



**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),  
SION (W), MUMBAI -400 022  
NAAC SSR – CYCLE 4 : 2018-2023**

**Metric No. 5: 5.2.1:**

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

**Academic Year 2018-19**

<b>Sr. no.</b>	<b>Details</b>	<b>Page no.</b>
<b>1</b>	<b>List of Students progressing to higher education / placed</b>	<b>01</b>
<b>2</b>	<b>Sample of transfer certificates</b>	<b>23</b>
<b>3</b>	<b>Appointment letters of Students placed</b>	<b>30</b>

*This is to certify that the attached documents have been verified and found to be true.*

  
**Principal**  
SIES College of Arts, Science &  
Commerce (Autonomous)  
Sion (West), Mumbai - 400 022.



**College Seal**

<b>Sr. no.</b>	<b>Name of student placed / enrolling into higher education and contact details</b>	<b>Placement/Progressed to Higher Education</b>	<b>Program graduated from</b>	<b>Name of the employer with contact details (in case of placement) / Name of institution joined (in case of progression to higher education)</b>	<b>Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)</b>
1.	JOSHI BHAKTI DILIP	Progressed	B.COM	Gopaldas Jhamatmal Advani Law College	LLB
2.	SHETTY NIDHI CHANDRASHEKHAR	Progressed	B.COM	Gopaldas Jhamatmal Advani Law College	LLB
3.	PEREIRA SINDHU CHRISTOPHER	Progressed	BMM	Sarada Kurup College of Education and Research	B.ED.
4.	PISAL MAYURI SHIVAJI	Progressed	B.SC	Oriental College of Education	M.SC IT
5.	MODI RHEA SUKETU	Progressed	BMS	Institute of Distance and Open Learning	Mcom
6.	SHAIKH REHANA SHABBIR	Progressed	BA	Pillai's HOC College of Education and Research	Bed
7.	LIBNAH JESUDAS	Progressed	B.SC	Pillai College of Education and Research	BEd
8.	BADAMWALA JIGNA VIJAYSINH	Progressed	B.SC	Sarada Kurup College of Education and Research	B. Ed
9.	SANDHYA NATESAN	Progressed	B.SC	K.J. Somaiya Institute of Management Studies and Research	MBA
10.	DSOUZA CALLISTA CLINT	Progressed	BA	Pillai's HOC College of Education and Research	B. Ed

11.	TAMBE FURKAN ABDUL KADIR	Progressed	BA	Rizvi Law College	LLB
12.	KAKKAD POOJA UDAY	Progressed	M.SC	Siddharth B.Ed. College	B.ED.
13.	MISHRA DURGESH AJAY	Progressed	M.SC	Siddharth B.Ed. College	B.ED.
14.	ASARI AMSAVALLI ARUMUGAM	Progressed	M.SC	Siddharth B.Ed. College	B.ED.
15.	NADAR CHRISTINA MARIA WILLINGTON	Progressed	BA	Department of Philosophy UOM	MA
16.	GALA JEEL DEEPAK	Progressed	BMS	Institute of Distance and Open Learning	M.COM
17.	NADAR VIGNESH NATARAJAN	Progressed	B.COM	S.I.W.S. N.R. Swamy College of Commerce and Economics	M.COM
18.	HUSSAIN FARHEEN ZAKIR	Progressed	BA	Sarada Kurup College of Education and Research	B.ED.
19.	SAYYED NAGMA SAYYED ARIF	Progressed	B.SC	Oriental College of Education	M.SC
20.	CHAKRABORTY NEHA SUSHIL	Progressed	B.COM	Mulund College of Commerce	M.COM
21.	SABINA ROSE CHERAN	Progressed	B.SC	Pillai College of Education and Research	B. Ed
22.	GANGULA DIVYA NAGALINGAM	Progressed	B.COM	Gyanodaya B.Ed. College	B.ED.
23.	NARI ANISHA RAVI	Progressed	B.SC	Sir M. Visvesvaraya Institute of Management Studies and Research	M.SC
24.	KHAN AFREEN MUHAMMED NASEEM	Progressed	B.COM	Institute of Distance and Open Learning	PGDFM
25.	PADALE SANDESH SUNIL	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
26.	POOJARI RAVEENA ASHOK	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
27.	CHHABRIA HARSHITA GOVIND	Progressed	BMS	Institute of Distance and Open Learning	M.COM
28.	NAIR SNEHA MANIKANTAN	Progressed	B.SC	D.G. Ruparel College of Arts, Science and Commerce	M.SC IT
29.	KHAN ASIYA BEGUM MOHD ISMAIL	Progressed	B.SC	K J Somaiya College of Science and Commerce	M.SC

30.	CHAVAN NIDHI SATISH	Progressed	BA	S K Somaiya College of Arts, Science and Commerce	MA
31.	SACHDEV PRABHLEEN KAUR	Progressed	BA	Guru Nanak College of Education and Research	B.ED.
32.	RAGHUWANSHI ASHWINI AJAY	Progressed	B.COM	VES College of Law	LLb
33.	SHETTY TANVI NAVEEN	Progressed	B.COM	VES College of Law	LLB
34.	RAI PRIYANKA VINOD	Progressed	M.SC	Gokhale Education Society's	B.ED.
35.	KENY RESHMA ANTHON	Progressed	B.COM	Mahatma Junior College of Education	Bed
36.	KAVITA KRISHNAN ALAMELU	Progressed	B.COM	Institute of Distance Education	M.COM
37.	IYER DIKSHNATH VENKATESH	Progressed	BA	S K Somaiya College of Arts, Science and Commerce	MA
38.	SHAIKH NUSRAT YASMEEN MOHD AZAD	Progressed	BA	Pillai's HOC College of Education and Research	B. Ed
39.	NADAR AMALA ROSHI R ANTHONY	Progressed	B.SC	Pillai's HOC College of Education and Research	B.ED.
40.	KHAN YASMIN NASIR	Progressed	B.SC	Pillai College of Education and Research	B.ED.
41.	NADAR NEETANANDI LAXMAN	Progressed	B.SC	Pillai College of Education and Research	B.ED.
42.	MAURYA KAJAL HARISHANKAR	Progressed	M.SC	The Lords Universal College of Education	B.ED.
43.	JOSHI YASH ARUN	Progressed	B.COM	Institute of Distance Education	M.COM
44.	SONI ARJUN PARABDIN	Progressed	B.COM	SIES College of Commerce and Economics	M.COM
45.	SHAIKH ERAM ABDUL AZIZ	Progressed	M.SC	Surju Singh Memorial College of Education & Research	B.ED.
46.	ARTHI UDAYA SURIYAN	Progressed	B.SC	Pillai College of Education and Research	B.ED.
47.	CHANCHAL SOUMYA ARVINDKUMAR	Progressed	BA	S K Somaiya College of Arts, Science and Commerce	MA

48.	KAKKAR SANYA JITENDRA	Progressed	BA	S K Somaiya College of Arts, Science and Commerce	MA
49.	SALIA DISHA MUKESH	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
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51.	AKBANI MOHAMMED OWAIS ABDUL AZIZ	Progressed	B.COM	Institute of Distance Education	M.COM
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53.	CHINTAWAR VEDANGI UDAY	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
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55.	MUKADAM MARYAM ABDUL SHAKOOR	Progressed	M.SC	Guru Nanak College of Education and Research	B.ED.
56.	NADAR NITHYA SENTHILKUMAR	Progressed	BA	Guru Nanak College of Education and Research	B.ED.
57.	KHAN NIDA ALIMUDIN	Progressed	B.SC	Guru Nanak College of Education and Research	B.ED.
58.	SYED AATIKA RUKHSAR MOHAMMED AZAM	Progressed	B.SC	Guru Nanak College of Education and Research	B.ED.
59.	BHOSALE SAILI DILIP	Progressed	B.SC	Pillai College of Education and Research	Bed
60.	DANGE DIVYA BRIJAL	Progressed	BA	Pillai College of Education and Research	B.ED.
61.	FERNANDO MARY ANBARASI	Progressed	BA	Pillai College of Education and Research	B.ED.
62.	CHIRIYAMKANDATH NEENU ANTONY	Progressed	BA	Pillai College of Education and Research	B.ED.
63.	SHAIKH SANA MOHD NAYEEM	Progressed	BA	Chembur Sarvankash Shikshanshastra Mahavidyalaya	B.ED.
64.	KHAN AISHNOOR FAIYAZ	Progressed	B.SC	Pillai College of Education and Research	B.ED.

65.	D'SOUZA LIZA LEO	Progressed	BA	Pillai College of Education and Research	B.ED.
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68.	PRISCILLA ATHISTAMANI	Progressed	BA	Gokhale Education Society's College of education & research	B.ED.
69.	BHATANKAR SUMEDHA SUNIL	Progressed	BA	New Law College	LLB
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71.	NAIDU BUVANESHWARI RANGA	Progressed	B.COM	Asmita College of Law	LLB
72.	CHAUDHARY SHAGUFTA ABDUL KARIM FAHIMULLA	Progressed	B.SC	Chembur Sarvankash Shikshanshastra Mahavidyala	B.ED.
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112.	GAUDA PRABHAKAR KABIRAJ	Progressed	B.SC	St.Wilfred's College of Arts, Commerce and Science	M.SC
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114.	GOVINDAN PRANAV PRAMOD	Progressed	B.SC	SIES College of Management Studies	MBA
115.	NADAR KARTIKADEVI SHAKTIVEL	Progressed	B.SC	Guru Nanak College of Arts, Science and Commerce	M.SC IT
116.	SHAIKH SHABNOOR MOHD ZAHIR	Progressed	B.SC	Guru Nanak College of Arts, Science and Commerce	M.SC



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119.	ANITHA ANBARASU N	Progressed	B.SC	Institute of Distance Education	M.SC IT
120.	GUPTA MONI PREMSHANKAR	Progressed	B.SC	Institute of Distance and Open Learning	M.SC
121.	IYER AISHWARYA RAVI	Progressed	BA	Institute of Distance and Open Learning	MA
122.	SAVLA RIDDHI LITIN	Progressed	BA	Institute of Distance and Open Learning	MA
123.	KASARALKAR HIMRAJ NANDKUMAR	Progressed	B.SC	Department of Statistics UOM	PGDASS
124.	DUBEY PRIYANKA BHASKAR	Progressed	B.SC	Department of Statistics UOM	PGDASS
125.	IYER VAISHNAVI RAVI	Progressed	B.SC	Department of Statistics UOM	PGDASS
126.	ADLEE SHARON SOLOMON RAJAN	Progressed	BMS	Garware Institute of Career Education and Development	M. IISM
127.	UBBU NIKITA AJAY	Progressed	B.SC	Garware Institute of Career Education and Development	M.SDEM
128.	VIJAN ANKIT VIJAY	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
129.	MANASA CHANDRAN	Progressed	BMM	Department of Communication and Journalism	BMM
130.	AMANNA SERAPHIN OLIVER	Progressed	BMM	Department of Communication and Journalism	BMM
131.	NADAR BRISHELLA PAPPUDURAI	Progressed	BA	Pillai College of Education and Research	B.ED.
132.	CHAVAN PRASHANT PANDURANG	Progressed	M.SC	Garware Institute of Career Education and Development	M.SC
133.	SHAIKH ZAHIDA SHAHEEN	Progressed	B.COM	Banister AR Antulay College of law	M.COM

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136.	CHETTIAR NITIN RAVI	Progressed	B.SC	National Centre for Nanosciences and Nanotechnology	M.SC
137.	KADAM PRATHAMESH SANJAY	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC
138.	PAWAR AKASH RAVINDRA	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC
139.	BHUVAD UDAY LAXMAN	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC
140.	JOGLEKAR DHRU JITENDRA	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC
141.	MENON AISHWARYA GIRISH	Progressed	B.SC	Department of Statistics, University of Mumbai	M.SC
142.	SANGHAVI FORAM MITESH	Progressed	BA	Institute of Distance and Open Learning	MA
143.	KAMAT KRISHNAVENI MAHESH	Progressed	BA	Institute of Distance and Open Learning	MA
144.	RAIKAR KETAKI DEEPAK	Progressed	BA	Institute of Distance and Open Learning	MA
145.	GHOSH DIPSHIKHA SANDEEP	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
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156.	NAIR NEETHA	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
157.	NAIDU GAYATHRI HEMADRI	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
158.	GOLE SUKHADA SHASHIKANT	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
159.	SHETTY AISHWARYA SHEKHAR	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
160.	SUVE SURABHI DINESH	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
161.	NADAR PURVANA RAJENDRAN	Progressed	B.SC	DEPARTMENT OF MATHEMATICS University of Mumbai	M.SC
162.	SHAIKH BANISHA BENGUM SIKKANDAR	Progressed	BA	Mumbai school of Economics & public policy UOM	MA
163.	SHIRSAT SHALINI SHAM	Progressed	BA	Mumbai school of Economics & public policy UOM	MA
164.	SAWANT ROMESH DINESH	Progressed	B.SC	Ramnarain Ruia College	M.SC
165.	PURAGERI SHENA SHANKAR	Progressed	B.SC	Ramnarain Ruia College	M.SC
166.	NAIR GAYATHRI CHENTHAMARAKSHAN	Progressed	BMS	Aditya institute of Management Studies & Research	MMS

167.	SHAIKH SEEMA ABDUL RASHID	Progressed	B.SC	Ramniranjan jhumjhunwala college	M.SC
168.	KALLI RAHUL RAVINDRAN	Progressed	B.SC	Ramniranjan jhumjhunwala college	M.SC
169.	GHADSHI RASIKIA VISHNU	Progressed	B.SC	NCRD'S sterling Institute of Manegment Studies	M.SC
170.	BENGA MALIKA KAUR GURMEET SINGH	Progressed	B.SC	Guru Nanak Khalsa college of Arts, Science and Commerce	M.SC
171.	KRTTIKA GOPALAKRISHNAN	Progressed	BMS	Guru Nanak Khalsa college of Arts, Science and Commerce	MMS
172.	SHINDE POOJA NANDAKUMAR	Progressed	BA	Satheye College	MA
173.	CRASTO OLIVIA VICTOR	Progressed	B.SC	COLLEGE OF HOME SCIENCE	M.SC
174.	MANNEY POOJA ASHAPPA	Progressed	B.SC	SIES College of Management Studies	M.SC IT
175.	GUPTA SHYAMA VINOD	Progressed	B.SC	SIES College of Management Studies	M.SC IT
176.	KUMBHAR SONALI SUDARSHAN	Progressed	B.SC	SIES College of Management Studies	M.SC IT
177.	KUMARI HONEY ARUN	Progressed	B.SC	SIES College of Management Studies	M.SC IT
178.	MANIK VAIBHAV MANOHAR	Progressed	BMS	VES Institute of Manegment Studies & Research	MMS
179.	MODI MAITRI JIGNESH	Progressed	BMS	VES Institute of Manegment Studies & Research	MMS
180.	MOHD. FERAZ M KASIM	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC IT
181.	SANSARE TEJAS AVINAS	Progressed	B.COM	VPM'S Thane Municipal Corporation Law College	LLB
182.	OSWAL SONAL HIRALAL	Progressed	B.SC	Institute of Distance and Open Learning	M.COM
183.	IYER VEENA VISHWANATHAN	Progressed	BMM	V.E. S. College of Arts, Science and Commerce	MA

184.	MIRANI DIVYA DILIP	Progressed	BA	V.E. S. College of Arts, Science and Commerce	MA
185.	SAPRE SHIVANI NITIN	Progressed	BA	V.E. S. College of Arts, Science and Commerce	MA
186.	RAMGURWADI VAISHALI MANTESH	Progressed	B.SC	V.E. S. College of Arts, Science and Commerce	M.SC
187.	SYED ARSHYA AZMATULLA	Progressed	B.SC	V.E. S. College of Arts, Science and Commerce	M.SC
188.	GOYAL UJJWAL AJAY	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
189.	SHAH DHRUVAL RAHUL	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
190.	NAIK NAINA NAGESH	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
191.	NIMMA ANIL RAMESH	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
192.	GOGRI VIDHI CHAMPAK	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
193.	SOPARKAR KOMAL HEMCHANDRA	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
194.	SAHAYA SOBANA EDWIN	Progressed	BA	Department of Philosophy UOM	MA
195.	ANGELA LINCY M ANTHONY	Progressed	BA	Department of Philosophy UOM	MA
196.	IYER SHOLKA SHIVRAM	Progressed	BMS	Institute of Distance and Open Learning	M.COM
197.	BHANUSHALI JAYESH KANAIYALAL	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
198.	AKELLA SANKALP SHIVA	Progressed	BA	Institute of Distance and Open Learning	MA

199.	NAIR SATYENDRA SAJIV	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA
200.	SHETTY RISHAB DAYANAND	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA
201.	UMA RANI	Progressed	B.SC	Institute of Distance and Open Learning	MCA
202.	PANCHAL PRIYANKA VINOD	Progressed	B.SC	R.R.E.T College of Education & Research B.ED. College	B.ED.
203.	SHAH SAGAR VIPUL	Progressed	BMS	Institute of Distance and Open Learning	M.COM
204.	THAKKAR HARINI KIRIT	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
205.	SHETTY HARSHITA SUNDAR	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
206.	YADAV ROSHANI RAJENDRAPRASAD	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
207.	NORONHA CAROL CHRISTO PETER	Progressed	B.SC	Institute of Distance and Open Learning	M.SC IT
208.	AKSHITA GANAPATHY	Progressed	B.SC	Institute of Distance and Open Learning	M.SC IT
209.	KHAN NILOFER SIRAJ AHMED	Progressed	BA	Department of Hindi UOM	MA
210.	IYER SHRUTI SURESH	Progressed	BA	Department of Hindi UOM	MA
211.	SAGGU SIMARAN KAUR RAVINDER SINGH	Progressed	BA	Department of Hindi UOM	MA
212.	JERIN JOHN SAMUEL	Progressed	B.SC	Sterling institutre of Management of Studies	M.SC
213.	GEDDAM MRUALINI SRINIVAS	Progressed	BA	St. Xavier's College of Autonomous	MA
214.	JENNIFER ADAMS	Progressed	B.SC	St. Xavier's College of Autonomous	Msc
215.	RAMYA MURALIDHARAN	Progressed	BA	Mithibai College of Arts, Chauhan Institute of Science	MA
216.	NAIR ANKITY	Progressed	B.COM	Mumbai Institute of Management Research	M.COM

217.	SINGH PRAGYA PRAMOD	Progressed	B.SC	Rmanarain Ruia Autonomous College	M.SC
218.	SHINDE SONALI MILIND	Progressed	B.SC	Rmanarain Ruia Autonomous College	M.SC
219.	K SHARON JOSE	Progressed	BMS	SIES (Nerul) College of Arts, Science and Commerce	M.COM
220.	KALLARAKKAL SHERYL JOSE	Progressed	BMS	SIES (Nerul) College of Arts, Science and Commerce	M.COM
221.	JADHAV GEETA SIDRAM	Progressed	B.SC	Karmaveer Bhaurao Patil College.	M.SC
222.	KARANGULA SOLOMONRAJ SHANTARAO	Progressed	B.SC	Karmaveer Bhaurao Patil College.	M.SC
223.	SINGH VISHAL HEMANT	Progressed	B.SC	Ramniranjan jhumjhunwala college	M.SC
224.	KHAN MOHD RIYAZ REHMATULLA KHAN	Progressed	B.SC	Ramniranjan jhumjhunwala college	M.SC
225.	PILLAI ADITYA AJIT	Progressed	B.SC	Lala lajpatraj Institute of Management	MBA
226.	SAWHNEY PRIYA VIRENDRER	Progressed	B.COM	Lala lajpatraj Institute of Management	MBA
227.	RASHEELA CHANDRASHEKAR	Progressed	BA	K.V. Pendharkar College fo Arts, science and Commerce	MA
228.	SHETYE MITALI MILIND	Progressed	B.COM	Mulund College of Commerce	M.COM
229.	SHETTY DISHA SADANAND	Progressed	BMS	Chetans Ramprasad Khandewal Institute of Management & Research Che	MBA
230.	KHAN FARZANA SHAMIM	Progressed	B.SC	Rizvi College of educatio	M.SC
231.	DSOUZA OSWIN MARCEL	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC
232.	ANANT SUJATANNAGARJUNA	Progressed	B.SC	Department of Computer Science UOM	M.SC

233.	JANANI SRINIVAS	Progressed	BA	Department of Communication and Journalism UOM	MA
234.	SHAH KHUSHBU RUPIN	Progressed	B.COM	Institute of Distance and Open Learning	M.COM
235.	PATIL SENORA KEVIN	Progressed	B.COM	Garware Institute of Career Education and Development	Masters in Tourism Management
236.	KOLHE AMEY SURESH	Progressed	B.SC	Karmaveer Bhaurao Patil College.	M.SC
237.	MARIA SHENTHIVEL ASHARY	Progressed	M.SC	Department of Computer Science UOM	Ph.D
238.	KELKAR GAURAANG PADMANABH	Progressed	M.SC	Department of Computer Science UOM	Ph.D
239.	FERRAO CLAIN ROLAND	Progressed	B.COM	Don Bosco Institute of Technology MMS	MMS
240.	KALEETH MOHMMED RAHAMATHULLAH NOORJAHAN	Progressed	B.SC	Radio-diagnosis, Tata Memorial Hospital	PGD
241.	DALWATE SANKET RAMESH	Progressed	B.SC	Fr. C. Rodrigues Institute of Management Studies	MBA
242.	KOLTE NITESH SHIVAJI	Progressed	B.COM	SIES (Nerul) College of Arts, Science and Commerce	M.COM
243.	BARTAKKE SHARVARI VINAYAK	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC
244.	KERIYIL GEORGE DEVASIA	Progressed	B.SC	K.J. Somaiya College of Science and Commerce	M.SC
245.	KHAN AYESHA AZAM	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
246.	SARKANIYA JAYA NARAYANDAS	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
247.	SOBIYO BANO MOHD HUSSAIN	Progressed	BA	Department of Civics and Politics University of Mumbai	MA
248.	DURAI WILSON PONRAJ	Progressed	B.SC	Institute of Distance and Open Learning	M.SC IT



249.	NADAR VIDYA NATARAJAN	Progressed	B.COM	SIES COLLEGE OF COMMERCE AND ECONOMICS	M.COM
250.	KUMBHAR SHASHIKALA VITTHAL	Progressed	M.SC	Dnyanganga Education Trust COLLEGE OF EDUCATION (B.ED.)	B.ED.
251.	TELISRA MITHISA VINOD	Progressed	B.COM	N.L. Dalmia institute of Management studies and Research	M.COM
252.	PUTHUKKATIL SHERIN BALAN	Progressed	BA	Guru Nanak Khalsa college of Arts, Science and Commerce	MA
253.	KOTIAN VISHAL VITTAL	Progressed	B.COM	SIES College of Management Studies	MBA
254.	VINOD VELLAIYAN	Progressed	B.COM	SIES College of Management Studies	MBA
255.	IYER KARTHIK JAYARAMAN	Progressed	BMS	SIES College of Management Studies	MBA
256.	CHANDA GARIMA TARANKUMAR	Progressed	B.COM	Lala lajpatraj Institute of Management	MBA
257.	PITALE KAIVALYA SURESH	Progressed	B.SC	St. Xavier's College of Autonomous	M.SC
258.	SHUBHANGI MOHAN MOTE	Progressed	M.SC	Netaji Subhash Institute	B.ED.
259.	PANDA VINAYAK PURANCHNADRA	Progressed	BMS	St. Francis Institute of Management and Research	MBA
260.	SHRADDHA SURYAKANT PATIL	Progressed	B.SC	Prin. L.N. Welingkar Institute of Management Dep. & Research	MBA
261.	KHAN TABASSUM JALALUDDIN	Progressed	B.SC	Maharashtra College of Arts, Science and Commerce	M.SC
262.	GANESHAN JANAA	Progressed	BA	K.G.JOSHI COLLEGE OF ARTS & COMMERCE	MA
263.	HANDE PRANALI DNYANESHWAR	Progressed	B.SC	Ramnarain Ruia College	M.SC
264.	NARLA ARMESH BHIMAYYA	Progressed	B.COM	Vidyalankar School of Information Technology	M.COM
265.	KULKARNI MERYL MANISH	Progressed	BA	Sasmira Education & Training Program	B.ED.

266.	SAYED SAHRISH AIJAZ	Progressed	BA	Oriental College of Education	MA
267.	CHANVAN PRASHANT PANDURANG	Progressed	M.SC	Garware Institute of Career Education and Development	Masters in Sports Management
268.	Nadar Selva nalsiya Kalai Selvan	Progressed	B.SC	Karmaveer Bhaurao Patil College.	MSC
269.	Yadav Kirti Rajdeo	Progressed	B.SC	Karmaveer Bhaurao Patil College.	Msc
270.	Shaikh Rubina Begum Mohd Usmaan	Progressed	B.SC	K J Somaiya College of Science and Commerce	Msc
271.	Iyer Vandhana Ramalingham	Progressed	B.COM	Institute of Distance and Open Learning	M.com
272.	Nair Aneesha Ravi	Progressed	B.SC	Vesvaraya Institute of Manangement Studies	MBA
273.	Narigada Niteen Mukesh	Progressed	MSc	Pillai College of Education and Research	B.ED.
274.	KHAN NAZMEEN MOHD ANEES SHAHATUNNISA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
275.	ASHWIN DINESAN KOMALAVALLY	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
276.	KIRTHIKA SIVASUBRAMANIAN SELVAPARVATHI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
277.	NAIDU MALLIKA KUMAR NALINI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
278.	BANDARI VARALAXMI ERANNA JYOT	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
279.	FERNANDES PEARL RHEA CHRISTOPHER EVELYN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
280.	MEISHERI KRISHA KIRTI KAMINI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc

281.	PATEL SAMREEN RIYAZUDDIN SABIHA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
282.	POOJA DEVANARAYAN K RAJAKUMARI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
283.	SHAIKH HANNA AKRAM HUSNA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
284.	TRIPATHI ANKITA BALAPRASAD PRABHA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
285.	IDRISI SAKINA BANO NIZAMUDDIN NAZAMA KHATUN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
286.	KORI NAVIN SATISH KAMLESH	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
287.	NIKAM RONAK RAVIKANT ROHINI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
288.	PANDEY SANDEEPKUMAR RAJENDRAPRASAD NEETA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
289.	NAIR NEHA VINOD SHEENA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
290.	AISHWARYA VIJAYAN ROJA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
291.	ANN SHARON RAMSEY PRASAD LATHA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
292.	JAIWAR SWATI HANSRAJ POONAM	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
293.	PANCHAL RADHIKA MANSUKH MEENA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc

294.	R JOTHIMONISHA MRAJADURAI SELVI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
295.	SOUMYA SUBRAMANIAM USHA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
296.	VARGHESE RACHAEL THOMAS BETTY	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
297.	KHAN KULSUM AHMED ALI KHATOONISSA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
298.	MENON VEENA KRISHNAKUMAR SREEDEVI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
299.	NADAR PONSUBHASHREE PATHIRAKALIMUTHU THALAMPOO	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
300.	SHAIKH AFREEN ABRAR SHABRA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
301.	YARGATTI ANAM AFTAB SALMA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
302.	JOSEMINE K SIMON MINI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
303.	AFROSE FATHIMA MEERAN HARIS MARIAM	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
304.	BAGWE HEMANT DEEPAK DEEPAL	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
305.	PRABHU SNEHA RAJENDRA SUNITA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
306.	PUROHIT VIKRAM VIJAYKUMAR VIDYA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc

307.	SHIRKAR SAYALI SUDHIR POONAM	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
308.	KHAN NIDA VAZHUL QAMAR SHAZADI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
309.	NIGHOT RUTUJA ASHOK SHUBHANGI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
310.	NAIDU VIJAYKUMAR RAJU AMUDHA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
311.	FERNANDES REEMA ROQUETHELMA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
312.	KONAR VENKTESH PERUMALKARUPAI	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
313.	KONAR DEEPAK	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
314.	NAIR SANDHYA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
315.	SHETTIGAR BHAGYASHREE	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
316.	THANGARAJ JENITA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
317.	NADAR BHGYARAJ	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
318.	POZHALIPARAMBIL BERLY BABULINCY	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
319.	SHETTY SHRIYA SANJEEVSHAKUNTALA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc

320.	SWETHA SOMASUNDARAMMURUGESHWAR	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
321.	YADAV SHUBHAM SHIVRAMSHEELA	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
322.	BIJETA PRADHAN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
323.	SHRUTI IYER	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
324.	RADHIKA VENKATAKRISHNAN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
325.	ANKITA RANE	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
326.	SUJIT KUMAR	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
327.	SANCHIT JAIN	Progressed	BSc	SIES College of Arts, Science & Commerce (Autonomous)	MSc
328.	ABHISHEK MANGESH TULASKAR	Placement	BCom	Ceasefire Industries Private Limited	300000
329.	AKASH MANE	Placement	BSc IT	Fynd	600000
330.	SHAIKH FIZZA BANO ABUSAAD ALAM	Placement	BSc	Calibehr Business Support Services Pvt Ltd	156000
331.	GANESH BOMMERI	Placement	BSc	Thyrocare technologies Ltd	240000
332.	SHREYA SHETTY	Placement	BA	Passion360 multimedia pvt ltd	400000
333.	CHANDRIMA SINGHA ROY	Placement	BSc	Genpact India Pvt Ltd	300000
334.	KAJAL NAUKARIYA	Placement	BSc	ICMR-National Institute for research in Reproductive health	354780
335.	SREEJA PARTHASARATHY	Placement	BSc	Lilac Insights Pvt Ltd	244692

336.	SHRINIDHI SHETTY	Placement	BSc	Lilac Insights Pvt Ltd	144000
337.	SUVITHA VIJAYARAM THOPPE	Placement	BSc	Tata Consultancy Services Limited	250000
338.	TANYA SINGH	Placement	BSc	DOW Chemical International Pvt Ltd	300000



College of Arts,  
Science &  
Commerce (Autonomous)

**SIES**

RISE WITH EDUCATION

NAAC REACCREDITED - 'A' GRADE

**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),**

**SION (W), MUMBAI -400 022**

**NAAC SSR – CYCLE 4 : 2018-2023**

**Metric No. 5: 5.2.1:**

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

**Transfer certificate samples for the year 2018-2019**

*This is to certify that the attached documents have been verified and found to be true.*

Principal

SIES College of Arts, Science &  
Commerce (Autonomous)  
Sion (West), Mumbai - 400 022.



**College Seal**



**S.I.E.S. COLLEGE OF ARTS, SCIENCE AND COMMERCE**  
**SION (WEST), MUMBAI-400 022.**  
**AUTONOMOUS**

Tel: 24072729  
Ref.No. 7275

Date: 28/09/2018

BY HAND DELIVERY/BY REGISTERED A.D.

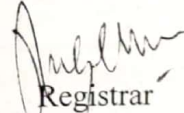
To  
Director  
Garware Institute of Career Education and Development  
University of Mumbai  
Kalina Campus, Santacruz (East)  
**MUMBAI : 400 098**

Sub: Issue of Transference Certificate

Dear Sir / Madam,

Enclosed please find herewith the Transference Certificate/s issued in favour of the following student who has joined your college/Department for further studies. Kindly acknowledge the receipt.

Yours faithfully

  
Registrar



Sr. No.	Name/s of Students	T.C. NO.
1	Chavan Prashant Pandurang	2048

Encl: 1 TC

  
Recd  
Registrar  
28/09/18

Jiv. - R.No. 26 Academic year 2014-15 Exam Seat No. 20328 Class "Unsuccessful"

No. 2048

Year 20 18 20 19

# SIES COLLEGE OF ARTS, SCIENCE & COMMERCE

SION (WEST) MUMBAI 400 022.

## TRANSFERENCE CERTIFICATE

Date 22-09-2018

CERTIFIED that Shri / Kum. Chavan Prashant Pandhary

has been a Student of SIES College of Arts, Science and Commerce :

(a) Since ~~Passing~~ <sup>FAILED</sup> the M.Sc. Chemistry Examination he / she has kept / kept no terms in this College as under:

June	20	/	to	October	20	/	(Days _____)
November	20	/	to	March	20	/	(Days _____)
June	20	/	to	October	20	/	(Days _____)
November	20	/	to	March	20	/	(Days _____)

(b) His / Her work in the College Examination was as follows :

(c) He / she has ~~passed~~ / failed at the M.Sc. Examination in April / October 20 15 getting exemption in \_\_\_\_\_

(d) He / She would have been in the \_\_\_\_\_ Class if he / she had continued in this College.

(e) He / She has no books belonging to this College in his / her possession.

(f) Nothing is owed by him / her on account of College dues.

(g) His / Her conduct and character are good.

(h) His / Her birth-date as entered in the College Register is 19-07-1993

(i) He / She has attended courses of instruction at his College in Voluntary Subject or Group of Subjects:

Chemistry

(j) His / Her Special / Principal subject was \_\_\_\_\_ and (Voluntary) / Subsidiary subject was \_\_\_\_\_

(k) He / She has / has not satisfactorily carried out the practical work in Science subjects by performing necessary experiments.

(l) He / She has satisfactorily gone through the course of Physical Training, Prescribed by the University. He / She was exempted from Physical Training on medical grounds / on the ground of his / her being a member of the U.T.C. / N.C.C.

(m) The First / Second / Both term/s kept by him / her at the \_\_\_\_\_ Examination in \_\_\_\_\_ was / were granted / not granted.

Forwarded with compliments to the Principal, Director  
Genware Institute of Career College  
Education & Development  
University of Mumbai



[Signature]  
Principal  
SIES College of Arts  
Science and Commerce

**S.I.E.S. COLLEGE OF ARTS, SCIENCE AND COMMERCE**  
**SION (WEST), MUMBAI-400 022.**  
**AUTONOMOUS**

Date: 28/09/2018

Tel: 24072729  
Ref.No. 7274

BY HAND DELIVERY/BY REGISTERED A.D.

To  
Principal  
Anjuman-I-Islam's  
Barrister A R Antulay College of Law  
92, Dr. D.N. Road, CSMT  
**MUMBAI : 400 001**

Sub: Issue of Transference Certificate

Dear Sir / Madam,

Enclosed please find herewith the Transference Certificate/s issued in favour of the following student who has joined your college/Department for further studies. Kindly acknowledge the receipt.



Yours faithfully

*[Signature]*  
Registrar

T.C. NO.

Sr. No.	Name/s of Students	T.C. NO.
1	Shaikh Zahida Shaheen	2050

Encl: 1 TC

Div. B R.No. 82 Academic year 1994-95 Exam Seat No. 19137 Class "First"

No. 2050

Year 20 18 20 19

# SIES COLLEGE OF ARTS, SCIENCE & COMMERCE

SION (WEST) MUMBAI 400 022.

## TRANSFERENCE CERTIFICATE

Date 25-9-2018

CERTIFIED that Shri / Kum. Shaikh Zahida Shaheen

has been a Student of SIES College of Arts, Science and Commerce :

(a) Since Passing the Third year B.Com Examination he / she has kept / kept no terms in this College as under:

June	20	/	to	October	20	/	(Days _____)
November	20	/	to	March	20	/	(Days _____)
June	20	/	to	October	20	/	(Days _____)
November	20	/	to	March	20	/	(Days _____)

(b) His / Her work in the College Examination was as follows :

(c) He / she has passed / failed at the T.Y B.Com Examination in April / October 20 1995 getting exemption in \_\_\_\_\_

(d) He / She would have been in the \_\_\_\_\_ Class if he / she had continued in this College.

(e) He / She has no books belonging to this College in his / her possession.

(f) Nothing is owed by him / her on account of College dues.

(g) His / Her conduct and character are good.

(h) His / Her birth-date as entered in the College Register is 2-5-1975

(i) He / She has attended courses of instruction at his College in Voluntary Subject or Group of Subjects:

Financial Accounting and Auditing

(j) His / Her Special / Principal subject was \_\_\_\_\_ and (Voluntary) / Subsidiary subject was \_\_\_\_\_

(k) He / She has / has not satisfactorily carried out the practical work in Science subjects by performing necessary experiments.

(l) He / She has satisfactorily gone through the course of Physical Training, Prescribed by the University. He / She was exempted from Physical Training on medical grounds / on the ground of his / her being a member of the U.T.C. / N.C.C.

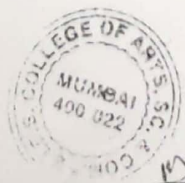
(m) The First / Second / Both term/s kept by him / her at the \_\_\_\_\_ Examination in \_\_\_\_\_ was / were granted / not granted.

Forwarded with compliments to the Principal.

Banister A.R. Antulay College

College of Law,

Mumbai - 400 001



[Signature]  
Principal  
SIES College of Arts  
Science and Commerce



**S.I.E.S. College of Arts, Science and Commerce**  
 Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022  
**University of Mumbai**  
**Transfer Certificate**



URN :  
2015016400521221

Transfer Certificate Code :  
AFDKAGKBJAEKIGBHBEH

Transfer Certificate Number :  
2015113215

CERTIFIED that Shri/ Kumari/ Smt. **PASODI SHRADDHA MUKKANNA** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

• After Passing the **B.Sc.** Examination in the year **2017-2018** , She has kept terms in the college as under;

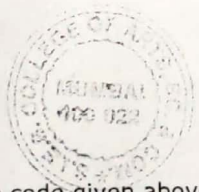
June.....	to October .....	(.....days)
November.....	to March .....	(.....days)
June.....	to October .....	(.....days)
November.....	to March .....	(.....days)

- She would have been in the class if She had continued in this college.
- She Passed/ Failed/ ATKT at the **T.Y.B.Sc - Regular - C7525** Examination held in (March/October) **2017-2018** .
- She has no books belonging to this college in Her possession.
- She owe nothing on account of college dues.
- Her conduct and character are good.
- Her Date of Birth in college register is **03 Jun 1997**
- She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-
- She has satisfactorily carried out the practical work in **Faculty of Science**
- She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.
- She belongs to **Category: Open** as per record.

Date:

Forward with compliments to the ~~Principal/Registrar~~ <sup>Director,</sup> **National Centre for Nanosciences and Nanotechnology, University of Mumbai**

**Principal**  
**S.I.E.S. College of Arts, Science and Commerce**



Entered By :-

Checked by :-

**Note:** Transfer Certificate code given above will be required to admit the student in Digital College® software.



**S.I.E.S. College of Arts, Science and Commerce**  
 Sion (W), Mumbai, Mumbai City, (Maharashtra), Mumbai - 400022  
**University of Mumbai**  
**Transfer Certificate**



RN : 2014016401986826	Transfer Certificate Code : AFDKAGKBJADKIACEAAF	Transfer Certificate Number : 2014112489	
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CERTIFIED that Shri/ Kumari/ Smt. **SANGHAVI FORAM MITESH** has been a student of **S.I.E.S. College of Arts, Science and Commerce**.

- After Passing the **B.A.** Examination in the year **2016-2017** , She has kept terms in the college as under;
 

June.....	to October .....	(.....days)
November.....	to March .....	(.....days)
June.....	to October .....	(.....days)
November.....	to March .....	(.....days)

- She would have been in the class if She had continued in this college.
- She Passed/ ~~Failed~~ **ATKT** at the **T.Y.B.A. - Regular - C7525** Examination held in (March/October) **2016-2017** .
- She has no books belonging to this college in Her possession.
- She owe nothing on account of college dues.
- Her conduct and character are good.
- Her Date of Birth in college register is **19 Jan 1996**
- She has attended courses of instruction at this college in Voluntary Subjects or Group of Subjects :-
- She has satisfactorily carried out the practical work in **Faculty of Arts**
- She has satisfactorily gone through the course of Physical Training prescribed by the University. She was exempted from physical training on medical grounds/ on the ground of Her being a member of NCC.
- She belongs to **Category: Open** as per record.

**Date:**

Forward with compliments to the <sup>Director,</sup> ~~Principal/Registrar~~ **Institute of Distance and open Learning**  
**University of Mumbai**

**Principal**  
**S.I.E.S. College of Arts, Science and Commerce**

Checked by :-

Entered By :-



**Note:** Transfer Certificate code given above will be required to admit the student in Digital College® software.



**SIES**

College of Arts,  
Science &  
Commerce (Autonomous)

RISE WITH EDUCATION

NAAC REACCREDITED - 'A' GRADE

**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE, (AUTONOMOUS),**

**SION (W), MUMBAI -400 022**

**NAAC SSR – CYCLE 4 : 2018-2023**

**Metric No. 5: 5.2.1:**

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

**Appointment letters of the students placed in the year 2018-2019**

*This is to certify that the attached documents have been verified and found to be true.*

Principal

SIES College of Arts, Science &  
Commerce (Autonomous)  
Sion (West), Mumbai - 400 022.



**College Seal**

**ABHISHEK MANGESH TULASKAR****Date : 20-Jun-2022****S/O MANGESH TULASKAR, SAHAYOG NAGAR WADIYA ESTATE COLONY, NEAR BUILDING NO.-2, BAIL BAZAR, SAIKRUPA CABAL VISION, KURLA****MUMBAI****MAHARASHTRA****Sub: Letter of Appointment at Ceasefire Industries Pvt. Ltd.**Dear **ABHISHEK**,

We are pleased to appoint you at the position of **CEASEFIRE MANAGEMENT TRAINEE**. You are required to join us on **20-Jun-2022** You shall be a part of the **CSD** based at **BELAPUR** and shall be governed by the terms and conditions of this Letter/Agreement. You shall be governed by the policies, rules, processes, handbooks, and regulations of the Company as applicable and amended or altered from time to time during the course of your employment (the "Company Policies"). The Statutory Laws enacted by the local Authority, State or Central Government as applicable to company from time to time shall also be applicable to you.

**1) Compensation:**

You will be paid the Compensation as per enclosed annexure(s). The Company reserves the right to revise/re-structure your Compensation at any time in accordance with the terms of its Performance management system and Compensation Framework Policy.

**2) E-Joining & Induction:**

You will be a part of e-induction & training for 10 days post which a test will be conducted to evaluate your understanding of the company and products. In case of unsuccessful training, Company reserves the right to withdraw this offer of appointment and will not be liable to pay any Compensation for the training period.

**3) Probation Period:**

You will be on probation for an initial period of 6 months from the date of your joining. Thereafter, your employment may be confirmed, or probation period may be extended by the Company in its sole discretion. Upon completion of the probationary period, you shall be confirmed and shall acquire status of a confirmed employee until extension of probation is communicated in writing within 30 days from completion of probation period. Non-communication of extension of probation shall not mean automatic absorption in permanent employment of the company. Your services during probationary period can be terminated without any notice, cause or assigning any reasons thereof.

**4) Professional Commitment:**

All employees are required to comply with Company Policies, which shall be simultaneously communicated to you upon your joining of the company through our internal HR portal – HRMS. You are expected to read, understand, and keep yourself apprised of the same and also keep yourself updated about the changes/amendments carried out in the company's policies from time to time. In case of any questions in respect of the Company Policies, you may reach out to the HR team for clarifications.

**5) Conflict of Interest:**

a) During your employment, you will not engage yourself in any business, trade, avocation or activity or investment, without the prior written consent of the management. The employee at no point of time shall carry out any activity that:

- i) conflicts with the Company's business interests,
- ii) occupies your attention so as to interfere with the proper and efficient performance of your duties and obligations towards the Company, or
- iii) Interferes with the independent exercise of your judgment in the Company's best interests.

b) You will devote your entire time to the work of the Company and will not undertake any direct / indirect (including as an employee, independent contractor, consultant, principal, agent, director, joint venture party, partner, trustee, beneficiary etc.) business or work, honorary or remunerator except with the prior written permission of the Company in each case.

c) During your employment and for a period of 12 months from the cessation of your appointment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause), you will not solicit, induce or encourage:

- i) Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
- ii) Any existing investor to become associated with or perform services of any type for any third party.
- iii) You yourself or any of your family member should not start any business which is similar to the business of the company



## 6) Non-Solicitation of Clients and Employees; Non-compete

a) You agree that you will not at any time during your employment with the Company and the Restraint Period (i.e., the period of 12 months from the date of termination of your employment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause)):

i) either individually or through any Company controlled by you and either on your own behalf or on behalf of any person, directly or indirectly, canvass, solicit or endeavor to entice from the Company any client or customer(s) of the Company, or any person(s), who at any time during of your employment, are the clients or employees or customers of the Company, or had a relationship with the Company.

ii) either individually or through any Company controlled by you and either on your behalf or on behalf of any other person, directly or indirectly solicit for employment, or endeavor to employ or to retain as an independent contractor or agent, any person who is an employee of the Company as of the date of termination of your employment or was an employee of the Company at any time during the Restraint Period.

iii) Counsel, induce, interfere, or otherwise assist any person to do any of the acts referred to in sub- paragraphs (i) and (ii) of this clause.

b) You agree and undertake that you shall not accept, continue or engage in, whether directly or indirectly, through being on rolls of or as a consultant and / or third party outsourced and / or in-sourced and whether on a part time or full time basis, any job, profession, business, service or vocation of any kind whatsoever, which is in competition with the Company, whether individually or in a Company, firm, sole proprietorship or other entity, for a period of 12 months from the date of termination of employment with the Company.

c) You agree that since your employment will make you privy to sensitive and confidential data, including costing sheets, vendor and customer details, tender quotations etc, the restrictions set out above are reasonable & valid, and all defenses to the strict enforcement of this covenant by the Company are waived by you.

## 7) Intellectual property:

Any and all copyrightable works prepared by you within the scope of your employment by the Company will be works made for hire, that the Company will own all rights under copyright in and to such works, and that the Company will be considered the author of all such works. If and to the extent that any applicable jurisdiction should fail to deem any copyrightable work prepared by you during your employment with the Company to be a work made for hire owned by the Company, you hereby irrevocably assign to the Company all rights, title and interest in and to such work to the extent permissible under applicable laws.

## 8) New Inventions:

You will promptly and fully disclose to the Company any and all inventions, discoveries, designs, developments, improvements and trade secrets, whether or not patentable (collectively Inventions) that you solely or jointly (with the Company) may conceive, develop, reduce to practice or otherwise produce during your employment with the Company. Subject to the 'Notice' below, you agree to grant, and you hereby grant, transfer and assign to the Company all your rights, title and interest in and to such Inventions. You waive any claim towards the Company of any nature whatsoever that you now or hereafter may have for infringement of any patent application, patent, or other intellectual property right relating to any Inventions so assigned to the Company.

Notice: Your obligation to assign rights shall not apply to any Invention that:

a) Was developed entirely on your own time without using any equipment, supplies, facilities, or trade secret information of the Company.

b) Does not relate:

i) Directly to the business of the Company or

ii) To the actual or demonstrably anticipated research or development of the Company; or

iii) Does not result from any work performed by you for the Company.

c) You will assign to the Company or its designee all your rights, title and interest in and to any and all Inventions, full title to which may be required to lie in the India government by law or by any contract between the Company and the Indian government (or any of its agencies). It is clarified that unless expressly required by law, the Company is not required to designate you as an author of any design, computer program, process or related documentation, or other work of authorship assigned, nor it is obligated to seek your consent for any modifications here to or for any other acts in relation thereto. You accordingly waive any and all rights to authorship, including but not limited to any rights to identification of or claiming authorship of the aforementioned works, and all rights of approval of or limitations or modifications to the same and all rights to restrain or claim damages in respect of any distortion, mutilation, modification or other acts in relation to the aforementioned works of authorship.

**9) Excluded and Licensed Inventions:**

You must list and describe all Inventions that you are currently developing and all Inventions belonging to you and made by you prior to your employment with the Company that you wish to have those excluded from this Agreement. If no such list is provided, you represent that there are no such Inventions. As to any Invention in which you have an interest at any time prior to or during your employment, if you use or incorporate such an Invention in any released or unreleased Company product, service, program, process, machine, development or work in progress, or if you permit the Company to use or incorporate such an Invention, the Company is hereby granted and shall have an exclusive, irrevocable, perpetual, royalty-free, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, use and sell that Invention without restriction and the right to sublicense those rights to others.

**10) Documentation of Intellectual Property Rights:**

To the extent permissible under applicable laws, you agree to execute, acknowledge, verify and deliver to the Company, or cause the same to be accomplished, any and all other documents required under applicable laws (including without limitation patent applications, certificates of authorship, and other instruments appropriate for the protection and enforcement of intellectual property rights throughout the world) that the Company may reasonably deem necessary or appropriate to carry out, evidence or effectuate the purposes or intent of this Agreement. If for any reason whatsoever you fail to execute, acknowledge, verify or deliver any such document reasonably requested by the Company, you hereby irrevocably appoint the Company and its duly authorized officers and agents as your agent and attorney in fact, to act in your stead to execute, acknowledge, verify and deliver any such document (as applicable) with the same legal force and effect as if done by you. In furtherance of this Agreement, you will testify at the Company's request and expense in any legal proceeding arising during or after your employment.

**11) Leave Entitlement:**

Your leave entitlement shall be as per the Company's Leave Policies formulated from time to time. Absence for a continuous period of four days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Company communicates in writing to the contrary.

**12) Collection of Company's Outstanding (Applicable for Sales Division)**

**12.1)** You shall be responsible to collect the payment for the material supplied to the customer against the order procured by you, and the same shall be deposited in the office within 24 hours failing which it will be presumed that you have retained the collection willingly and the management shall be at liberty to take any punitive action, as it may deem fit, against you and shall also charge an interest @ 2% per month for the period you would have retained the money of the company with you.

**12.2)** In the event of your leaving the services of the company, the company shall recover the said amount, retained by you as mentioned in above clause, along with the interest from your dues which may become payable at the time of your leaving. In the event of your leaving you shall be responsible for collecting the payment of the outstanding for the goods supplied against the order procured by you failing which the same shall also be deducted from your full & final settlement.

**12.3)** Where after deducting the said payments from your dues if any amount still left to be paid by you to the Company then you shall pay such recoverable amount to the Company immediately on demand failing which the company shall take an action, both legal or otherwise, as it may deem fit to recover the said amount.

**13) PSP Norms/KRA Criteria:**

As an organization, we believe in providing continuous support to the employees during induction period, handholding period and subsequent months. This support will be provided through a Performance Support Program (PSP) from first month of your joining. You will be required to fulfill KRA criteria as defined in PSP clause which are a combination of both qualitative and quantitative norms. For further details of the policy, you may refer to the PSP policy as available on HR portal.

**14) Working Days:**

The Company works on a 24\*7 environment and hence you may be placed on rotational shifts depending on your role, and exigencies of work.

**15) Relocation /Transfer:**

The Company may transfer you for work at any of the Company's other offices or its affiliates' offices, anywhere in India, whether existing or to be opened in future, as it may deem necessary. Refusal to obey transfer orders shall constitute gross misconduct and shall make you liable for stern disciplinary action, including dismissal from service.

**16) Touring / Traveling:**

You are liable to travel as required by the Company from time to time and you shall be governed by the Travel rule of the company applicable as of today or as amended by the company from time to time.

**17) Role & Responsibility:**

The Company may change your role & responsibility for work, at its discretion as it may consider necessary from time to time and in accordance with relevant Company Policy.

**18) Bonus:**

You shall be entitled for the Bonus as declared by the Company every year as per the Payment of Bonus Act.

**19) Gratuity:**

You shall be entitled to payment of Gratuity as per the Provisions of the Payment of the Gratuity Act, 1972.

**20) Termination & Notice Period:**

a) As per company policy, any existing Confirmed employee/ resigned employee will be required to serve stipulated notice period as per the table below: ▾

Notice period	Levels covered for Sales staff	Levels covered for Support staff
One month notice period	Frontline Business Development profile till Sr. Branch Manager level/ HOL level	All employees till Manager level
Three month's notice period	Assistant Regional Manager (ARM) & above level	All Senior Manager & above level

b) Your employment will also be governed by Company Policies applicable from time to time. The Company reserves the right to terminate your employment without cause with a notice as per above grid or by paying proportionate Basic Salary in lieu of any short notice.

c) In the event of your leaving the service during probation period, you are liable to pay an amount of Rs.7500/- to the company as training expenses which are incurred by the company towards imparting of training and orientation.

d) Your employment /Services can be terminated forthwith (for cause) in the event of misconduct (which includes but is not limited to non-adherence of or breach of this Agreement / Code of Conduct without notice.

e) If you wish to terminate your employment with the Company, you shall be required to serve applicable notice period as per entitlement or pay proportionate Basic Salary (excluding variable) in lieu of any short notice to the Company. The Company in this event will not be liable to pay any amount for the remaining notice period.

f) The company at its sole discretion reserves the right to extent /waive / reduce or accept pay in lieu of notice period.

g) On termination of employment you shall immediately:

- i) Deliver to the Company or as may be directed, all Confidential Information; and
- ii) Return to the Company all equipment, security keys, and other property belonging to the Company.

h) The Company reserves its right to place you under suspension in case any act of commission or omission constituting misconduct or misdemeanor, any act subverting discipline or violating Company Policies or Detrimental to the reputation or goodwill of the Company or prejudicial to the business, interests of the Company, etc., is alleged against you or is committed by you. In case of suspension you will be bound by the terms and conditions as contained in the letter of suspension including direction to mark your attendance at the directed place at the allotted time. During the suspension period you would be entitled to the subsistence allowance at the rate of 50 % of the monthly Basic Salary, if otherwise not governed or regulated by any other applicable legal requirement.

i) Your full time appointment is subject to your being declared medically fit by the company authorized Medical Officer. The company reserves the right to have you medically examined again after your joining or any time during the course of your employment with the company

j) During the duration of your employment the company policies and handbook shall be applicable to you. The company reserves the right to modify, revoke or cancel any policy at any point of time at its sole discretion.

k) It is clearly understood and agreed to by you that the management has the inherent right to invoke 'lay-off' in the event of break down, stoppage or closure of business due to a natural calamity, disaster, epidemic or government imposed lockdown or other Force Majeure conditions, resulting in stoppage of production for reasons beyond the control of the company . In such circumstances, you shall be liable to lay off (as understood under the Industrial Disputes Act) for such period or periods as the situation may require. You shall be paid 50% your salary during the period of lay-off. It is further understood and agreed to by you that you shall remain bound by this clause irrespective of the provisions of Industrial Disputes Act or other laws in force. The Parties agree that this clause shall supersede the relevant provisions of the Industrial Disputes act or other law, nor shall you be entitled to challenge the same before any court or authority of competent jurisdiction.

l) Post resignation or termination of employment, the employee is not eligible for incentive, reimbursement or any other variable pay-out.

k) It is clearly understood and agreed to by you that the management has the inherent right to invoke 'lay-off' in the event of break down, stoppage or closure of business due to a natural calamity, disaster, epidemic or government imposed lockdown or other Force Majeure conditions, resulting in stoppage of production for reasons beyond the control of the company. In such circumstances, you shall be liable to lay off (as understood under the Industrial Disputes Act) for such period or periods as the situation may require. You shall be paid 50% your salary during the period of lay-off. It is further understood and agreed to by you that you shall remain bound by this clause irrespective of the provisions of Industrial Disputes Act or other laws in force. The Parties agree that this clause shall supersede the relevant provisions of the Industrial Disputes act or other law, nor shall you be entitled to challenge the same before any court or authority of competent jurisdiction.

l) Post resignation or termination of employment, the employee is not eligible for incentive, reimbursement or any other variable pay-out.

## 21) Restrictions for representing Company after relinquishment of service:

21.1) You shall not anywhere at any time after relinquishment of your services/employment either personally or through your agents, friends or relatives directly or indirectly represent yourself as being connected or interested in any way in the business of the Company.

21.2) You, in event of leaving the employment of the company, shall not for a period of 12 months from the date of such relinquishment enter in to the business identical to or competitive in nature to the business of the company. In event of you violating the said terms the company shall be entitled to initiate / press criminal proceedings, charges for recovery of the entire business losses suffered by the company, at present & in future, as the damages from you which you acknowledge and accept.

## 22) Retirement:

You shall automatically retire from the services of the Company on your completing the age of 58 Years or earlier if found medically unfit/unsound for the job assigned to you at the sole discretion of the Company. The age or date of birth as given by you in your Bio-data supported with birth certificate / Application of Provident Fund Record shall be identical and be treated as final and binding on you by the Company. The Company may at its sole discretion extend the period of employment beyond the age of superannuation on such terms and conditions as mentioned in company's retirement policy.

## 23) Confidentiality & Non-Disclosure

During your employment you will have access to confidential information relating to Company, shareholder, related and affiliated entities and client (collectively "Confidential Information"). Confidential Information shall include any confidential and proprietary information concerning or relating to the Company or the business of the Company, including but not limited to trade secrets, secret formulae, computer hardware, software programs and designs, databases, sensitive information regarding the Company, its shareholders, related parties, affiliated entities, vendors, employees and clients of the Company, specifications, financial and accounting information, customer and supplier details, correspondence, negotiations and / or contracts with customers and suppliers, market research or other reports pertaining to the Company, performance data, business plan and marketing strategies of the Company & research and development plans and expenditure, research databases and any other information or material that the Company in the future may indicate as confidential, or which may be prima facie confidential.

a) During your employment and at all times thereafter, you will neither disclose to anyone outside the Company nor use for any purpose other than your work for the Company any Confidential Information.

b) You will not disclose Confidential Information to other employees of the Company except on a 'need - to - know' basis.

c) If you have any questions as to what comprises such Confidential Information or to whom if anyone it may be disclosed, you will consult your manager immediately.

## 24) Company Property

a) You will be responsible for the safekeeping and return in good condition and order of all the property of the Company, which may be in your use, custody, care, or charge.. For the loss or damage of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the actual damages of all such material from you and to take such action as it deems proper in the event of your failure to account for such damages to material or property to its satisfaction.

b) You acknowledge and agree that you will have no ownership or interest in materials, data or information stored on or transmitted using the Company owned or the Company leased property or equipment, all of which shall be subject to access by the Company at any time without notice. When your employment by the Company ends or expires, you will immediately return to the Company all documents, notes, manuals, specifications, designs, pictures, devices, code, email, documents, CDs and tapes created during or related to your employment with the Company, as well as any other material in any form or media containing any Confidential Information. You will also return all keys, access cards, credit cards, identification cards and other property and equipment belonging to the Company.

## 25) Indemnity:

You shall indemnify the company for all the losses caused to the company, which shall be recoverable from you.

## 26) Jurisdiction:

That it is agreed by both parties (Employee and Company) that only the Delhi/ New Delhi Courts shall have the exclusive jurisdiction in respect of any matter, claim or dispute arising out of or in any way, relating to this letter.

**27) General:**

- a) You are appointed on the basis of your educational qualification, background, certification, and prior experience mentioned by you in your application / personal information form/resume and contingent on us receiving a positive reference check from your previous employers. In case the facts mentioned by you in your application and during the course of your interview are found to be incorrect and unsatisfactory, it will result in termination of your appointment without any notice or salary in lieu thereof.
- b) You will inform in writing to the Company any change of address or details impacting statutory benefits within a week from the change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served to you.
- c) The designation assigned to you may be revised depending upon work assignments/responsibilities being undertaken from time to time or as per Company's structural changes.
- d) You will comply, and do all things that may be necessary for the Company to comply, with the laws and regulations of the central government and all the state governments under which the Company does business, and with provisions of contracts between any such governments and the Company that relate to intellectual property.
- e) In case of any dispute between the parties, you are bound to first exhaust the remedy provided under the handbook. It shall only be the courts at Delhi/ New Delhi, which shall have the sole jurisdiction to entertain any dispute or claim arising out of this contract or your terms of employment. This agreement is subject to the laws of India.
- f) The terms of this Agreement detailed above are strictly confidential and should be treated as privileged information between you and the Company.
- g) In the event any clause or part thereof of this agreement is held to be unenforceable or invalid then said clause or part shall be severed and struck off and all remaining provisions shall remain in full force and effect.
- h) You acknowledge that the Company has provided you with a reasonable opportunity to review this Agreement and you accept & acknowledge that you understand the terms and conditions mentioned above.

We look forward to having you contribute to our business growth and wish you all the best in your new assignment. Please return us a signed copy of this letter as a token of your acceptance to the above Agreement on Date. In the meantime, do not hesitate to call us, if you have any questions.

**FOR CEASEFIRE INDUSTRIES PRIVATE LIMITED**



**Arnab Kumar Das**  
**Human Resource**

**Encl.:- Annexure A**

**Annexure A**  
**SALARY STRUCTURE**

**NAME: ABHISHEK MANGESH TULASKAR**  
**DESIGNATION: CEASEFIRE MANAGEMENT TRAINEE**  
**LOCATION: MUMBAI**  
**DOJ: 20-Jun-2022**

Particular	Amounts(Rs.)
<b>Fixed Component</b>	
Basic	<b>19500</b>
House Rent Allowance	<b>605</b>
Advance Statuary Bonus	<b>3895</b>
<b>Sub Total A</b>	<b>24000</b>
<b>Reimbursement</b>	
<b>Sub Total B</b>	<b>0</b>
<b>Variable Component</b>	
<b>Sub Total B1</b>	<b>0</b>
<b>Annual/Retirement/Statutory Components</b>	
Gratuity ****	<b>938</b>
<b>Sub Total C</b>	<b>938</b>
<b>Total Salary Package (A+B+B1+C)</b>	<b>24938</b>
<b>Total Salary Package Per Annum</b>	<b>299256</b>

Deductions	Monthly TH	Annual TH
Employee Welfare Trust	<b>100</b>	<b>1200</b>
<b>Total</b>	<b>100</b>	<b>1200</b>
<b>Total TH</b>	<b>23900</b>	<b>333540</b>

**Medical Insurance:** Benefits available for self and family including spouse and upto 2 kids.

**Leave Encashment:** As per company's leave policy.

**LTA:** To be claimed post completion of 1 year of service with the company.

**Medical Reimbursement:** Medical Reimbursement can be claimed quarterly subject to submission of bills .

\*Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

\*\*Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance.

\*\*\*Ex-Gratia / Statutory Bonus : Subject to completion of 1 year from date of joining.

\*\*\*\*Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

**Note:-**All taxes are applicable as per law.

With Best Wishes

**FOR CEASEFIRE INDUSTRIES PRIVATE LIMITED**



**Arnab Kumar Das**  
**Human Resource**

**Acceptance:-** Confirm having Received, Read, Understood And Accepted

**Signature:**

**Place:**



Mr. Akash Mane  
Place: Mumbai  
Date: 19<sup>th</sup> November 2019

**Subject: Letter of Intent**

Dear Akash,

We are very excited about the prospect of you joining FYND. This is your offer letter; the details are mentioned below:

**Designation** : Junior Engineer  
**Team** : Regrowth  
**Date of Joining** : 20<sup>th</sup> November 2019  
**Offered Salary** : INR 6,00,000/- Per annum

In the following pages you will find details regarding your salary, and benefits as well as additional things to know before starting.

If you have any questions or concerns, please feel free to reach out to HR team (details below). We look forward to your response and working together.

**Best Wishes**

**Thanking you,  
For Fynd.**

**Farooq Adam  
Director**

Akash Mane

19-Nov-2019 | 2:43 PM IST





## SALARY STRUCTURE:

**Total Gross Annual Salary: INR 6,00,000/-**

Salary Heads	Per Month	Annual
Basic Salary (50% of CTC)	25,000	300,000
House Rent Allowance (50% of Basic)	12,500	150,000
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Leave Travel Allowance	4,167	50,000
Children Education / Hostel Allowance	800	9,600
Telephone / Internet Allowance	1,500	18,000
Other Allowances	1,383	16,596
<b>Gross Salary</b>	<b>48,200</b>	<b>578,396</b>
<b>Employee Deductions</b>		
Provident Fund	1,800	21,600
Profession Tax	200	2,500
<b>Net Salary</b>	<b>46,200</b>	<b>554,296</b>
<b>Employer Contribution</b>		
Provident Fund	1,800	21,600
<b>CTC</b>	<b>50000</b>	<b>6,00,000</b>

### Note:

- **Tax Deduction (TDS): As applicable**



## Perks & Benefits of being FYND-member

- Startup Culture:
  - *Flexible Work Timings & Work from home & Work hard, have fun & Workcation*
- Compensation:
  - *Best in the Industry & 10% pay Parity to women*
- Healthcare:
  - *Mediclaime policy for Parents/Spouse/kids & Group Health care (2 lacs)*
- Growth based organization:
  - *Open Learning - 100% Reimbursement for Coursera courses*
  - *Fast Growth - opportunities to grow quickly and surely*
  - *Creative Freedom + Flat hierarchy*
  - *Long Employee tenure*
- Coolest & the best part:
  - *Games Zone: Carrom, Foosball*
  - *Food - Unlimited snacks, Breakfast every day, and Lunch "Fridays"*
  - *Awesome team members!*

## The Legal language:

- Your annual salary is subject to taxes and will be paid on company's normal payroll cycle
- We follow "At-will" Employment policy with equal rights awarded to both the Team-member as well as the management.
- As a part of your employment, you are also required to sign and comply with an NDA among other provisions.
- We have "Bring your own device" (BYOD) policy - please read the details here: <http://bit.ly/BOYDpolicy>

Thank you for your consideration and time during the interview process. We hope this offer letter was helpful. If you have any questions, you can call our HR Team.

We look forward to seeing you at FYND!

Members of HR Team -  
Nishigandha - 976-6226-748  
Alka - 816-9726-315

Ref. HR/Intent Letter /862033/21

Date: 15 July 2021

**Shaikh Fizza**  
**Mumbai**

**Shaikh Fizza**

Congratulations...!!!

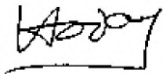
Greetings from Calibehr...

You are provisionally selected for Calibehr Business Support Services Pvt. Ltd. with effective from **30 July 2021 Tentative** for the position of **Entry Level Geographer**

Kindly complete you're joining formalities within 7 working days from your date joining, failing to do so your LOI stands cancelled.

On completion of your joining formalities you will get your appointment letter.

**For Calibehr Business Support Services Pvt. Ltd.**



**Sandeep Todkar**  
**Senior Manager - Operations**

**Ref. No: TTL/RPL/LAB/240K/TI/20/C525**

**Date: 14/07/2020**

To,  
Mr. Ganesh Bommeri  
Mobile : 9773905188  
Shri Padmashali Telugu Sangh,  
Kamraj Nagar, Kokri Agar,  
Sion-Koliwada, Mumbai - 400037

**PROVISIONAL OFFER OF EMPLOYMENT**

Dear Mr. Ganesh,

This is to notify you that we have shortlisted your application and are pleased to make a provisional offer of employment as **Executive - Laboratory** with an annual compensation of **Rs. 2,40,000** (please refer Annexure-II for bifurcation). You have been posted at **Mumbai** and have been scheduled to join work on **15<sup>th</sup> July, 2020** .

**Your offer is subject to your acceptance of below listed rules and regulations of the Company:**

- You are advised to transfer Rs. 5,000/- to "Thyrocare Technologies Limited" as a refundable caution money. The caution money is not refunded if you voluntarily resign before the completion of 6 months of continued service in the organization. ( Refer Annexure I to complete the process)
- You will be on probation for one year from the date of commencement of your service.
- You will be eligible for employee benefits as per company policy, please refer the link - [careers.thyrocare.com/employee-benefits](http://careers.thyrocare.com/employee-benefits)
- Your performance will be evaluated periodically and your growth will purely depend on your ability to focus on given job.
- Please note that your job involves only in night shift.
- This association can be terminated with 7 days notice period mutually during your probation period.

You are required to send your offer acceptance along with the proof of caution deposit payment to [join@thyrocare.com](mailto:join@thyrocare.com).

This offer is valid for next 24 hours for your acceptance post which the offer stands canceled.

Thanking you,

Yours truly,  
**For Thyrocare Technologies Ltd.**

**Offer Acceptance:**

**Date:**

**Place:**

Authorized Signatory (HRD Department)

**Note:** Though this is an offer letter, company reserves the right to reject your candidature if you had submitted misleading facts or information.

## ANNEXURE-I

### About Thyrocare:

- Focused National Brand in conducting specialized Biochemistry laboratory tests.
- Annual turnover of the group : 500 crores
- Company has been growing 20% CAGR for the last 25 years.

### Reporting Details:

Reporting Date : 15<sup>th</sup> July 2020

Reporting time : 09.00 A.M.

Contact person for Joining: Mrs. Shraddha Rane

Location: D37/3, TTC, MIDC,  
Turbhe, Navi Mumbai - 400703.

Email ID: [join@thyrocare.com](mailto:join@thyrocare.com)

### Below are the details of company account for online transfer(NEFT/IMPS/RTGS) of Caution Deposit :

**Account holder name** – Thyrocare Technologies Limited. **Bank Name** – Axis Bank Limited. **Branch** – Vashi.

**Account Type** – Current account. **Account Number** – 072010200011981 **IFSC Code** – UTIB0000072.

### On the date of joining you are requested to bring below mentioned documents.

- Original & attested copies of the mark sheet & certificates (10<sup>th</sup> grade to highest qualification).
- 02 Copies of Aadhar Card & PAN Card is mandatory.
- Three recent Passport size photographs and Two stamp size photographs(White Background).
- If experienced, Relieving letter, experience letter & latest 3 months salary slips.
- Bank Account details (Bank Name / Bank Account No./ Branch Name / Branch Address / IFSC Code /Account Type) with canceled cheque to credit the salary, if available.
- Two Professional reference letter (Any of your Institute's Teacher / previous Employer)
- Copy of Certificate of Police Verification is mandatory.
- Medical Fitness Certificate from Registered Medical Practitioner is mandatory on Joining date.

**Annexure – II**

**CTC Break up : CTC of Rs.240000 per annum**

**1.Entitlements (Monthly)**

1.a Basic Pay	:	5000
1.b Dearness Allowance	:	1000
1.c House Rent Allowance	:	2500
1.d Conveyance Allowance	:	1000
1.e Food & Beverages Allowance	:	500
1.f Special Allowance	:	6180
1.g Mobile Allowance	:	750
1.h Total(Monthly)	:	16930
1.i Total(12 Months)	:	<b>203160</b>

**2.Deductions (Monthly)**

2.a Professional Tax	:	200
2.b Provident Fund	:	1732
2.c ESI Contribution	:	127

**Net In Hand (per mon) : 14871**

**3.Statutory (Monthly)**

3.a Provident Fund	:	1732
3.b ESI Contribution	:	550
3.c Total(Monthly)	:	2282
3.d Total(12 Months)	:	<b>27384</b>

**5.Calculation (Annual)**

<b>Entitlements</b>	:	<b>203160</b>
<b>Statutory</b>	:	<b>27384</b>
<b>Bonus / Festive Allowance</b>	:	<b>5997</b>
<b>Gratuity</b>	:	<b>3461</b>
<b>CTC (per annum)</b>	:	<b>240000</b>

**4.Eligibility Based (Annual)**

4.a Bonus / Festive Allowance	:	<b>5997</b>
4.b Gratuity	:	<b>3461</b>

**5. Variable Component**

Night Shift Allowance : 163 (Per Night)

**Date : 14-07-2020**

**Verified By**

**Note :** Any changes in statutory compliance as announced by the Government through the official gazette becomes applicable to all employees who fall within the criteria specified.

1<sup>st</sup> July 2023

Ms. Shreya Shetty  
Social Media Manager

Dear Shreya,

**Sub: Salary Revision**

We are pleased to inform you that effective July 01 2023 your annual gross salary has been revised to Rs.4,80,000 (Rupees Four Lakh Eighty Thousand Only), the breakup of the same is provided in the annexure.

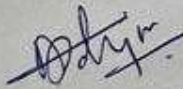
We nurture a high-commitment work culture where employees work passionately and perform the expected results successfully. We always like to share the company's success with our employees by enhancing their compensation and providing better career development opportunities depending on their performance.

Kindly acknowledge the receipt of this letter as a token of having received and accepted the revised compensation.

Wishing you all the very best!

Yours Truly,

For Passion360 Multimedia Pvt. Ltd



Ashay Mahajan  
Director



Private &amp; Confidential

4 June 2019

Chandrima Singha Roy  
Mumbai

Dear Chandrima

Sub: Offer Letter

We are pleased to offer you an appointment with "Genpact India Pvt Ltd" as "**Associate**" **Band- 5A** under the following terms and conditions:

**TERMS AND CONDITIONS**

1. Your Cost to the Company (CTC) will be **INR 3,00,000 /-** per annum. The components of your salary are provided in Annexure II and would be governed by Company policies as amended from time to time.

In addition to the salary components indicated in Annexure II, you shall also be entitled to the following benefits as per applicable Company Policies & rules during your tenure with Genpact India:

- Medical insurance covering hospitalization expenses of up to **INR 100,000/-** for self.
  - Personal Accident Insurance of up to **INR 1,000,000/-** for Permanent / Temporary Disabled.
  - Group Term Life Insurance cover of **INR 1,000,00/-**
  - Additional Life Insurance Cover of **INR 601000/-** as part of Employee Deposit linked Insurance (EDLI) Scheme.
2. You will also be reimbursed business related expenses incurred in accordance with relevant Company policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties, and will be conveyed to you at the time of accepting this assignment.
  3. Your initial place of work will be **Mumbai**. However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where Genpact conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
  4. As a precondition to employment with the Company, it is mandatory for you to obtain registration at the National Skills Registry developed by NASSCOM and furnish proof of registration at the time of joining. Such registration with the National Skills Registry enables the Company to assess your credentials from the standpoint of personal, academic and career information. The registration also secures your identity and credentials from potential misuse as well as offers increased security for the Company.
  5. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office - except while travelling on business – as assigned to you by your supervisors and as per applicable laws in force. Weekly offs will be governed as per applicable regulations & Company policies.
  6. You shall be required to provide the Company all documents and information as set forth under Annexure I of this appointment letter
  7. You will be entitled to twenty-five working days leave per annum subject to prior approval by the Company. Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject.
  8. Your appointment has been done after an extensive process for an important position which requires your skills and experience. This appointment may come to an end at the instance of either party by giving the other a notice in writing for One month.
  9. Your relieving from the services of the Company would be contingent upon successful serving of the full and complete notice period. Failing to do so would entitle the Company to recover damages for all losses caused due to any shortfall in serving of the full and complete notice period. The Company in addition to its rights to recover damages will not furnish a relieving letter in case of shortfall in the notice period unless such shortfall has been



signed off by the appropriate person in the Company. In exceptional situations the Company reserves the right to waive off notice period at its sole discretion.

10. Genpact reserves the right to terminate your employment without notice on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
11. Absence for a continuous period of eight days without prior approval of your supervisors (including overstay of leave/ training) can lead to your services being terminated without notice.
12. You will automatically retire on attaining the age of 60 years.
13. Whilst employed by the Company:
  - You will not be permitted to undertake any other full time or part time employment or engage in any external activities of a commercial nature without prior written approval.
  - You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.
  - Except in the ordinary course of your employment you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of Company policies and treated in accordance with clause 8.
  - You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.
  - You confirm that you have disclosed fully all of your business interests to Genpact whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Genpact and you or any immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
  - You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.
  - In the event you resign from the services of the company or your employment with the company is terminated for any reason whatsoever within 12 months of your date of joining the company, you will be required to refund all relocation and related expenses, notice period reimbursement, if any that may have been paid or reimbursed to you by the Company.
14. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice. 4.4C
15. Upon separation from the Company on account of either resignation or termination, you shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in your possession or custody.
16. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.
17. You are required to submit your relieving letter in original from your previous employer (if applicable) within 60 days of your joining the Company failing which your employment with the Company shall be liable for termination without prior notice.

18. Any and all disputes arising in connection with the appointment letter and services shall be referred to arbitration which shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 by a Sole Arbitrator in accordance with the Arbitration and Company The venue of the Arbitration shall be **Delhi/Hyderabad** and the language shall be English. You agree to submit yourself to the exclusive territorial jurisdiction of court at **Delhi**
19. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such Policies.

The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

Your assignment is effective **10 June 2019**

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days of the issuance of the letter else this offer stands automatically withdrawn.

We welcome you and wish you every success in your career with Genpact.

Warm regards,

**For Genpact India Pvt Ltd**

**Accepted and Agreed**



**Sarabjit Kaur**  
**Sr. Manager – HR**

**Chandrima Singh Roy**  
**Associate**

## ANNEXURE I

1. Listed below are the documents that you need to furnish (in Photocopy) at the time of joining, Joining will not happen without these documents.
  - a. **Appointment Letter** accepted and signed by you. (Original GENPACT offer letter)
  - b. **Date Of Birth Proof** (ONE of the following: Birth Certificate, Class 10 Board Certificate, Passport, Pan Card, Driving license)
  - c. **Photo ID** (ONE of the following: Voters ID, Driving license, Photo Credit Card, Passport, Ration Card, PAN card or XII Board hall ticket (Class XII hall tickets will be accepted only for those candidates joining straight after school and don't have any other document)
  - d. **Address proof** (ONE of the following: Passport, Voters ID, Electricity bill (latest) of Self or Parents, Water Bill (latest) of Self or Parents, Bank Statement (Latest), Ration Card, Telephone landline bill (Latest) of self or Parents or Current lease deed- with you or Parents as lessee or co lessee)

*The same document may be used as proof for more than one of the above requirements.*

2. In addition to the documents mentioned above, you are requested to provide the following documents & information. Please ensure that these documents and information are available with you on your date of joining.  
**Documents**
  1. Updated Resume
  2. Academics: Most recent and Highest Qualification certificates
  3. Professional Relieving Letter from previous employer (last employment)
  4. Last Pay slip drawn
  5. Nationality Proof (Voters id, Passport, Driving license or any government approved proof indicating nationality)
  6. 8 recent Passport size Photographs.
  7. In reference to National Skills Registry clause please try and register yourself on [www.nationalskillsregistry.com](http://www.nationalskillsregistry.com) and carry a printout of the registration form.  
Information
    1. Names and Date of Birth of Family members you would want to mention as nominees for the Provident Fund Scheme
    2. If already a member of a provident fund (PF) scheme with previous employer, then;
      - I. Employer's name
      - II. Date of joining and leaving service with them
      - III. Pervious PF account no.
    3. National Social Security no (NSSN) if allocated 4.4B

**Annexure II**  
**COMPENSATION DETAILS**

<b>Name</b>	<b>Chandrima Singha Roy</b>	
<b>Band</b>	<b>Band 5A</b>	
<b>Designation</b>	<b>Associate</b>	
<b>Location</b>	<b>Mumbai</b>	
<b>Components</b>	<b>Amount (per month)</b>	<b>Amount (per annum)</b>
Basic	INR 15,000/-	INR 180,000/-
Company Contribution to Provident Fund (PF)	INR 1,800/-	INR 21,600/-
Housing Rent Allowance	INR 8,200/-	INR 98,400/-
<b>Fixed Pay</b>	<b>INR 25,000/-</b>	<b>INR 300,000/-</b>
Annual Target Performance Bonus*	INR 21,000/-	

<b>Total Earning Potential</b>	<b>Amount (per annum)</b>
Total Earning Potential	INR 321,000/-
<b>Benefits</b>	<b>Amount (per annum)</b>
Life Insurance Including Employee Deposit Linked Insurance Scheme (EDLIS)	INR 1,601,000/-
Personal Accident/Disability Insurance (For Employee)	INR 1,000,000/-
Company Contribution ESIC	As per Act
Gratuity	INR 8,654/-
Medical Insurance covering hospitalization (For Employee)	INR 100,000/-
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-
Out Patient Medical Facilities at Office	Free
<b>Other Attractions</b>	
Parichay (Employee Referral Scheme)	As per scheme
Rewards & Recognition	As per Performance
Education@work : Professional advancement programmes	As per scheme
Concierge Services	Subsidized Rates

**Notes:**

- The Annual Target Performance Bonus reflects the bonus payout assuming target performance (@100%). Actual payout may vary based on your and the company's performance. As per the company policy and the Performance Management System, employees who are rated as "Least Effective" are not eligible for bonus payout. Bonus is paid in March for the preceding calendar year (January - December) and is prorated based on date of joining.
- Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable
- Any employee deduction will be governed by prevalent company policy, applicable law and will be subject to change e.g. Employee contribution to PF

- The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("**PBA**") (if applicable)
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes

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**Candidate Name: Chandrima Singha Roy**

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**Offer Date: 4-June-2019**



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**Candidate Signature**

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**HR Signature**



**icmr** | **NIRRH**  
INDIAN COUNCIL OF  
MEDICAL RESEARCH | NATIONAL INSTITUTE FOR RESEARCH  
IN REPRODUCTIVE HEALTH



आई सी एम आर - राष्ट्रीय प्रजनन स्वास्थ्य  
अनुसंधान संस्थान  
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य और परिवार  
कल्याण मंत्रालय, भारत सरकार

ICMR - National Institute for Research in  
Reproductive Health  
Department of Health Research, Ministry of Health  
and Family Welfare, Government of India

No. ICMR-NIRRH/Proj./SS/217/2019

12<sup>th</sup> September, 2019

### MEMORANDUM

To,  
Ms. Kajal Naukariya,  
E 2/1206, Rutu Tower,  
G. B. Road, Patilpada,  
Thane (West) - 400 615.

**Subject:** Offer of engagement of Ms. Kajal Naukariya, as Research Assistant in the project entitled "Community based Screening and Management of Latent TB among under-five children from urban slums in Mumbai" under Dr. Suchitra Surve, Scientist 'C' & Principal Investigator of the project.

Madam,

Consequent upon your selection as Research Assistant in the project entitled "Community based Screening and Management of Latent TB among under-five children from urban slums in Mumbai" funded by Department of Health Research (DHR) at the ICMR-National Institute for Research in Reproductive Health. I am directed to convey the approval of the Competent Authority for offering you and engagement as Research Assistant against lump sum amount of Rs. 29,565/- (Rupees Twenty Nine Thousand Five Hundred Sixty Five Rupees only) per month. The engagement will be on contractual basis for a period upto One Year.

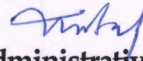
The engagement will be subject to the following terms and conditions:

- 1 She is requested to furnish an undertaking to the effect that no criminal proceedings are either pending or contemplated against her in any Court of Law.
- 2 The engagement is purely on contract basis and the Director of the Institute reserves the right to dispense with her services at any time without assigning any reasons.
- 3 The present assignment is for a period of upto One Year from the date of assumption of duty unless subsequently extended on the basis of her performance evaluation.
- 4 The engagement will get automatically cease to be on present/extended assignment or completion of the aforesaid project activities, whichever is earlier.
- 5 The engagement can be terminated at any time by giving one month notice on either side her contract can be terminated forthwith or before expiry of the notice period by making payment of a sum equivalent to one month contractual amount. However, she will not be permitted to surrender one month contractual amount in lieu of the period of notice of unexpired portion there of and she will be required to serve the full period of notice.

- 6 She will be normally posted at the study site; however, she may be temporarily posted to other study sites in the interest of project work.
- 7 She shall not be entitled to any other allowances such as Dearness Allowance, House Rent Allowance, Transport Allowance, LTC, Bonus, etc. She will also not be provided any CGHS or medical facility under CS (MA) Rules.
- 8 No travelling and/ or daily allowance will be admissible either for joining the assignment or on expiry of the contract. However, while travelling in connection with the assigned work during the period of engagement, she will be entitled to draw TA/DA as per your entitlement.
- 9 Leave Provisions:
  - a) Annual/ Accrued leave: 30 days per annum (Pro-rated @2.5 days per month of completed service)
  - b) Maternity leave: 180 days in terms of ICMR OM No. 16/50/2015-Admn.II dated 11/02/2016.
  - c) 8 days Casual leave and 2 days Restricted holiday as per GOI rules
  - d) On termination of the contract, you will not be entitled to carry forward of leave or to the benefit of encashment of earned leave.
- 10 She will not be entitled for any terminal benefit after completion of contract period or otherwise.
- 11 She will not divulge any information gathered or outcome of research work during the period of your assignment to anyone who is not authorized to have the same.
- 12 The contract service will not confer any right for further assignment.

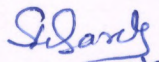
In case she is willing to accept the aforesaid conditions of offer of engagement, she is directed to report for duty to **Dr. Suchitra Surve, Scientist 'C'** on or before **20<sup>th</sup> September, 2019** failing which the offer shall stand automatically cancelled. A copy of this letter duly signed by her in token of acceptance of aforesaid terms and conditions should also be furnished to this office along with joining report.

Yours faithfully,

  
**Administrative Officer**  
**(For Director)**

To,

1. Ms. Kajal Naukariya, Research Assistant, ICMR-NIRRH, Mumbai.
2. Dr. Suchitra Surve, Scientist 'C' and Principal Investigator, ICMR-NIRRH, Mumbai.
3. Pay bill section, ICMR-NIRRH, Mumbai
4. Account Section, ICMR-NIRRH, Mumbai
5. Section Officer, Store Dept. ICMR-NIRRH, Mumbai
6. Library, ICMR-NIRRH, Mumbai
7. Security, ICMR-NIRRH, Mumbai.

  
12/9/19  
**Section Officer**

UNDERTAKING  
PART I

National Institute for Research in Reproductive Health recruits staff on the projects as per the rules and procedures set forth by ICMR. It is confirmed that during the currency of the project entitled "Community based Screening and Management of Latent TB among under-five children from urban slums in Mumbai" as well as on its termination, the ICMR and this Institute will have no legal liabilities, whatsoever, relating to the staff.

*Soumah*  
13/9/19  
(Head of the Office)

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PART II

Undertaking to be obtained by the Head of the Institute from the contractual employees of the project.

I Ms. Kajal Naukariya, Research Assistant have noted the above undertaking by (National Institute for Research in Reproductive Health) and hereby agree that any dispute whatsoever between me and the ICMR (Indian Council of Medical Research) will not be legally liable in any way.

I Ms. Kajal Naukariya, Research Assistant further state that no criminal proceedings are either pending or contemplated against me in any Court of Law.

*Kajal*  
(Signature of the employee)



Employee Code No: Lilac/528  
Our Ref. No: Lilac/528

Date: -01/09/2019

To,

Ms. Sreeja Parthasarathy  
204 Bankim Wing, Naren Nagar CHS,  
Padmakar Colony,  
Thakurli East 421 201.

Dear Ms. Sreeja Parthasarathy,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Scientific Assistant A (Grade E1)** at Lilac Insights Private Limited.

1. **Date of joining:** 01.09.2019
2. **Location:** You will be based at Navi Mumbai.
3. **Emolument:** Your gross package per annum would be Rs. 2,44,692/-  
The breakup of the salary is attached herewith in a separate annexure.
4. **Probation:** It is to be clearly understood and agreed that you are appointed purely on probation for the period of 6 months from date of appointment and the probation period may be extended or determined earlier at the discretion of the Management. Unless confirmed in writing you will be deemed to continue on probation even after the expiry of probation period or the extended period of probation as the case may be. Your services will, however, be liable to be terminated without assigning any reasons till you are expressly confirmed in writing by the management.
5. **Annual increment:** You will be considered to the next annual increment on completion of one year of service. The annual increment will not be automatic & will be at the sole discretion of the management. The amount of increment will depend upon the management's evaluation of your work.

1



MC-7731

**UK NEQAS**  
International Quality Expertise  
Lab Reg. No. 09948

Scientific Support



Bangalore  
Fetal Medicine  
Centre





**LILAC INSIGHTS PRIVATE LIMITED™**

Office No-301 & 302, Rupa Solitaire Premises C. S. Ltd.,  
Sector-1, Building No-A-1, Millennium Business Park,  
MDC Mahape, Navi Mumbai-400710  
T: +91 22 41 84 1438 F: +91 22 41 84 1448  
CIN: UB5191MH2011PTC212513

Employee Code No: Lilac/Tr - 53  
Our Ref. No: Lilac/Tr - 53

13<sup>th</sup> May, 2019

Ms. Shrinidhi Shetty  
304 Vishwa Sagar Building,  
Ratanbhai Compound,  
Shivaji Nagar, Mulund Checknaka,  
Thane West 400 604.

**Appointment Letter**

Dear Ms. Shrinidhi Shetty,

We have pleasure in appointing you as a **Trainee** in Scientific department, effective **13<sup>th</sup> May, 2019**, on the following terms and conditions:

**1. Placement & Compensation**

You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation of Rs. 12,000/- p.m.

**2. Training duration:**

You will be on training for a period of **3 months**. There will be a monthly review depending on which your performance will be measured.

**3. Confidentiality Agreement**

During the time of training tenure, you shall not, either individually or as a trainee, Employee, agent or officer of any person or entity provide or disclose any information or breach the trust / confidence of our customers or found guilty while performing the duties at Client's place, else will entitle the Employer to legal remedies including attorney's fees and costs.



**UK NEQAS**  
International Quality Excellence  
Lab Reg. No. 90988

Scientific Support



Bangalore  
Fetal Medicine  
Centre





**Provisional Offer : BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20195108268/Mumbai/BPS/BSPA**  
**Date:02/07/2019**

Dear Ms. Suvitha Vijayaram Thoppe,

**Sub: Letter of Provisional Offer and Terms of Employment.**

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Senior Process Associate in Grade BPO2 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,50,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "



Yours Sincerely,

**For Tata Consultancy Services Limited**

**Rustom Beheram Sigamoria**  
**Head Talent Acquisition, TCS Business Process Services**



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

## ANNEXURE 1

**For the candidate to complete:**

This is to confirm that I have received the Provisional Letter of Offer Ref No  
**TCSL/DT20195108268/Mumbai/BPS/BSPA** on \_\_\_\_\_(DD/MMM/YYYY).

Signature:

Name:

Date:



O 91 22 6681 6900 F 91 22 6696 0277  
E info@kellyservices.co.in  
W www.kellyservices.co.in  
INIZIO | 6th Floor | Unit No. - 601/602  
Cardinal Gracious Road | Opposite P&G Plaza  
Chakala | Andheri (East) Mumbai 400099

Date: 23<sup>rd</sup> July 2019  
Ms. Tanya Singh

QTR No.: O/11, Old Navy Nagar, Colaba, Mumbai: 400005

**Sub.: Employment Offer Letter**

Dear Ms. Tanya Singh,

In pursuance of your application followed by your interview, we are pleased to offer you the position of **Raw Material Data Management Associate** with our client **DOW Chemical International Private Limited** in **Mumbai** on the mutually agreed terms and conditions. You are requested to join the services of **DOW Chemical International Private Limited** on **25<sup>th</sup> July 2019** at the following address:

**Dow Chemical International Pvt Ltd.**  
1st Floor, Block B, 02, Godrej IT Park,  
Godrej Business District, Pirojshanagar,  
L.B.S Marg, Vikhroli (W), Mumbai – 400079

The annual CTC shall be **Rs. 3,00,000/-** The Salary structure is attached herewith as **Annexure-A**.

Please bring the following documents on the day of joining:

- Educational Certificates – Original and Photocopies
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account (in case employee you would like to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card and original for verification
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card and original for verification

This letter of offer is issued to you on the presumption that the particulars furnished by you in your application are correct.

**Please reply with your acceptance of the offer within 48 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 48 hours.**

In case of any queries, feel free to contact the undersigned.

**Best Wishes,**  
**For Kelly Services India Pvt. Ltd**

**(IRIS CLIFTON)**  
**Authorized Signatory**

Disclaimer: Employment is not guaranteed for a specific length of time. The offer can be withdrawn without notice after communication of acceptance.

Registered Office: Sriram Samanthu Chambers, #3287, 12th Main, Hal 2nd Stage, Indiranagar, Bangalore 560038  
Tel: (91) 80 4191 1800, Fax: (91) 80 4191 1899



## Billabong High International School

Ashar Estate, Shreenagar Main Road No.27, Wagle Estate,  
Thane (W) 400604. Tel.: 43407100  
Email : info@billabongthane.com • www.billabongthane.com  
Affiliated to CISCE, New Delhi. (Registration No. MA-125)

### LETTER OF OFFER

Reference: BHIS/OFFER/2019-20

Date: 6<sup>th</sup> November, 2019

To,

**Ms. Vijayalaxmi Ramesh**  
325/02, Trimurti Society, Hingwala Lane,  
Pantnagari, Ghatkopar,  
Mumbai

Dear Ms. Vijayalaxmi,

We are pleased to offer you the post of ICSE Secondary Section- Assistant Teacher ( Ad-hoc) your gross salary will be Rs.25,000/- per month. The perquisites offered are subject to statutory deductions as applicable.

You are hereby directed to join on 18<sup>th</sup> November 2019 at 7:15 a.m.

Please carry the specified testimonials photocopy at the time of joining.

- 1) Address Proof & PAN Card
- 2) Passport size photographs (2)
- 3) Educational Certificates
- 4) Experience Certificates
- 5) Relieving Letter from Last Employer
- 6) Two References
- 7) Last three month's salary slips, in case currently employed/ latest salary certificates/proof of last drawn salary.
- 8) Marriage Certificate in case of Female Candidates

#### Appointment:

- a. Your appointment will be subject to the verification of all the information submitted by you at the time of joining.
- b. A detailed Appointment Letter with all terms and conditions of employment will be issued to you by HR Department on your joining & after above testimonials submission & verification.