



DECCAN EDUCATION SOCIETY'S

Shri Navalmal Firodia Law College

(Affiliated to Savitribai Phule Pune University, ID No. PU / PN / LAW / 207 / 2004)

(Approved by Bar Council of India & Govt. of Maharashtra)

Gate No. 3, Fergusson College Campus, Pune - 411004.

Tel. : (020) 67656400 Email : deslaw@despune.org Website : deslaw.edu.in

Outward No. :

Date :

List of students placed year wise during the last five years is as following:

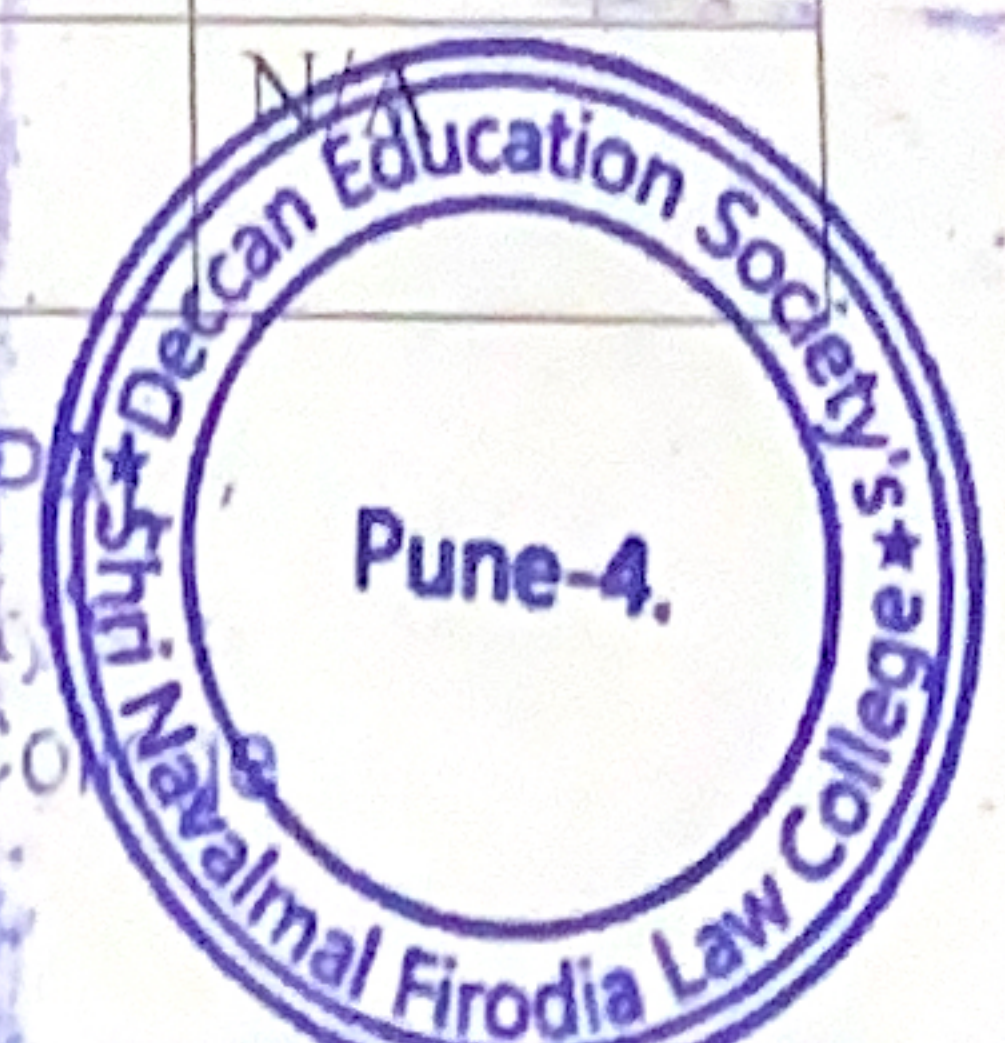
Year	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (in INR/annum)
2017-2018	PurvaTatke	BSL LLB	Mindcrest company	N/A
2017-2018	Leena Khade	BSL LLB	Mindcrest company	N/A
2017-2018	Shreyash Joshi	LLB	Mindcrest company	N/A
2017-2018	Sumir Tiwari	BSL LLB	Mindcrest company	N/A
2017-2018	Lajal Shah	BSL LLB	Mindcrest company	N/A
2017-2018	VivekSindhwal	LLB	Brightleaf Solutions	N/A
2017-2018	Tejswini Agarwal	LLB	Mindcrest company	N/A
2017-2018	Neha Kokre	BA LLB	Adv. AtulJadhav	N/A
2017-2018	Pranav Patil	BA LLB	Adv. AtulJadhav	N/A
2017-2018	Himanshi Chaudhary	LLB	Adv. AtulJadhav	N/A
2017-2018	Yuvraj Thakur	LLB	Adv. AtulJadhav	N/A
2017-2018	Susheel Sharma	LLB	Adv. AtulJadhav	N/A
2017-2018	SayaliPatil	LLB	Adv. OmprakashZagade	N/A
2017-2018	Shweta Manik	LLB	Adv. OmprakashZagade	N/A
2017-2018	VivekSude	LLB	Adv. OmprakashZagade	N/A
2017-2018	Shila Kadam	LLB	Adv. OmprakashZagade	N/A
2017-2018	Nikhil Singhvi	LLB	Adv. F.P. Sakore	N/A
2017-2018	SuntraPatil	LLB	Adv. F.P. Sakore	N/A
2017-2018	RuchaOmkar	LLB	Adv. F.P. Sakore	N/A
2017-2018	SanatChitale	LLB	Adv. F.P. Sakore	N/A
2017-2018	SwanandBarwe	LLB	Adv. F.P. Sakore	N/A
2017-2018	Pratik Rajopadhyay	LLB	Adv. DilipJedhe	N/A
2017-2018	AshustoshSawant	LLB	Adv. DigvijayZarande	N/A
2017-2018	EktaSuchak	LLB	Adv. DigvijayZarande	N/A
2017-2018	KalyaniChandola	LLB	Adv. DigvijayZarande	N/A
2017-2018	saurabhDongre	LLB	Adv. DigvijayZarande	N/A
2017-2018	ChaitaliChabukaswar	LLB	Adv. DilipJedhe	N/A

OFFICIATING PRINCIPAL

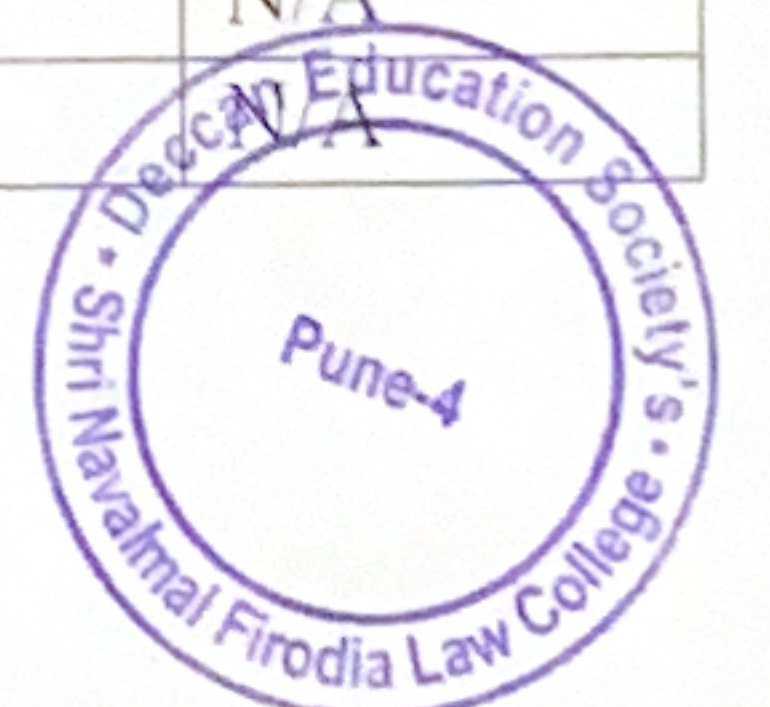
Deccan Education Society's

Shri Navalmal Firodia Law College

Pune - 411 004.



2017-2018	Bipin Ware	LLB	Adv. Dilip Jedhe	N/A
2017-2018	Ketaki Mirze	LLB	Waghmare and Associates	N/A
2017-2018	Mudra Bhagwat	LLB	Waghmare and Associates	N/A
2017-2018	Medha Nitsure	LLB	Waghmare and Associates	N/A
2017-2018	Zama Mehta	LLB	Waghmare and Associates	N/A
2018-2019	Shruti Puranik	LLM	Persistent System	N/A
2018-2019	Advait Boprikar	BALLB	Talekar and Associate	N/A
2018-2019	Harshada Ukirde	LLB	Avantis Pvt Ltd	N/A
2018-2019	Namrata Sukale	LLB	Avantis Pvt Ltd	N/A
2018-2019	Aishwarya Barguje	LLB	Avantis Pvt Ltd	N/A
2018-2019	Priyanka Shukla	BA LLB	Adv. Arshil Shah	N/A
2018-2019	Nikita Pawar	LLB	KanjmagandCo. Pune	N/A
2018-2019	Simran Ahir	BA LLB	Adv Kanbarkar chamber, Pune	N/A
2018-2019	Ashish Joshi	LLB	Adv Kanbarkar chamber, Pune	N/A
2019-2020	Kunal Dodeja	LLB	Lega Logic Solutions	N/A
2020-2021	Kelash Patel	LLB	Adv Balasaheb Hulawale	N/A
2020-2021	Anoushka Patil	LLB	Adv Balasaheb Hulawale	N/A
2020-2021	Apeksha Phaple	LLB	Adv Balasaheb Hulawale	N/A
2020-2021	Patole Swaraj	LLB	Adv Annasaheb T Jadhav	N/A
2020-2021	Devaki Deshpande	LLB	Adv Annasaheb T Jadhav	N/A
2020-2021	sana Dravid	LLB	Adv Annasaheb T Jadhav	N/A
2020-2021	Akash Mayne	LLB	Adv Annasaheb T Jadhav	N/A
2020-2021	Aishwarya Ransing	LLB	Adv Balasaheb Hulawale	N/A
2020-2021	Mrunmayee Thakar	LLB	Adv Yogesh B Jadhav	N/A
2020-2021	Prakash Sandhu	LLB	Adv Yogesh B Jadhav	N/A
2020-2021	Menkar Vasundhra	LLB	Adv Yogesh B Jadhav	N/A
2020-2021	Vishal Mungre	LLB	Adv Yogesh B Jadhav	N/A
2020-2021	Nilesh Dake	LLB	Infosys	N/A
2020-2021	Ayush Goyal	LLB	Adv. Abhishek Deshmukh	N/A
2020-2021	Shah Pankeet	LLB	Adv. Abhishek Deshmukh	N/A
2020-2021	Siddhi Singh	LLB	Adv. Abhishek Deshmukh	N/A
2020-2021	Apoorva Saykar	LLB	Adv. Abhishek Deshmukh	N/A
2020-2021	Ruchika Mhane	LLB	Goraksh Deshmukh	N/A
2020-2021	Vishwajeet Sangle	LLB	Goraksh Deshmukh	N/A
2020-2021	Simran Reelkar	LLB	Goraksh Deshmukh	N/A
2020-2021	Priyanka Pote	LLB	Goraksh Deshmukh	N/A

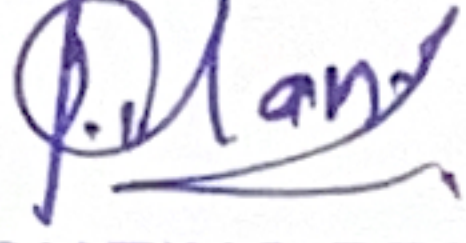


2017-2018	Bipin Ware	LLB	Adv. DilipJedhe	N/A
2017-2018	KetakiMirze	LLB	Waghmare and Associates	N/A
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2017-2018	Zama Mehta	LLB	Waghmare and Associates	N/A
2018-2019	ShrutiPuranik	LLM	Persistent System	N/A
2018-2019	AdvaitBoprikar	BALLB	Talekar and Associate	N/A
2018-2019	HarshadaUkirde	LLB	Avantis Pvt Ltd	N/A
2018-2019	NamrataSukale	LLB	Avantis Pvt Ltd	N/A
2018-2019	AishwaryaBarguje	LLB	Avantis Pvt Ltd	N/A
2018-2019	Priyanka Shukla	BA LLB	Adv. Arshil Shah	N/A
2018-2019	Nikita Pawar	LLB	KanjmagandCo. Pune	N/A
2018-2019	SimranAhir	BA LLB	AdvKanbarkar chamber, Pune	N/A
2018-2019	Ashish Joshi	LLB	AdvKanbarkar chamber, Pune	N/A
2019-2020	KunalDodeja	LLB	Lega Logic Solutions	N/A
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2020-2021	Prakash Sandhu	LLB	Adv Yogesh B Jadhav	N/A
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2020-2021	Vishal Mungre	LLB	Adv Yogesh B Jadhav	N/A
2020-2021	NileshDake	LLB	Infosys	N/A
2020-2021	Ayush Goyal	LLB	Adv. Abhishek Deshmukh	N/A
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2020-2021	ApoorvaSaykar	LLB	Adv. Abhishek Deshmukh	N/A
2020-2021	RuchikaMhane	LLB	GorakshDeshmukh	N/A
2020-2021	VishwajeetSangle	LLB	GorakshDeshmukh	N/A
2020-2021	SimranReelkar	LLB	GorakshDeshmukh	N/A
2020-2021	Priyanka Pote	LLB	GorakshDeshmukh	N/A

2020-2021	Ashish Shewale	LLB	GorakshDeshmukh	N/A
2020-2021	Sanjay Kalate	LLB	AdvFakkadPirajiSakore	N/A
2020-2021	Sujata Chandegra	LLB	AdvFakkadPirajiSakore	N/A
2020-2021	Mohan Bondre	LLB	AdvFakkadPirajiSakore	N/A
2020-2021	Yash Gandhi	LLB	AdvFakkadPirajiSakore	N/A
2020-2021	Arjun Hange	LLB	AdvFakkadPirajiSakore	N/A
2020-2021	Neha Achliya	LLB	Adv Sachin P Kumbhar	N/A
2020-2021	Gauri Bhaleghare	LLB	Adv Sachin P Kumbhar	N/A
2020-2021	DevramKurandale	LLB	Adv. HarshalataPatil	N/A
2020-2021	PradnyaBheke	LLB	Adv Sachin P Kumbhar	N/A
2020-2021	AvdhootTikhe	LLB	Adv. HarshalataPatil	N/A
2020-2021	AtulGalande	LLB	Adv Sachin P Kumbhar	N/A
2020-2021	Meet Shah	LLB	Adv. HarshalataPatil	N/A
2020-2021	Sidhant Parmar	LLB	Adv. HarshalataPatil	N/A
2020-2021	Ishan Sinha	LLB	Adv. HarshalataPatil	N/A
2020-2021	KomalRawat	LLB	Adv Sachin P Kumbhar	N/A
2021-2022	Rishi Bhardwaj	LL.B	Jarden New Zealand	N/A
2021-2022	Rigved Shukla	BA LL.B	FreshPrints	7.5L
2021-2022	SushmitaKhole	LL.B	Nexdium	3,14,300
2021-2022	Pranav Bora	LL.B	Mercedes	1,20,000
2021-2022	UrjaNeurgaonkar	LL.B	Jayker and Partners	N/A
2021-2022	Mr Yogiraj D Pawar	LLB	Shetty Patil and Associates	N/A
2021-2022	Mr Vishnu Takik	LLB	Shetty Patil and Associates	N/A
2021-2022	Bhagyashree M Nighojkar	LLB	Shetty Patil and Associates	N/A
2021-2022	Sujit Mande	LLB	Adv. Abhishek Matkar	N/A
2021-2022	Abhishek Lokhande	LLB	Adv. Abhishek Matkar	N/A
2021-2022	Rahul Pasalkar	LLB	Adv. Abhishek Matkar	N/A
2021-2022	Shivangi Singh	LLB	Adv. S. V. KolsePatil	N/A
2021-2022	SagarTambat	LLB	Adv. S. V. KolsePatil	N/A
2021-2022	BharatiSonawane	LLB	Adv. S. V. KolsePatil	N/A
2021-2022	Divyani Singh	LLB	Adv. S. V. KolsePatil	N/A
2021-2022	Mahesh Patil	LLB	Adv. VijaylaxmiKhopde	N/A
2021-2022	Rohan Kokate	LLB	Adv. VijaylaxmiKhopde	N/A
2021-2022	MurtazaMiyaziwala	LLB	Adv. VijaylaxmiKhopde	N/A
2021-2022	AashaJadhav	LLB	Adv. VijaylaxmiKhopde	N/A
2021-2022	Aishwarya Kulkarni	LLB	Adv. VijaylaxmiKhopde	N/A
2021-2022	OumNagare	BA LLB	Adv. AjinathJaybhay and Sandesh Jaybhay	N/A
2021-2022	Harsha Vedpathak	BA LLB	Adv. AjinathJaybhay and Sandesh Jaybhay	N/A
2021-2022	JanhaviSringarpure	BA LLB	Adv. AjinathJaybhay and Sandesh Jaybhay	N/A



2021-2022	Kalpesh Kad	BA LLB	Adv. Ajinath Jaybhay and Sandesh Jaybhay	N/A
2021-2022	Varsha Marathe	BA LLB	Adv. Ajinath Jaybhay and Sandesh Jaybhay	N/A
2021-2022	Jindhnyasa Shinde	BA LLB	Adv. Abhijit Doiphode	N/A
2021-2022	Klayani Dasari	BA LLB	Adv. Abhijit Doiphode	N/A
2021-2022	Aditya Joshi	BA LLB	Adv. Abhijit Doiphode	N/A
2021-2022	Apesha Shelar	BA LLB	Adv. Abhijit Doiphode	N/A
2021-2022	Narendra Sadakal	BA LLB	Adv. Abhijit Doiphode	N/A
2021-2022	Shamal Mohite	BA LLB	Adv. Abhijit Doiphode	N/A


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 • Shri Navalmal Firodia Law College
 Pune - 411 004.



J. SHEKHAR & CO.

ADVOCATES & ASSOCIATES
Supreme Court of India
AoR [Code:2418]



Shekhar Jagtap
B.S.L. LL.B. D.S.C.L

Satyajit Kakade
B.S.L. LL.B

Date: 01.10.2020

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Prajakta Pawar, a student of D.E.S. Law College, Pune, has worked as Paralegal (probation period) with our firm from 01.07.2020 till 16.09.2020, i.e. for a period of 2.5 months, to our entire satisfaction.

During the said period, she provided research assistance for various cases, to the seniors. We have found that she is a sincere, honest, hardworking, dedicated paralegal with a positive professional attitude, and we believe that she has immense potential to excel in the legal profession.

We wish her every success in life and future endeavors

Thanking you,
Yours truly,

For J. SHEKHAR & CO.

Shekhar Jagtap
Managing Partner



DELHI: 104/14, School Lane, Bengali Market, New Delhi – 110001

Call: +91 11 6464 3999

MUMBAI: Plot No.79, Office No. 501, 5th Floor, M.B. House, Janmabhoomi Marg, Fort, Mumbai – 400 001

Call: +91 22 2202 1814

PUNE: 1102/A-5, Flat No 10, Ashokban CHS, Opposite to Lahoti Vidyarthi Grah, Model Colony, Pune- 411016

Call: +91 20 2565 5154

LONDON: Associate Office: ALIANT LAW, 10 Lower Thames Street, London, England EC3R 6AF

Call: +44 (0) 20 3976 2452

jscmumbai@jshekhhar.com



MAHARASHTRA STATE CHILD PROTECTION SOCIETY
Women & Child Development Department

(Under Integrated Child Protection Scheme)

2nd floor, Commissionerate Women and child Development, 28 Queens
Garden, Near Old Circuit House, Pune 01.

Ph 020- 26360063 E-Mail I.D- mscps.state1@gmail.com



Outward/MSCPS/Experience letter /2021-22/665

Date:- 23.06.2021
24

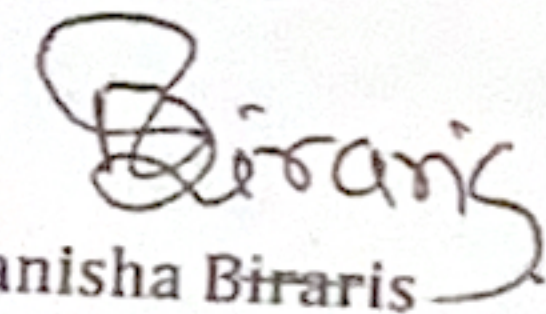
-: EXPERIENCE CERTIFICATE :-

To Whomsoever It May Concern

This is to certify that *Miss.P.Chandni* was employed with Maharashtra state child protection Society under Women & Child Development Department Pune from 10 March 2021 to 23 June 2021 as a Program Officer (JCL) for Maharashtra State Child Protection Society.

During her tenure with us, she handled projects and found she is hard working and polite, motivated, duty bound, and highly committed.

We at MSCPS wish her all success in her future endeavours.

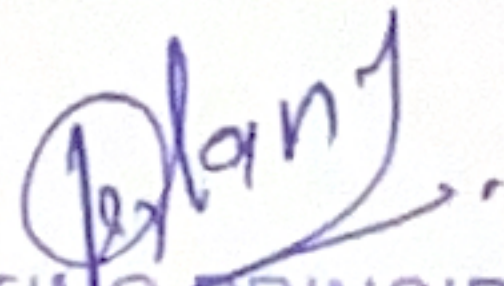

Manisha Biraris

Manisha Biraris

Programme Manager (child Protection)

Maharashtra state child Protection Society &
Asst Commissioner Women and Child
Development, Pune





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Deccan Education Society's

Shri Navalmal Mitra Law College

Pune - 411 004.

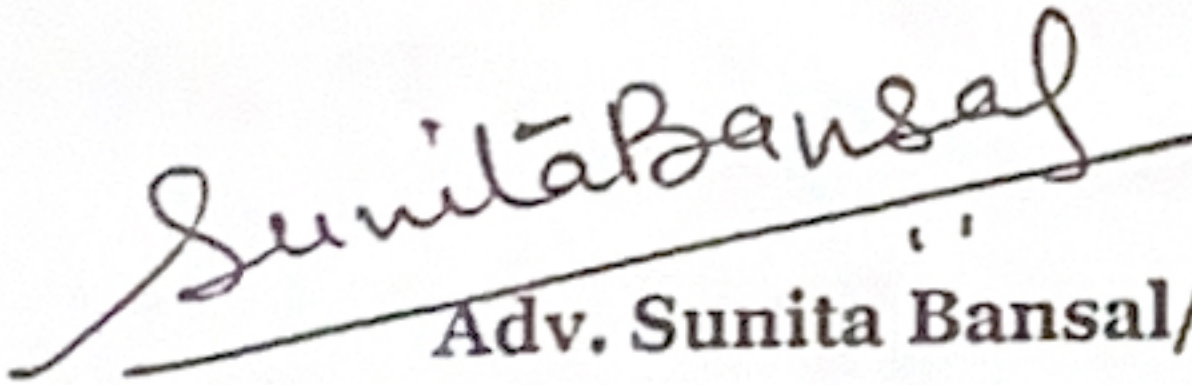
Date: 16th February, 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Ankita Sanjay Borate**, a student of Shri Navalmal Firodia Law College, has joined our chamber as an associate in February 2022 till date.

She was referred by the placement cell of D.E.S. Shri. Navalmal Firodia Law College, Pune.

We have found her to be diligent, motivated and hard working. She is working sincerely and her performance has been par excellence.


Adv. Sunita Bansal/Adv. Nitish Chorbele
For Bansal Chorbele Law Chambers



SHETTY - PATIL & ASSOCIATES

[ADVOCATES]

*Address: Office No.306, C.T.S no.47, Law Point Properties, Old Tophkhana Lane,
Behind Family Court, Pune, Shivajinagar, Pune - 411005
Mobile: +91 9890949576 / +91 9823431123
E-mail - shettypatilassociates@gmail.com*

TO WHOMSOEVER IT MAY CONCERN

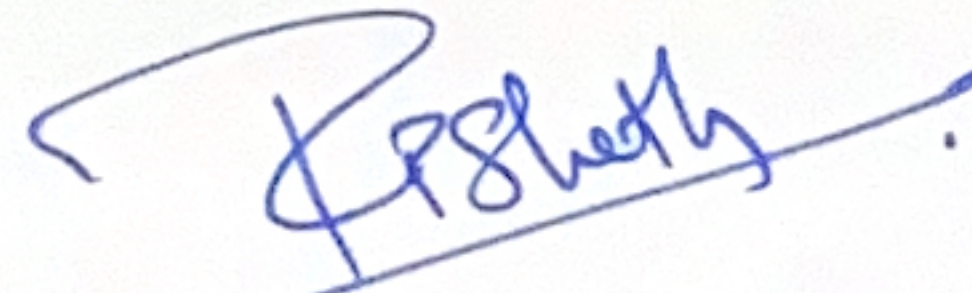
This is to certify that,

- 1. Mr. Yogiraj D. Pawar**
- 2. Mr. Vishnu Takik**
- 3. Miss. Bhaghyashri M. Nighojkar**

are doing their juniroship under my guidance since January, 2022 in our firm SHETTY - PATIL & ASSOCIATES at Pune in Civil and Criminal matters.

We have found them to be self-starter who are motivated, duty-bound, punctual, disciplined, dedicated and hardworking. They are working sincerely on the cases assigned to them and their performance is par excellence. They have handled duties such as case documentations and attending hearings at court.

These students were referred by the placement cell of D.E.S Shri Navalmal Firodiya Law College, Pune.



Adv. Rohan Shetty
Shetty - Patil & Associates

Ref:

Date:

Pune

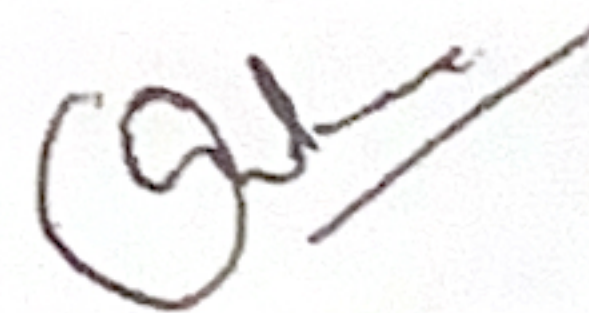
TO WHOMSOEVER IT MAY CONCERN

THIS IT TO CERTIFY THAT Ms. Sushama Balshiram Kadam has completed her juniorship / internship at our chamber at Pune from June, 2017 to January, 2020.

She was referred by the placement cell of the D.E.S. Shri. Navalmal Firodiya Law College, at Pune. She has assisted us in variety of research work pertaining to various fields of law under my supervision.

I have found her to be diligent, motivated and hard working. She has worked sincerely during the course of her juniorship / internship and her performance has been par excellence.

I wish her all the best for her future endeavours.



Onkar W. Kanbarkar, Advocate
W K Legal





Mercedes-Benz

MBIPL/HR/PT/2022
October 07, 2022

Pranav Bora
Bibvewadi Kondhwa Road
Pune - 411037

Dear Pranav,

This refers to your application and subsequent interview for training in our organization.

We are pleased to inform you that we are in a position to offer you training with us on the following terms and conditions:

- Your assignment will be for the period from **October 10, 2022 to January 09, 2024**
- You will receive a sum of Rs. **10,000/-** per month as partial reimbursement of your 'Out- of-pocket' expenses.
- You may use the Company's transport subject to the rules governing the use of such transport.
- You may also avail of our canteen facility.
- Your work timings will be from **08:00 am to 05:30 pm** daily with Saturday & Sundays as off-days.
- Your training will be in our **Legal Affairs & Corporate Secretary Department** where your guide will be Mr. Amit Atre, General Manager Legal and Corporate Secretary who will provide guidance necessary to carry out your training.
- You will be required to sign a daily attendance sheet. If you desire to take leave, you may do so with the permission of your departmental guide. Leave, if any, will be without pay.
- At the end of your assignment, you will have to submit a written project report to the undersigned, based on your study, the topic of which will be decided at the beginning of your assignment.

Page 1





Mercedes-Benz

- Please note that your study report (s) would be subject to the following rules:
1. It would be submitted to your Institute only after the Company has given a written permission.
 2. You would refrain from making any presentations in writing or orally using the Company information contained in the study report (s) in any form. Exceptions to this would be made with a prior application from you and after approval is given by the Company.
 3. You would refrain from publishing any part of the report (s) / drawings unless it is approved by the Company against a specific application made by you.

The terms and conditions of your training mentioned above are extended to you at the discretion of the Company.

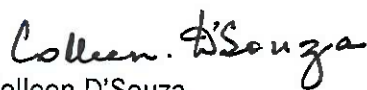
If the above terms and conditions are acceptable to you, kindly sign the duplicate of this letter as a token of your acceptance.

You are requested to bring two copies of your passport size photographs at the time of joining.

We look forward to having you with us for training.

Yours faithfully,

Mercedes-Benz India Private Limited


Colleen D'Souza
General Manager
Human Resources


Sanjeev Mandpe
General Manager
Human Resources




10/10/2022

Page 2



Regd. Office: Urmi Axis, 7th Floor,
Famous Studio Lane, Dr. E. Moses Road,
Mahalaxmi, Mumbai – 400011, India
T: +91 22 6730 9000

18 July 2022

To

Ms. Sushmita Avinash Khokle,
Flat No. 302, Destination 41,
Kharadi Bypass Road, Pune City,
Pune - 411 014.

Dear Sushmita,

Sub: Offer of Employment

On behalf of **Nexdigm Private Limited** (“**Organization**”), I am pleased to offer you the position of Analyst.
Following are the terms and conditions of this offer:

1. **Date of Joining (DOJ)** – As discussed your starting date will be 08 August 2022 or such other date as may be mutually agreed.
2. **Salary/Cost to Company (CTC)** - Your annual CTC will be INR. 367731. The breakup of the salary is mentioned in Schedule 1 hereto. The Organization may in its absolute discretion pay a performance-linked bonus of such amount, at such intervals and subject to such conditions as the Organization may determine from time to time.
3. **Probation** – You will be on probation for a period of 6 months from the DOJ. Confirmation of your employment is conditional upon the satisfactory completion of the probationary period.
4. **Pre-employment Verification** - Your the appointment is subject to pre-employment verification including but not limited to reference check, criminal antecedent check, and credit check. Information provided by you to the Organization for seeking employment shall be verified after your acceptance of this offer. If it is discovered by the Organization at any time that you have either misrepresented facts or concealed information relevant to your employment with the Organization, the Organization shall be entitled at its sole discretion to withdraw the offer of employment made to you even if it has been accepted by you, without any notice or payment in lieu thereof.
5. **Documents** - You are required to provide the documents mentioned in Schedule 2 on the DOJ and in any case, within 3 (three) working days thereof. In the event you are unable to provide all or any of the required documents within the stipulated time, you are required to inform the People Team (HR) and take steps as per their advice. It shall be your responsibility to ensure that the documents and information provided by you are true and accurate.
6. **Declaration** - By accepting this offer of employment, you declare that you have not been convicted or found guilty by a court of any offence in any country and that you are medically fit to perform the duties and responsibilities as per your role with the Organization.

Regd. Office: Urmi Axis, 7th Floor,
Famous Studio Lane, Dr. E. Moses Road,
Mahalaxmi, Mumbai – 400011, India
T: +91 22 6730 9000

7. **Employment Agreement** – You will be required to execute an employment agreement on the DOJ, which contains all the terms and conditions of your employment with the Organization.

8. **Additional terms**

1. Please note that this position is time-sensitive. This offer made to you is on the additional condition that you will commence employment on the DOJ. If you fail to do so, and if no alternate DOJ has been agreed, the Organization will have the right to unilaterally rescind this Offer Letter irrespective of whether you have resigned/left your previous employment or any other profession or engagement to take up this role, without serving any notice and/or paying any compensation.
2. This Offer Letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between the Organization and yourself. Any employer-employee relationship will arise only when the employment agreement is executed by yourself and the Organization.
3. To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter as confirmation of your acceptance of the terms set out in this offer letter.
4. This offer letter is valid for a period of three (3) days from the date of issue. This offer will lapse if you do not accept the offer within the stipulated time. In case you have any queries or require any clarification on any points above, please do not hesitate to contact us.

We look forward to welcoming you to Nexdigm.

Yours sincerely,

For **Nexdigm Private Limited**



Pravin Kashyap

ACKNOWLEDGEMENT & ACCEPTANCE

I have read, understood, and hereby accept the terms and conditions of the above offer letter including the compensation package relating for my services and employment with **Nexdigm Private Limited**.

Sushmita Avinash Khokle

Regd. Office: Urmi Axis, 7th Floor,
Famous Studio Lane, Dr. E. Moses Road,
Mahalaxmi, Mumbai – 400011, India
T: +91 22 6730 9000

Schedule 1 - CTC structure/Salary break-up

Name	Sushmita Avinash Khokle
Designation	Analyst
Department	Business Process Management (Contract Management Services)
Organization	Nexdigm Private Limited
Location	Pune

SALARY COMPUTATION		
Components	Per Annum	Per Month
A SALARY		
Basic	160715	13393
House Rent Allowance	80358	6697
Medical Allowance	15000	1250
Conveyance Allowance	19200	1600
Other Allowance	24555	2045
SUB TOTAL A	299828	24986
B OTHER BENEFITS		
Gratuity	7731	645
Employer contribution of PF	21600	1800
SUB TOTAL B	29331	2444
C Performance Linked Bonus	38572	3215
D TOTAL COST TO COMPANY	367731	30644
E DEDUCTIONS		
Employee contribution of PF	21600	1800
PT	2500	208
SUB TOTAL E	24100	2008
F NET TAKE HOME BEFORE TAX	314300	26192

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Notes:

- Above numbers are annualized [before-Tax] and will be prorated from the date of joining
- Over and above your total CTC during your employment with us, you will be covered under our Group Medclaim (GMC) Policy and Group Personal Accident (GPA) Policy for an insured sum of INR 300,000/- p.a. each. GMC and GPA coverage is subject to change based on the insurance policy in force.
- TDS on salaries deducted as per applicable IT slab.
- Gratuity is paid at the time of separation from the Organization provided you meet the eligibility criteria as prescribed under the Payment of Gratuity Act and this amount only reflects the provision being made by the Organization in this respect. Your total gratuity entitlement is subject to the statutory cap prescribed at the time of your separation.
- In case the Government of India revises the wage limit of coverable employees under respective statutes then your pay the package will be redesigned / re-appropriated to accommodate the change or revision. However, the CTC will not be reduced but restricted to suit the change.
- Professional Tax deduction is INR 200 in all the months except in the month of February wherein it is INR 300. The amount of INR 208 mentioned above is only indicative.
- In case you opt for bus facility (Pune location only) which shall be allocated as per availability of seats, relevant a deduction shall apply.

***Performance linked bonus**

- Amount is estimated at 12% of Fixed CTC (pro-rata from DOJ) and may increase or decrease basis actual performance and will be subject to terms of the employment agreement.
- Bonus will be determined monthly and will be based on certain parameters viz. 1] Organization's Performance, 2] Employee Performance and 3] Any other factors that the Organization may deem fit from time to time.
- Continued non-performance /indiscipline in spite of feedback, may result in the suspension of the performance bonus for that month.
- In addition to the above, exceptional performance shall be recognized and maybe eligible for additional bonus payout at the end of the year along with annual appraisal

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Schedule 2

List of Documents

You are required to submit the following documents on DOJ:

1. Passport size photograph with white background (4 copies)
2. Self-attested photocopies of your educational certificates (SSC, HSC, Graduation, PG, Diploma, Other certificates)
3. Self-attested photocopy of your Indian passport (If not available, same will need to be arranged by self and submitted within 6 months from DOJ)
4. Self-attested photocopy of your PAN card or driving license
5. Self-attested photocopies of Relieving and Experience letters obtained from all previous employers
6. Self-attested photocopies of the last 3 payslips from the previous employer
7. Documents (original and photocopy) required for salary account opening
 1. Identity Proof Document: (Any one of the following)
 2. Aadhar card
 3. Nationalised Bank Passbook with photograph & account opening cheque of the same bank
 4. PAN card
 5. Driving License
 6. Voters ID card
 8. Address Proof Document: (Any one of the following)
 1. Aadhar card
 2. Electricity / Phone Bill (not older than 3 months)
 3. Nationalized Bank Passbook with photograph & account opening cheque of the same bank.
 4. Consumer gas connection card along with a receipt for gas supply (not older than 3 months and handwritten receipts will not be accepted)
 5. Driving license
 6. UID card
9. In case you have a PF account with your previous organization, kindly submit your Universal Account.
10. Number (UAN) and PF account number.
11. If you are covered under ESIC, canceled the cheque of any Nationalised bank.