anuj Singh**  
**Col**  
**Dir Rtg**  
**ARO Aurangabad**

**Received by** :-

Signature : 

Name : GIRAM KONDIBA VISHWANATH

Date : 19-Oct-2023

Contact No ARO :

  
(Left Hand Thumb Impression)

Contact No Regt Centre :

**Distribution**

- |   |                       |
|---|-----------------------|
| 1. By Hand(incharge escort /recruit     | (One Copy)            |
| 2. Regt/Corps Training Centre           | (One Copy)            |
| 3. ZRO concerned                        | (One Copy)            |
| 4. Officer -in-charge Records concerned | (One Copy)            |
| 5. Aro concerned                        | (One Copy for record) |

**Note :** Agniveers under 18 years of age on date of reporting should be accompanied by their parents /guardian for enrolment at the Trg Centres.

# DHAN Foundation

Building Institutions for Generations



HRM/CFL/MH/SOL/BAR/-02/ 23-24  
08.01.2024

Mr.Akshay Piraji Takansar  
S/o Piraji Munjaji Takansar  
At.Post Gogalgaon  
Tq. Manusat, Dist Pardhani  
Maharashtra 431503  
Mobile: 7350587942

Dear Akshay Piraji,

With reference to your application and on the basis of our selection process therein, we are pleased to engage you as a Project Staff at DHAN Foundation for **CFLC (Community Financial Literacy Cells)** in **Barshi Block, Solapur District, Maharashtra** with effect from January 08, 2024 on the following terms and conditions:

1. You will be working on the project for a period of One year, subject to renewal on yearly basis purely at the discretion of the Management for the project period only.
2. During your project period, you will be given the salary details breakup as follows.

	Rs.
Pay	9,000
Employer's PF (12%)	1,080
Field Allowance	4,920
<b>Gross Pay</b>	<b>15,000</b>
Less: Employer's PF (12%) + Employee's PF (12%)	2,160
<b>Net Pay</b>	<b>12,840</b>

3. You will work with the guidance of **Mr.C.Nagaraj, CFLC – State Coordinator, Maharashtra.**
4. You will not be entitled to any other allowances, benefits or leave facilities other than the above except leave of 12 days as per leave rules of DHAN Foundation.
5. You will be entitled to claim actual official travel expenses incurred by you.
6. On completion of the Project period this appointment shall stand terminated automatically.
7. During the project period you shall discharge your duties conscientiously, faithfully, diligently and honestly.
8. You shall hold all information and documents obtained by you about and from DHAN Foundation during the project in strict confidence and not divulge the information or pass on the documents to anyone.
9. Your services as a project can be terminated prematurely at any time under the following Circumstances:-
  - 9.1 If in the opinion of the management
  - 9.1.1 Your performance is unsatisfactory
  - 9.1.2 You are guilty of misconduct or insubordination or any unlawful act
  - 9.1.3 Your actions are detrimental to the interests of the organization/ Project
  - 9.1.4 You are found to be unsuitable


The decision of the management shall be final and binding on you on all these matters.



10. DHAN Foundation is under no obligation to offer you employment after completion of your Project period.
11. During your project period you shall not engage in any other business, occupation or calling.
12. Income tax will be deducted at source as applicable.
13. If this offer is acceptable to you on the terms and conditions contained herein above, please return to us immediately the duplicate copy of this letter duly signed by you in token of your acceptance. Failure to communicate with us within two days of the date of this letter may result in lapse of this offer.

Looking forward to your association with DHAN Foundation.

Best,

  
A. Umarani  
Programme Leader

**ON OFFICE COPY AND DUPLICATE COPY ONLY**

I have carefully read the terms and conditions of this offer and these are acceptable to me. I shall join duty on \_\_\_\_\_ forenoon.

Place : \_\_\_\_\_ Signature : \_\_\_\_\_  
Date : \_\_\_\_\_ Name : \_\_\_\_\_  
Address :

CC:

1. Mr.S.Sivanandan, Programme Leader
2. Mr.C.Nagaraj, CFLC – State Coordinator, Maharashtra
3. Accounts section, KF
4. Centre for HRD

# **DHAN Foundation**

Building Institutions for Generations



HRM/CFL/MH/OSM/BHO/-02/ 23-24  
01.11.2023

Mr. Tukaram Manik Sutare  
S/o Manik Tukaram Sutare  
At. Digras Post.  
Arvi Digras  
Dist. Parabhani  
Maharstra 431540  
Mobile: 9284983817

Dear Tukaram manik Sutare,

With reference to your application and on the basis of our selection process therein, we are pleased to engage you as a Project Staff at DHAN Foundation for **CFLC (Community Financial Literacy Cells)** in **Bhoom Block, Osmanabad District, Maharashtra** with effect from November 02, 2023 on the following terms and conditions:

1. You will be working on the project for a period of One year, subject to renewal on yearly basis purely at the discretion of the Management for the project period only.
2. During your project period, you will be given the salary details breakup as follows.

	Rs.
Pay	9,000
Employer's PF (12%)	1,080
Field Allowance	4,920
<b>Gross Pay</b>	<b>15,000</b>
Less: Employer's PF (12%) + Employee's PF (12%)	2,160
<b>Net Pay</b>	<b>12,840</b>

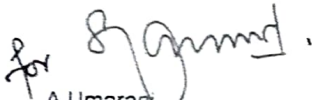
3. You will work with the guidance of **Mr.C.Nagaraj, CFLC – State Coordinator, Maharashtra.**
4. You will not be entitled to any other allowances, benefits or leave facilities other than the above except leave of 12 days as per leave rules of DHAN Foundation.
5. You will be entitled to claim actual official travel expenses incurred by you.
6. On completion of the Project period this appointment shall stand terminated automatically.
7. During the project period you shall discharge your duties conscientiously, faithfully, diligently and honestly.
8. You shall hold all information and documents obtained by you about and from DHAN Foundation during the project in strict confidence and not divulge the information or pass on the documents to anyone.
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  - 9.1 If in the opinion of the management
  - 9.1.1 Your performance is unsatisfactory
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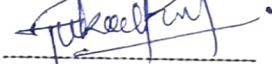
Looking forward to your association with DHAN Foundation.

Best,

  
A. Umaram  
Programme Leader

**ON OFFICE COPY AND DUPLICATE COPY ONLY**

I have carefully read the terms and conditions of this offer and these are acceptable to me. I shall join duty on 02-11-2023 forenoon.

Place : Bhoom Signature :   
Date : 02-11-2023 Name : Tukaram Manika Sutar  
Address : AT. Dighel. post drvi. TA. Di  
Pambhani

CC:

1. Mr.S.Sivanandan, Programme Leader
2. Mr.C.Nagaraj, CFLC – State Coordinator, Maharashtra
3. Accounts section, KF
4. Centre for HRD

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

21-Sep-2022

C6986230



*\*For Accenture use only*

**Ragini Ratnakar Manolikar**  
**Karve Nagar, Pune, Maharashtra, 411052 411052**

Dear **Ragini**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Job Profile- **Portfolio Mgmt & Del Analyst**  
Management Level- **11**  
Sublevel - **3**  
Job Family Group- **Finance**  
Business Deal- **Non Contact Center**

Your annual total cash compensation will be **INR 752620** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of **INR 622000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY23 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 ' Documentation.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. Before onboarding, we strongly encourage you to take both doses of the COVID-19 vaccine as per government prescribed timelines.

Please note, that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

**Ragini**, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **neha.i.mishra** at **6206009805** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Jal  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_

Date:

Candidate's signature \_\_\_\_\_

**ANNEXURE 1**

Your compensation is as mentioned below:

<b>Total Cash Compensation</b>		
	Annual(INR)	
(A) Annual Fixed Compensation*	<b>INR 622000</b>	
(B) Variable Bonus earning potential	Min.	Max.
	<b>0%</b>	<b>21%</b>
Annual Total earning potential (A+B)	Min. <b>INR 622000</b>	Max. <b>INR 752620</b>

<b>(C)#Additional Benefits</b>	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	<b>INR 10400</b>
Notional Insurance Premium paid by Company	<b>INR 11700</b>

<b>(D)##Additional Discretionary WFH Benefits/Reimbursements</b>	
One-time WFH Assistance reimbursement	<b>INR 18,000/-</b>
Annual Internet reimbursement	<b>INR 12,000/- (capped at INR 1,000/- per month)</b>

<b>(E)Optional opportunity to participate in the Employee Share Purchase Plan</b>	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares <b>at 15% discount on the fair market value</b>	<b>INR 9300 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)</b>

\*\*Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

**Note: For International Worker Only\***

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

**Benefits applicable for current Company financial year:**

**In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:**

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

a) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR **5,00,000** under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit



#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

**GST Clause:**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

**General Tax:**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

**ANNEXURE 3**

**DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company, I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_

[Insert full legal name]

Date:

## **ANNEXURE 4**

### **REQUIRED DOCUMENTATION**

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



**Offer: Computer Consultancy**

**Ref: TCSL/DT20217961869/Chennai**

**Date: 11/07/2022**

Ms. Rasika Manollikar  
19, Malti Smruti, Panchvati Colony Manwath, Dist. ParbhaniPalodi Road, Manwath,  
Panchvati Colony, Manwath,  
Manwath-431505,  
Maharashtra.  
Tel# 91-9975970817

Dear Rasika Manollikar,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹5,40,800/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**

**TCSL/DT20217961869**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹15,000/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of INR 13,516/- per month. This component is subject to review and may change as per TCSL's compensation policy.



#### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

### **PERFORMANCE PAY**

#### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹2,600/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

#### **Quarterly Variable Allowance**

Your variable allowance will be ₹1,800/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

### **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹1,100/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

### **OTHER BENEFITS**

#### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).



HIS offers the following benefits:

### 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

### 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### Loans

You will be eligible for loans, as per TCSL's loan policy.

### Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TCS Confidential

TCSL/DT20217961869

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

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

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

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve





months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

#### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

#### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

#### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

#### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

### **13. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

### **14. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **15. Notice Period**

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

### **16. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **17. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.



## 18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

## 19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

## 20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep** portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university



- If you were employed, a formal Relieving letter & Experience letter from your previous employer  
The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **21. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **22. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **23. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **24. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



## 25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Rasika Manolika</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Indore Institute Of Science &amp; Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	21,266	2,55,192
<b>2) Performance Pay</b>		
Monthly Performance Pay	2,600	31,200
Quarterly Variable Allowance*	1,800	21,600
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	9,350
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	39,608
<b>4) City Allowance</b>	1,100	13,200
<b>TOTAL GROSS</b>	<b>44,288</b>	<b>5,40,800</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	13,516	1,62,192
<b>GROSS BOUQUET OF BENEFITS</b>	<b>21,266</b>	<b>2,55,192</b>





## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## **Confidentiality and IP Terms and Conditions**

### **1. Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

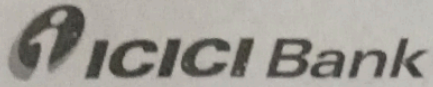
(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384295128

Applicant ID - 3343589

18-Aug-2022

Pallavi Balkishan Dhabadge

Dear Pallavi,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

Yours sincerely,

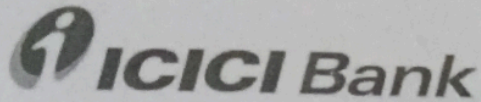
ICICI Bank HR Team

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

*Pallavi*



PRIVATE AND CONFIDENTIAL

Reference No. - 1384295128

Applicant ID - 3343589

18-Aug-2022

Pallavi Balkishan Dhabadge

Dear Pallavi,

We are pleased to make you an offer of appointment as Senior Officer in ICICI Bank. You will be placed in Branch Banking Dept at AURANGABAD - ADALAT ROAD\_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Program in Relationship Management.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-Aug-2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, 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 Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

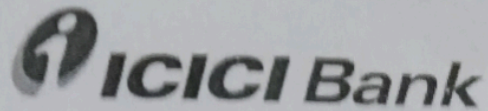
**ICICI Bank Limited**  
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*Pallavi*





: 2:

Reference No. - 1384295128

Pallavi Balkishan Dhabadge

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

**ICICI Bank Limited**  
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*Pallavi*

Reference No. - 1384295128  
Pallavi Balkishan Dhabadge

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
  - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    - a) Any breach of the conditions mentioned in this letter on your part
    - b) Any incorrect information furnished by you like:
      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and
    - c) Suppression of any material information by you.
    - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384295128

Pallavi Balkishan Dhabadge

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course- graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

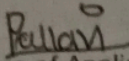
If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

SUNEETHA VENKATA  
HR MANAGER

Digitally signed by G V SUNEETHA DEVI  
Date: 2022.08.18 16:50:12 +05:30  
Reason: Offer Letter  
Location: Mumbai

I have read all the terms, conditions of the offer, and would like to confirm my acceptance.

  
Signature of Applicant

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
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Old Padra Road,  
Vadodara 390 007, India.

:5:

**Reference No. - 1384295128**

Pallavi Balkishan Dhabadge

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96,000/- (Rupees Ninety Six Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is not serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 61,008/- (Rupees Sixty One Thousand Eight only) per annum. Supplementary allowance will include – Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 48,000/- (Rupees Forty Eight Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) per annum.

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Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

:6:

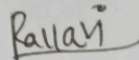
Reference No. - 1384295128

Pallavi Balkishan Dhabadge

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and two dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by G V SUNEETHA  
DEVI  
Date: 2022.08.18 16:50:12 +05:30  
Reason: Offer Letter  
Location: Mumbai

  
Signature of Applicant

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

### JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

**URL:** <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

**Username:** Registered email id or Applicant id

**Password:** Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (Photocopies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (X<sup>th</sup>/XI<sup>th</sup>/ Graduation/ Post graduation)
- 2) Work Experience Document
  - b. Resignation accepted letter from current organisation
  - c. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

**Remuneration Details**

Name: Pallavi Balkishan Dhabadge

Position: Senior Officer

Group: RETAIL BANKING GROUP

	Senior Officer	
	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	5,084	61,008
Superannuation Allowance **	1,200	14,400
<b>Total</b>	<b>18,284</b>	<b>2,19,408</b>
Retirals		
Retirals (PF, Gratuity) ***	2,236	26,832
<b>Total Fixed</b>	<b>20,520</b>	<b>2,46,240</b>
Performance Linked Retention Pay#	2,167	26,004
<b>Total CTC</b>	<b>22,687</b>	<b>2,72,244</b>

\* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

\*\*\* You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Digitally signed by G V SUNEETHA DEVI

Date: 2022.08.18 16:50:13 +05:30

Reason: Offer Letter

Location: Mumbai

**ICICI Bank Limited**  
 ICICI Bank Towers  
 Bandra-Kurla Complex  
 Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
 Fax: (91-22) 2653 1122  
 Website www.icicibank.com  
 CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
 Near Chakli Circle,  
 Old Padra Road,  
 Vadodara 390 007, India.

Date: - 14<sup>th</sup> February 2024

**Dear Ganesh Paraji Thore,**

This has reference to your interest in taking up a full-time employment with **Kautilya Bharat** as a part of your career development.

It gives me a great pleasure to invite you on board to be a part of **Kautilya Bharat** in the role of **Operation Executive**. We expect you to assume charge on or before **15<sup>th</sup> February 2024**. Please find below terms of your employment with **Kautilya Bharat**.

**Compensation**

Your annual compensation will be **Rs. 2,64,000/- per annum**.

**Probation**

1. Initial three months of employment would be termed as probation, which would end automatically and by default. You will be confirmed starting fourth month onwards unless extended by your manager on evaluation of your performance. Such extensions will be formally communicated to you; otherwise, all default confirmation will happen automatically with no communication.
2. From the said three months of probation, your performance for the first two months shall be reviewed and the annual performance shall be eligible accordingly.
3. You shall be eligible for leaves as per company policy on pro-rata basis.
4. Confirmation has no bearing on your compensation.

**Employment at will**

1. By accepting this offer you confirm that you have understood all about nature of our business, your role in the company, reporting structure, work demands and are fully aware that with change in business demand, these may change over time.
2. You have assessed the work requirement and you are reasonably confident of your fitment to the role given your education and experience.
3. You are accepting this offer at will and agree to abide by the terms, guarantees and code of conduct of the organization.



### Separation

1. Given that this is employment at will both sides would be free to end the engagement by giving a written notification.
2. To ensure a smooth separation process, both sides would be bound to give clear 30 working days advance information after completion of one year with the company. This notice duration cannot be compensated in any other form.
3. During probation period company would have the right to terminate this engagement by giving notice of 15 working days. However, post confirmation the notice period from the either side will be of 2 working months.
4. No verbal or written communication from any authority other than the Managing Director can overrule this term at a later date.

### Conditionality

This offer is conditional to positive outcome of following:

1. Information provided by you in your application to us for employment (including resume) and documents submitted are genuine and documents submitted as per Table-A are genuine.
2. Submission of documents mentioned in Table-A is essential to get the Appointment Letter.
3. You do not have any impending legal proceedings against you in any court of law.
4. You have been relieved by your previous employer and are not employed on the date of Kautilya Bharat.
5. Reference provided by you approve of your suitability of character.
6. That you are medically fit to execute your responsibilities at work.
7. All disputes, civil/criminal shall be subjected exclusively to the jurisdiction of Maharashtra courts.
8. All travel or expenses done on behalf of the company need to be, without exception whatsoever, approved in writing from Head office via email only.

I once again welcome you to the family of Kautilya Bharat and wish you a satisfying experience here. Please sign a copy of this offer as acceptance and look forward to meeting you on your joining day.

**For, Kautilya Bharat**



Manager HR

Enclose with:

1. Table-A

**TABLE A**

<b>Documents required at the time of jointing S.No.</b>	<b>Documents Required</b>	<b>Format</b>	<b>Documents Type</b>
1	Proof of Age and ID	Photocopy	Driving License / 10 <sup>th</sup> Certificate / Pan Card
2	Proof of Residence	Photocopy	Telephone Bill / Ration Card / Passport / Voter ID Card/ Electricity Bill/ Rent Agreement / Aadhar Card.
3	Educational Qualifications	Photocopy	10 <sup>th</sup> , 12 <sup>th</sup> , Graduation, Post-Graduation / Diploma
4	Experience Relieving Letter	Photocopy	On the letter head of your last company
5	Last 3 months Salary Slips / Bank Statement	Photocopy	With your last company stamp
6	Appointment Letter / Salary Revision Letter	Photocopy	On the letter head of your last Company
7	3 Photographs	Hard Copy	Passport Size
8	Updated Resume – Till Date	Hard Copy	
9	Cancelled Cheque of existing Bank Account	Hard / Scanned Copy	For Salary Purpose
10	Offer Letter	Photocopy	Signed copy of this document

22-Apr-2023

**Keshav Digambar Bhabat [ ID: 145571 ]**

**At.Khadgaon Parbhani Parbhani Maharashtra -  
431503**

**keshavbhabat992@gmail.com**

Dear **Mr. Keshav Digambar Bhabat,**

We are pleased to extend this letter of appointment ("Letter") to you at IDFC FIRST Bharat Limited (the "company") and your role is **Relationship Officer-MEL** and grade is **Assistant** respectively. You are expected to join on or before **24-Apr-2023** ("Date of Joining"). Your monthly Total Fixed Pay (TFP) will be INR **17084.00**. The position is currently based at **Majalgaon Branch, Pune Region**. Please refer the Annexure-1 for break-up of Gross and Total fixed salary. Please note that your appointment is subject to your adherence on the following, in letter and spirit

- Terms & Conditions [Annexure-2]
- Code of Conduct [Annexure-3]

This appointment is subject to you being medically fit to perform your role effectively. It is also based on the verification of information and documents submitted (electronically or hardcopy), including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You,

For **IDFC FIRST Bharat Limited**



**Anil Kumar TT**

Head - Human Resources

I, **Keshav Digambar Bhabat**, Son/Daughter of **Digambar**, do hereby accept the above and confirm / certify the following:

1. Date of Joining the Company: **24-Apr-2023**
2. PAN number: **EEMPB8638P**

**Signature**

**Authenticated by:**

**Signature:**

**Date:**

**Name:**

**Employee ID:**

Annexure:1

<b>COMPENSATION DETAILS</b>
-----------------------------

Employee Name	Keshav Digambar Bhabat
Grade	Assistant
Department Name	BUSINESS
Location	Majalgaon Branch

Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic	8542.00	102504.00
House Rent Allowance	4271.00	51252.00
Special Allowance	517.00	6204.00
<b>Guaranteed cash</b>	<b>13330.00</b>	<b>159960.00</b>
Statutory Bonus	2667.00	32004.00
Employer's PF	1087.00	13044.00
<b>Total Fixed Pay</b>	<b>17084.00</b>	<b>205008.00</b>

Monthly net take home (in Rs.)	
Guaranteed Cash	<b>13330.00</b>
Statutory Bonus	2667.00
Employee's contribution to Provident Fund	1087.00
<b>Net take home before tax (in Rs.)</b>	<b>14910.00</b>

Note:

- In addition to TFP, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Company to the fund.
- ESI contributions shall be made by the Company to ESIC for applicable employees.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice-pay reimbursed, joining bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.



**Anil Kumar TT**

Head - Human Resources

**Staff No.** 839979 **Salary Slip for** May2024  
**Name** Shri VAIBHAV BALAJI NAIK, **Payable On** 27-MAY-2024  
**Branch** Manolli **Cr. Branch** 4639  
**Designation** Probationary Officer **Bank A/C No.** 111000089091 **PAN No** BNHPN2651P  
**PRAN No:** 110149147397 **Section**

Earnings	Amount	Adjustment	YTD	Deduction	Amount	Adjustment	YTD	CR-Branch
Basic	48,480.00	0.00	96,960.00	Income Tax	3,556.00	0.00	7,112.00	19
D.A	7,625.90	0.00	15,251.80	Professional tax	200.00	0.00	400.00	19
Special Allowance	14,868.06	0.00	29,736.13	CBOA	150.00	0.00	300.00	19
Learning Allowance	983.71	0.00	1,967.41	CBOA Benevolent Fund	250.00	0.00	500.00	19
Location Allowance (Non CCA	1,200.00	0.00	2,400.00	Defined Contributory Pension	5,610.59	0.00		404

Gross Earnings Rs. 73,157.67 Gross Deductions Rs. 9,766.59  
 Net Income Rs. 63,391.08

**This salary slip does not include Adjustment/Payments/Deduction made outside salary**

**Other details: Provisional**

**Projected Income for Current Financial Year** 972149.95 **Last drawn increment date**  
**Projected TDS on taxable income** 42663 **LFC Block end date**  
**TDS payable for remaining months** 35551

ADHOC SALARY PENDING AMENDMENT TO CBOSR-79

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**Name** Shri VAIBHAV BALAJI NAIK, **Payable On** 27-MAY-2024  
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ADHOC SALARY PENDING AMENDMENT TO CBOSR-79