



BHARATI VIDYAPEETH'S
COLLEGE OF FINE ARTS

Approved by AICTE Affiliated to Savitribai Phule Pune University, Pune

5.2.1.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

PLACEMENT
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Year 2020-2021

Year 2020-2021			
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BHARATI VIDYAPEETH'S
COLLEGE OF FINE ARTS

Approved by AICTE Affiliated to Savitribai Phule Pune University, Pune

PLACEMENT OF OUTGOING STUDENTS
(Appointment Letters)

2020-21



10-Jan-2022

Dear **Madhura Mahesh Barad**,
B.F.A, User Experience Design
Bharati Vidyapeeths College of Fine Arts, Pune

Candidate ID – 16697769

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **629,996/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

I/C Principal
Bharati Vidyapeeth's
College of Fine Arts



10-Jan-2022

Dear Pavan Subhash Yenorkar,
B.F.A, User Experience Design
Bharati Vidyapeeths College of Fine Arts, Pune

Candidate ID – 16697877

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **629,996/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.



I/C Principal
Bharati Vidyapeeth's
College of Fine Arts
Pune-Satara Road, Pune-43



09-Jun-2021

Dear **Deepti Joshi**,
B.F.A (Applied Arts), Applied Arts
Bharati Vidyapeeth's College Of Fine Arts

Candidate ID – 16697774

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of **INR 629,996/-**. This includes an annual target incentive of **INR 20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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3.1 Cognizant Internship:

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I/C Principal
Bharati Vidyapeeth's
College of Fine Arts
Pune-Satara Road, Pune-43.



09-Jun-2021

Dear **Shivani Patekar**,
B.F.A (Applied Arts), Applied Arts
Bharati Vidyapeeth's College Of Fine Arts

Candidate ID – 16697773

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **629,996/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

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Please note:

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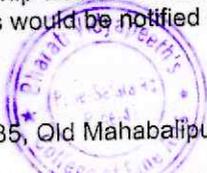
2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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09-Jun-2021

Dear **Ankur Jadhav**,
B.F.A (Applied Arts), Applied Arts
Bharati Vidyapeeth's College Of Fine Arts

Candidate ID – 16697768

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **629,996/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

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Please note:

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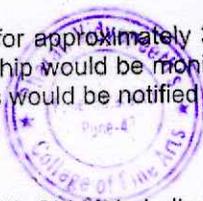
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a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.



Bharati Vidyapeeth's
College of Fine Arts
Pune-Satara Road, Pune-43



LETTER OF APPOINTMENT

Effective date: 1st June 2021

Dear **Samruddhi Khaire,**

GeoSpoc Geospatial Services Pvt. Ltd. (hereafter referred to as 'GeoSpoc' or 'Company') is glad to offer you an appointment as **UI|UX Designer**. The board terms and conditions of your appointment are as follows:

Base Salary

Your base salary will be as per the details of the Compensation Package attached hereto as Annexure I, which shall be payable pro-rata at the end of each month and will be reviewed annually based upon your performance.

Reimbursements

You will be reimbursed business-related expenses incurred by you in accordance with relevant Company Policies.

Special Allowance

The Company shall pay you special allowance to take care of your medical allowance and conveyance as mentioned in Annexure I

Retrials

You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your basic salary as mentioned in your salary Annexure I.

Place of Work

Your current work location would be **Pune**, you would be required to travel to the customer site as required.

However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where GeoSpoc conducts business.

Job Assignment

Your job responsibilities will be as per the Key Result Areas defined to you.

Company Confidential

GeoSpoc Geospatial Services Pvt. Ltd.



I/C Principal
Bharati Vidyapeeth's
College of Fine Arts

Annexure I Salary Structure

Name: **Samruddhi Khaire**

Designation: UI|UX Designer

Location: Pune

Components	Amount (INR)
Basic	14,000
HRA	5,600
Special Allowance	28,400
Education Allowance	200
Provident Fund	1,800
Monthly CTC	50,000
Annual CTC	6,00,000
Mediclaim	Benefit provided by company
Life Cover	Benefit provided by company



Date: 12th May 2021

Ms. **Rucha Waikar**,

Subject: Offer of Employment

Dear Rucha,

With reference to your series of interactions with us and based on our evaluation of your candidature, we are pleased to extend you an **Offer of Employment** for the role of **UI|UX Designer** at GeoSpoc Geospatial Services Pvt. Ltd., hereafter referred to as **GeoSpoc**.

Place of work

Your current work location would be **Pune**, you would be required to travel to the customer site as required.

Compensation

Your total annual compensation inclusive of all benefits (statutory or otherwise) will be up to a maximum of **INR 6,00,000/-** per annum and will be subject to deduction of taxes at source in accordance with the prevailing laws. Please note that there are no fixed annual increments in this post. Our organization follows a system of annual appraisals of performance on the job and adjustments to the salary, if any, will be made depending on such assessments.

Office Place, Working hours and reporting:

1. You will be reporting to **Shalaka Kadwade**
2. The general working timing at the Company is from 9.30 a.m. to 6.30 p.m, 5 days a week. However, you are required to abide by the timings of your team/ business unit/ reporting authority

Probation

You will be on probation for a **period of three (3) months** from the date of joining. During the probation period, the company will be entitled to discontinue your services with immediate effect without assigning any reason in case your performance is not found satisfactory. At the end of the probation period, your performance will be reviewed. The company may however, reduce or extend the probation at its discretion. In case of misconduct or non-compliance of any company policies on your part, the company will terminate your services forthwith without any notice period.

Company Confidential

GeoSpoc Geospatial Services Pvt. Ltd.



I/C Principal
Bharati Vidyapeeth's
College of Fine Arts
Pune-Sarara Road, Pune-43.



Date: 20th May 2021

Ms. Sanika Date,

Subject: Offer of Employment

Dear Sanika,

With reference to your series of interactions with us and based on our evaluation of your candidature, we are pleased to extend you an **Offer of Employment** for the role of **Graphic Designer** at GeoSpoc Geospatial Services Pvt. Ltd., hereafter referred to as **GeoSpoc**.

Place of work

Your current work location would be **Pune**, you would be required to travel to the customer site as required.

Compensation

Your total annual compensation inclusive of all benefits (statutory or otherwise) will be up to a maximum of **INR 6,00,000/-** per annum and will be subject to deduction of taxes at source in accordance with the prevailing laws. Please note that there are no fixed annual increments in this post. Our organization follows a system of annual appraisals of performance on the job and adjustments to the salary, if any, will be made depending on such assessments.

Office Place, Working hours and reporting:

1. You will be reporting to **Shalaka Kadwade**
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Probation

You will be on probation for a **period of three (3) months** from the date of joining. During the probation period, the company will be entitled to discontinue your services with immediate effect without assigning any reason in case your performance is not found satisfactory. At the end of the probation period, your performance will be reviewed. The company may however, reduce or extend the probation at its discretion. In case of misconduct or non-compliance of any company policies on your part, the company will terminate your services forthwith without any notice period.

Company Confidential

GeoSpoc Geospatial Services Pvt. Ltd.



I/C Principal
Bharati Vidyapeeth's
College of Fine Arts
Pune-Satara Road, Pune-41

Dear Mr. **Vijay Naik**,

We are pleased to welcome you to the **plan-a family**. You are now officially a **Junior Graphic Designer & Visualiser at plan-a**. Here on, you will be entitled to all the rights every employee of plan-a is provided in equal measure. Your terms of appointment are as follows:

1) SALARY

You will be paid an all-inclusive **aggregate salary of INR 23,000/-*** (Rupees Fifty Thousand Only) per month i.e. **INR 2,76,000 /- Per Annum** will be paid to you for every completed month in service. The breakdown of the salary will be provided in your joining letter.

*Perks - Left to the discretion of the organisation

2) COMMENCE OF EMPLOYMENT

Your employment shall commence with effect from **9th August, 2021**

You will be placed on probation for a period of **SIX MONTHS i.e. upto 1st February, 2022**

Review of activity will be taken.

3) PLACE OF WORK

Presently you shall be based in Pune. Office Address: Plot 19 Shivaji Housing

Society, Senapati Bapat Road, Behind J.W. Marriot | In situations like Covid-19, your workplace would be remote and pre-decided.

4) HOURS OF WORK

You will be asked to report from Monday - Friday from 10am to 7pm and 4th Saturday of every month. Work hours are subject to change, based on the requirement of the organisation. Room for working extra Saturdays needs to be accommodated, if the need arises. Due compensation will be given in the form of leaves / grace period of work hours calculated as per company norms.

5) REMUNERATION

The matters relating to remuneration are strictly personal and confidential between you and the Organisation and should be treated as such. The Organisation reserves the right to change, modify or alter the compensation structure and other terms of services as may be communicated to you from time to time.



I/C Principal
Bharati Vidyapeeth's
College of Fine Arts
Pune-Satara Road, Pune-43.

www.plan-a.co.in



WEBONISE LAB

21st April 2021

Ms. Amisha Kangtani

Dear Amisha,

Congratulations upon your selection and choosing Webonise Lab Pvt. Ltd. (the "Company") as your career choice.

Welcome to the Webonise family. We are pleased to offer you the position of "Trainee – UI & UX Designer" with us at Pune- Bavdhan Office.

Work life at Webonise is all about exciting new challenges and innovation embedded into the fabric of every deliverable for mutual growth. **We invite you to be a part of the journey to make it an even better place!**

The following are the terms and conditions of the offer:-

Your all-inclusive annual compensation will be **INR. 4,50,000/- (Four Lacs and Fifty Thousand only)**. The Annual & monthly salary break-up is presented in Annexure 1 along with Joining Benefits and other benefits applicable to you and your family. In addition, you will be eligible for mediclaim benefits as per the Company policy. The duly signed appointment letter will be issued to you on the first day of your joining at Webonise only upon submitting your valid testimonials and related joining formalities.

You shall be governed by the terms and conditions of service during your employment with Webonise Lab as per existing HR policies and those that may be amended from time to time.

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter.

We look forward to your joining us for an exciting journey ahead.

Yours sincerely,
For: **Webonise Lab Pvt. Ltd**

Sachidanand Kulkarni
Vice President – HR & Culture

AG Trade Centre, Ground Floor,
Ram Nagar, Bavdhan,
NDA Pashan road,
Tal. Mulshi, Dist. Pune- 411021



I/C Principal
Bharati Vidyapeeth's
College of Fine Arts
Pune-Satara Road, Pune-43.



WEBONISE LAB

21st April 2021

Ms. Prachi Parmar

Dear Prachi,

Congratulations upon your selection and choosing Webonise Lab Pvt. Ltd. (the "Company") as your career choice.

Welcome to the Webonise family. We are pleased to offer you the position of "Trainee – UI & UX Designer" with us at Pune- Bavdhan Office.

Work life at Webonise is all about exciting new challenges and innovation embedded into the fabric of every deliverable for mutual growth. **We invite you to be a part of the journey to make it an even better place!**

The following are the terms and conditions of the offer:-

Your all-inclusive annual compensation will be **INR. 4,50,000/- (Four Lacs and Fifty Thousand only)**. The Annual & monthly salary break-up is presented in Annexure 1 along with Joining Benefits and other benefits applicable to you and your family. In addition, you will be eligible for mediclaim benefits as per the Company policy. The duly signed appointment letter will be issued to you on the first day of your joining at Webonise only upon submitting your valid testimonials and related joining formalities.

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We look forward to your joining us for an exciting journey ahead.

Yours sincerely,

For: **Webonise Lab Pvt. Ltd**

Sachidanand Kulkarni
Vice President – HR & Culture

AG Trade Centre, Ground Floor,
Ram Nagar, Bavdhan,
NDA Pashan road,
Tal. Mulshi, Dist. Pune- 411021



WEBONISE LAB

21st April 2021

Ms. **Sayali Lanjekar**

Dear Sayali,

Congratulations upon your selection and choosing Webonise Lab Pvt. Ltd. (the "Company") as your career choice.

Welcome to the Webonise family. We are pleased to offer you the position of "Trainee – UI & UX Designer" with us
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We look forward to your joining us for an exciting journey ahead.

Yours sincerely,

For: **Webonise Lab Pvt. Ltd**

Sachidanand Kulkarni
Vice President – HR & Culture

AG Trade Centre, Ground Floor,
Ram Nagar, Bavdhan,
NDA Pashan road,
Tal. Mulshi, Dist. Pune- 411021

APPOINTMENT/EMPLOYMENT CONTRACT LETTER

Mayur Suresh Fulpagare,

Mobile No : 88569 56649

Address : Navi Bhoi Galli Nandurbar 425412

Mail ID: mayurfulpagare10@gmail.com

Dear Mayur,

We are pleased to inform that you have been appointed as a 'Graphic Designer' commencing from 04 October, 2021.

Your emolument for this position will be Rs. 17,000.00 per month (Gross Salary)

On joining the company, you shall be on probation for a period of **six month** from the date of joining. Your performance will be reviewing during the probationary period and based on your performance, your confirmation will be considered.

We are confident you will be happy at **Shubh Communication**, and will always deliver the best of your potential.

Wishing you all the Best!

Sincerely,

For SHUBH COMMUNICATION

PROPRIETOR

Amol Jagadale,

Director, Shubh Communication





Date: June 25th 2021

To,
Sharvani Kulkarni
Pune.

RE: Offer Letter

Dear **Mr./Ms. Sharvani Kulkarni,**

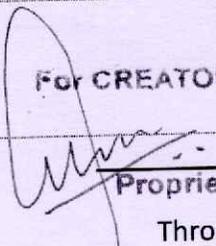
We are pleased to inform you that we have decided to offer you employment in **Creator3** as per the following details.

1. **Salary:** During the probation, there will be a salary of 11,000/- . After 3 & 6 months of your learning and productivity we will assess your performance.
2. **Designation:** You will be designated as a "Junior Designer" in Creator3.
3. **Confidentiality and non-disclosure agreement:** At the time of joining you will have to sign our confidentiality and non-disclosure agreement.
4. **Documents:** At the time of joining you will have to provide your qualification certificates & address proof and identification proof.
5. **Validity:** This offer letter is valid for duration of one month from the date of issue.

For acceptance of this offer letter, you may sign this copy at the place provided below and send us a scanned copy and a hard copy to us as soon as possible.

I _____ hereby accept the offer above and confirm my

joining in Creator3 on _____ (date). I will bring all the required documents in original at the time of joining.

	For CREATOR 3
Signature	 Proprietor Creator3 Through its Proprietor Luv Shah



PUSHSTART

Offer Letter for Social Media Manager role

7th October, 2021

Mayurchetiar@gmail.com

Dear Mayur,

We are very pleased to offer you the position of Social Media Manager with Pushstart Media Network Private Limited.

Position will be made permanent based on your performance in the 15-days of probation period detailed below.

Please find the following confirmation of the specifics of your role during the probation period:

Position Title: Social Media Manager(Probation)

Number of Work Hours Per Week: 50-60 hrs per week

Start Date: 8th October, 2021

End Date: 23rd October, 2021

Salary: No salary will be paid during the probation period

Please find the following confirmation of the specifics of your role if you get selected in the probation period:

Position Title: Social Media Manager

Number of Work Hours Per Week: 50-60 hrs per week

Salary: Your CTC for the role would be Rs. 50k/- per 30 days[You might get ESOPs in the range of INR 2L to INR 5L based on 1 year of performance from the official start date if you get selected in the probation period]

Reporting Supervisor: You will be directly working with Ansha Dixit, Cofounder and COO @ Pushstart Media Network Pvt. Ltd. (ansha.dixit@pushstart.in | 7067692929)

19-04-2022

Sarang Sudamrao Nalguntwar

Dear Sarang,

This is with reference to the various discussions you had with us.

☛ Congratulations!!!

We are pleased to offer you the position of **Graphic Designer** at **Pune**. Your annual compensation will be as stated below-

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	129600	10800
House Rent Allowance	51840	4320
Children Education Allowance	4800	400
Statutory Bonus	10796	900
Health Club Facility Reimbursement	7500	625
Special Allowance	119464	9955
Gross Salary	324000	27000
Provident Fund	21600	1800
Gratuity	6231	519
Mediclaime Insurance	3000	250
Total Pay	354831	29569
Total CTC	354831	

You are requested to join us latest by 25-04-2022, beyond which this offer stands canceled unless either party communicates the said delay beforehand. We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion.

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please send us a written confirmation on the offer acceptance with a joining date.



Zucol Services Private Limited

Kaustubh Tambulkar

+91 84858 07648

info@zucolservices.com

www.zucol.in

Sundara, Opp. Swayam Siddha Bar, Dr. Rajendra Prasad Road, Murud-Janjira, Raigad – 402401

SUB. EMPLOYMENT OFFER LETTER

It is with great pleasure that we offer you the role of **Graphic Designer** with **ZUCOL GROUP**. You are expected to join Zucol company on **16th May, 2022**.

Your Total Annual Cost to Company would be **Rs. 4,10,892** (Four Lakh Ten Thousand and Eight Hundred and Ninety Two Only). You will be based in our Pune office. Any Income Tax applicable on your remuneration or any other payment made by the Company in respect to taxes will be borne by you and as required by law, will be deducted at source.

Your services are transferable to any other office of the company or to any of its Group Companies across the country.

We would appreciate if your start date is no later than **16th May 2022**, please return the duplicate copy of this letter duly signed in token of you having accepted this employment offer. We will then proceed to create a formal appointment letter, which outlines our three-month probation period and other details.

Your job responsibilities will be assigned at the time of your joining by the appointing authority.

Please bring copies of the following documents at the time of joining along with the original copies for verification (Where ever applicable): -

1. Passport size Photographs – 2
2. All educational certificates
3. Appointment letter/ Salary certificate/Pay-slip from previous employer (if applicable)
4. Release letter/ Copy of Resignation Letter (last employment)
5. Aadhaar Card/ PAN
6. Residential Proof

We welcome you to the **ZUCOL Family!** We assure you of our support for your professional development and growth.

For Zucol Group

Abhishek Kachalia

Authorized Signatory
Abhishek Kachalia
Circle Head, Pune



I, Kaustubh Tambulkar hereby accept the above offer of **ZUCOL GROUP**.

Signature: *Kaustubh Tambulkar* Date: 16th May 2022

Registered Address: 5/15 New Vidhyadhar Nagar, Jaipur – 302023

Corporate Address: 519 A, JMD Megapolis, Sonha Road, Gururam – 122018

CIN: U74995RJ2018PTC061055 Gurugram | Jaipur | Pune | Kolkata | Indore | Udaipur



OFFER LETTER

Dear **Yogesh**,

We are pleased to inform you that after careful consideration we believe that you are a good fit for Wit And Chai Media LLP.

This letter officially confirms that we extend a job offer to you at Wit And Chai Media LLP as a Jr. Graphic Designer, starting 13th September 2021.

The First 3 months will be treated as a probation period where a salary of Rs.13,000 will be allocated. Post your probation period the salary will be revised.

Do not hesitate to contact us with any questions about your employment here. In the meantime, we look forward to you joining us shortly.

Again, congratulations and we look forward to working with you

NIHAR KOLAPKAR
PARTNER
(CREATIVE & OPERATIONS)

DATE: 8TH SEPTEMBER 2021
PLACE: PUNE

24-03-2022

Nikita Bhaskarrao Wandile

Dear Nikita,

This is with reference to the various discussions you had with us.

Congratulations!!!

We are pleased to offer you the position of **Graphic Designer** at **Pune**. Your annual compensation will be as stated below-

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	129600	10800
House Rent Allowance	51840	4320
Children Education Allowance	4800	400
Statutory Bonus	10796	900
Health Club Facility Reimbursement	7500	625
Special Allowance	119464	9955
Gross Salary	324000	27000
Provident Fund	21600	1800
Gratuity	6231	519
Mediclaime Insurance	3000	250
Total Pay	354831	29569
Total CTC	354831	

You are requested to join us latest by 01-04-2022, beyond which this offer stands canceled unless either party communicates the said delay beforehand. We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion.

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please send us a written confirmation on the offer acceptance with a joining date.



Employee Appointment/Agreement Letter

Ref No: TeckNack/2022/05/02

This Appointment Letter / Employment Agreement ("**Agreement**") is made and executed on **2nd May 2022** by and between:

TECKNACK TECHNOLOGIES PRIVATE LIMITED, a company incorporated and existing under the laws of India having its registered office at Raheja Garden, S. No. 74, Bldg 2 Dalia/ 14, Wanwadi, Pune Maharashtra 411040 (hereinafter referred to as the "**Company**" which expression shall unless repugnant to the context or the meaning thereof be deemed to mean and include its successors and permitted assigns) of the **FIRST PART**

And

Shruti Indurkar, an individual aged above 18 years, residing at **Nagpur**, (hereinafter referred to as the "**Employee**", which expression shall, unless it be repugnant to the context or the meaning thereof be deemed to mean and include his/heirs and legal representatives, successors and permitted assigns) of the **SECOND PART**.

The Company and Employee shall hereinafter jointly be referred to as the "**Parties**" and severally as the "**Party**".

WHEREAS:

- (A) The Company is engaged in the business of development and operation of Digital Skill Assessment ("**Business**")
- (B) The Employee is currently employed as **Visual Designer** of the Company.
- (C) The Company and Employee wish to record the terms and conditions governing the Employee's employment as set out hereunder.

NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH HEREIN, THE COMPANY AND THE EMPLOYEE HEREBY AGREE AS FOLLOWS:

1. DEFINITIONS AND INTERPRETATION

A. In this Agreement:

1.1 "**Agreement**" means this employment agreement together with the recitals and schedules.

It's Official Congratulations Ms. Anuja Jagtap : Welcome To plan-a Inbox x

Thu, Mar 10, 2022, 11:16 AM ☆



Aditya Mane <aditya@plan-a.co.in>
to me, Sohan, Rabi, Satish ▾

Dear Anuja,

It gives me great pleasure to welcome you to the plan-a team.

Thank you for clearing all our rounds of interviews with great confidence and a strong showcase of your current skillsets.

We are excited to see you grow as a professional and a person here at plan-a.

You will have the opportunity to work with some of the biggest / most loved brands around the world, as you deliver creative solutions to achieve client and agency goals!

As a part of the graphic design team, you will be assigned the role of a Junior Graphic Designer with a starting salary of **INR 2,40,000/- PER ANNUM**. You will be under a training and probation period for 6 months till 30th September 2022.

Your joining date will be Monday, 14th March 2022. Please report to the plan-a HQ --> [HERE](#)

Please send in your confirmation to this email at the earliest and share the following documents with us:

1. Graduation Certificate
2. Mark Sheets
3. Reference Letter of HOD (If possible)

Post your confirmation, we will share other processes to get you started and inducted into the agency.

Congratulations on this new chapter of your life, I am sure you will work wonders and bring a lot of creativity and energy to your job.

Best Regards,



Ref: GASPL/HR/37502

DOJ: 23-Aug-2021

PRIVATE AND CONFIDENTIAL

Dear Amruta Karande,

In our continuous pursuit for Talent, we look for Professionals driven by Vision, Passion and Action to achieve their Individual and our organizational goals. Based on your profile and various rounds of discussion it has been observed that you display the Qualities required to be an **Affinitian**.

We are pleased to give you an offer of appointment and would be happy to have you as a part of our team. This offer was made after considering your education, total experience, relevant experience, professional / technical / process exposure, functional & HR feedback and finally the internal parity.

Employment Title

We are pleased to offer you the post of "**Junior Associate- Designer**" in Management Grade **O1** of Global Advertisement Services Pvt. Ltd.

Location

Initially you shall be based at our Pune Location however; the Company reserves the right to transfer you to any other location where the Company has office or newly established office, client locations as per the requirement of the business. Your services are transferable at short notice, to any department or your services may be seconded you to any other Company or any other place where work of Company is carried out, as may be necessary. In the event of transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable to the establishment in which you are transferred. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

Compensation Package

Your compensation package will be as detailed in **Annexure A**. The compensation package shall be governed by Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

If entitled, you shall become a member of Provident Fund and Employees' Pension Scheme, Employee State Insurance Scheme and other statutory Employee Welfare / Benefit Schemes presently applicable and as may be modified from time to time.

Employee's contribution towards statutory and other company initiated welfare / benefit schemes will be deducted from the monthly salary. Any modification in the same will be applicable to you from time to time.

Global Advertisement Services Private Limited
CIN: U74999PN2010PTC135492

6th Floor, Wing 3, Cluster 'D',
EON Kharadi Infrastructure Pvt. Ltd. IT & ITES Special Economic Zone,
Plot 1, Survey No 77, Kharadi Knowledge Park, MIDC, Kharadi, Pune, Maharashtra 411014
Tel: 020 66120333
AffinityX.com

Annexure A

COMPENSATION ENTITLEMENT SHEET

Date of Joining: 23-Aug-2021
Name : Amruta Karande
Position Description Junior Associate - Designer
Grade Description O1
Location Pune

Copy Distribution
Original : Employee
Copy 1 : Personal File

Sr. No.	Components	INR (Per Month)	INR (Per Annum)
1	Basic	13,062	156,744
2	HRA	2,123	25,480
3	Skill Development Allowance	0	0
4	Leave Travel Allowance	0	0
5	Gross Remuneration	15,185	182,224
6	Meal Allowance	0	0
7	Fuel and Vehicle Maintenance Reimbursement	0	0
8	Gross Remuneration including reimbursement (A)	15,185	182,224
9	Employer cont. to Provident Fund	1,567	18,809
10	Gratuity	628	7,539
11	Statutory Bonus	2,613	31,356
12	MLWF	6	72
13	Statutory Contributions (B)	4,814	57,776
14	Total CTC (A) + (B)	19,999	240,000

Below are the other costs the organization will bear & payouts you will be eligible within the current policy framework of the organization. The figures are calculated on maximum eligibility & are for illustration purposes only.

Sr. No.	Components	INR (Per Month)	INR (Per Annum)
I	*ESIC Cost - Employer's contribution	494	5,922
II	** Night Shift Allowance (Rs 100 per day)	2,200	26,400
III	***Broadband/ Internet Reimbursement (upto)	1,000	12,000
IV	****Pay for Performance (Upto)	7,500	90,000
V	Other Payouts ' (C)	11,194	134,328

15	Total Remuneration (A) + (B)+ (C) (Total CTC with other payouts at maximum)	31,193	374,328
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Other Benefit: Over and above Total Remuneration, employees are covered under a Group Personal Accident (GPA) Policy according to rules of the company

Accidental Death (AD) In case of an accidental death while in employment the employee is covered to a maximum amount of 60 times of monthly gross.

Term Life Insurance: In case of death while in employment the employee is covered to a maximum amount of 36 times of monthly gross.

Global Advertisement Services Private Limited
CIN: U74999PN2010PTC135492

6th Floor, Wing 3, Cluster 'D',
EON Kharadi Infrastructure Pvt. Ltd. IT & ITES Special Economic Zone,
Plot 1, Survey No 77, Kharadi Knowledge Park, MIDC, Kharadi, Pune, Maharashtra 411014
Tel: 020 66120333
AffinityX.com



Date: 03/11/2021

Dear Abhishek Meharunkar,

Sub: Offer letter for the position of Creative Trainee Illustrator

With reference to your application and the discussions you had with us, we are pleased to offer you the position of Creative Trainee Illustrator in our organization. Your CTC will be Rs. 1.80 Lacs Per Annum all inclusive.

Your Monthly Salary will be 15000/ your formal appointment letter will be issued to you on your joining day which is 8th November 2021.

Kindly submit the following documents at the time of joining:

- a) Recent Passport size photo- 2
- b) Copies of your educational
- c) Updated copy of resume
- d) Copy of AADHAR and PAN

We welcome you and are delighted that you have chosen to be a part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Please convey your acceptance and date of joining by email within two working days from the date of receipt of this offer letter.

Yours Faithfully,
For Molecule Medvertising

Sweta Vora
Founder and Director