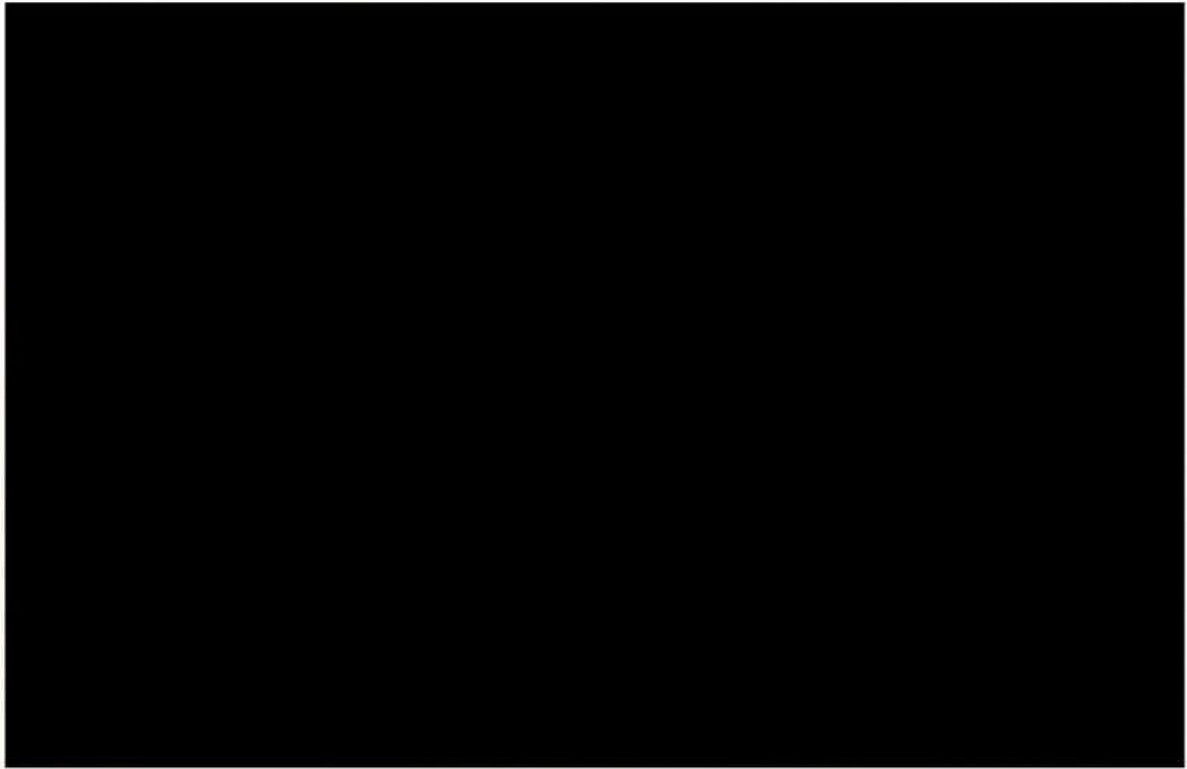


7. The initial term of this Agreement shall be for a period of 1 year, commencing on 6th June, 2023. The parties may extend such term upon mutual agreement.

8.




9.

10.

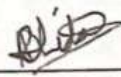
IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and first above written.

ON, 6th June, 2023

3D Systems India Private Limited

By: 
Name: **Pramila Mayekar**
Title: **Asst. Manager HR**

Mr. Rohan Almeida

By: 
Name: **Mr. Rohan Almeida**
Title: **Software Development Consultant**

CONTRACT AGREEMENT

THIS CONTRACT AGREEMENT is entered into and effective this day of **6th June, 2023** for a period of one Year between **3D Systems India Private Limited** and **Mr. Rohan Almeida** hereinafter referred to as "**Software Development Consultant**".

WHEREAS, **3D Systems India Private Limited**, hereby engages the Software Development Consultant to render services in area of development of software:

NOW, THEREFORE, the parties intending to be legally bound have entered into the following Agreement:

1. Software Development Consultant will perform Services for **3D Systems India Private Limited** at such place(s) to which the parties have mutually agreed.
2. Software Development Consultant represents that it possesses the requisite expertise and technical ability to perform the Services.
3. Software Development Consultant will devote such time as is reasonably necessary to complete the Services on such timelines as mutually agreed-upon between the parties.
4. **Deliverables:** During the contract period, the Software Development Consultant will be primarily responsible for completion of tasks of applications developed / used by 3D Systems/Oqton. This includes, but are not limited to following -
 1. Completing assigned tasks and features in timely manner.
 2. Documenting all the changes and updates.
 3. Participating in team planning and tasks.
 4. Owning the responsibility for quality deliverables.
 5. Ensuring bug-free development with required coding ethics and structure.

5.

6.

7. The initial term of this Agreement shall be for a period of 1 year, commencing on 6th June, 2023. The parties may extend such term upon mutual agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and first above written.

ON, 6th June, 2023

3D Systems India Private Limited

Mr. Rajeev Dessai

By:



Name: Pramila Mayekar

Title: Asst. Manager HR

By:



Name: Mr. Rajeev Dessai

Title: Software Development Consultant

CONTRACT AGREEMENT

THIS CONTRACT AGREEMENT is entered into and effective this day of **6th June, 2023** for a **period of one Year** between **3D Systems India Private Limited** and **Mr. Rajeev Dessai** hereinafter referred to as "**Software Development Consultant**".

WHEREAS, **3D Systems India Private Limited**, hereby engages the Software Development Consultant to render services in area of development of software:

NOW, THEREFORE, the parties intending to be legally bound have entered into the following Agreement:

1. Software Development Consultant will perform Services for **3D Systems India Private Limited** at such place(s) to which the parties have mutually agreed.
2. Software Development Consultant represents that it possesses the requisite expertise and technical ability to perform the Services.
3. Software Development Consultant will devote such time as is reasonably necessary to complete the Services on such timelines as mutually agreed-upon between the parties.
4. **Deliverables:** During the contract period, the Software Development Consultant will be primarily responsible for completion of tasks of applications developed / used by 3D Systems/Oqton. This includes, but are not limited to following -
 1. Completing assigned tasks and features in timely manner.
 2. Documenting all the changes and updates.
 3. Participating in team planning and tasks.
 4. Owning the responsibility for quality deliverables.
 5. Ensuring bug-free development with required coding ethics and structure.

5.

6.



**Parvatibai Chowgule College of Arts and Science
Autonomous**

STAFF

Suvidhya Vinayak Dharwadkar

Assistant Professor

Hindi

svd007@chowgules.ac.in



Suvidhya Dharwadkar

Principal's Signature

Staff's Signature





Victor Hospital

Passion for caring

MARGAO, GOA

Tel: +91(832)6728888/ 8888884718



Emp.No : 4230
Name : FRANZILA CRASTO
Desg. : TRAINEE
Dept. : LABORATORY
Blood Group : O-VE
Emergency No.: 9921389880

Holder' Signature

Issuing Authority

Niyal Services
#5 Raj Enclave, Sailok, GMS Road, Dehradun, UK, 248001
Salary Slip for the month of May/2023



EMP. ID	NSG0158	Employee Name:	Aarya Nitin Joshi
Payable Days	31	DOJ	13/03/2023
Designation	Trainee GIS	Acc. No.	018222010000517
UAN	101936562735		

Earnings	Amount	Deductions	Amount
BASIC	9,975.00	PF	1,800.00
HRA	3,990.00	ESI	150.00
LTA	831.00		
OTHER ALLO	5,154.00		
Total	19,950.00	Total	1,950.00
Net Pay	18,000.00		
In Words	Rupees Eighteen Thousand Only		
			Signature

Note: This is a System Generated Salary Slip - Signature Not Required

EARTH NOW PRIVATE LIMITED

2507 Corona B Wing, Dosti Imperia, Opp. R MALL,

Manpada, G.B. Road, THANE-400607, Maharashtra, INDIA

CIN: U72900MH2022PTC381567 www.earthnow.tech email: info@earthnow.tech



OFFER LETTER FOR PAID INTERN

Dear Ms. Komal Sanjay Swami,

On behalf of EARTH NOW PVT. LTD. (the "Company"), I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. B.N. Rao. If you accept this offer, you will begin your internship with the Company effective 7th June 2023 and will be expected to work six (6) days per week on the specific assignments and tasks allocated to you.

You will be paid Indian Rupees Twenty One Thousand (INR 21,000 /-) per month, less all applicable taxes and withholdings, payable.

As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan. The Company will convey any conveyance reimbursement separately, as applicable. One day's leave per month is allowed prior to advance notice and approval.

Your internship is expected to end on 31st August 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice. Post completion of the internship, the Company will review the performance and may offer a permanent employment opportunity as per the terms and conditions of the Company.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your

EARTH NOW PRIVATE LIMITED

2507 Corona B Wing, Dosti Imperia, Opp. R MALL,
Manpada, G.B. Road, THANE-400607, Maharashtra, INDIA

CIN: U72900MH2022PTC381567 www.earthnow.tech email: info@earthnow.tech



employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below along with the set of documents pertaining to KYC and education certificates.

Very truly yours,

Manoj Samudra

Director

Earth Now Pvt. Ltd.



I accept employment with the Company on the terms and conditions set out in this letter.

Ms. Komal Sanjay Swami

A handwritten signature in blue ink, which appears to read 'Komal', is written over a horizontal line.

Signature

Date: 09/06/2023

Note: Documents to be submitted

1. HSC and Graduation certificate (final or last marksheet, if certificate yet to be issued). Self-attested
2. Aadhar card of self and father,
3. Permanent Residence proof
4. PAN card, if available,
5. Passport size photos (2)
6. Copy of CV,
7. Bank account details – Bank, Branch, Account number, IFSC Code
8. Proof of current address in Thane (lease or rental agreement)

Offer Letter



Date: - 04.08.2023

Ref. No: NS/Emp/GWD/OF04-08

TEJAS DILIP KUMBHAR

M: +91- 7875667575

Mr. TEJAS DILIP KUMBHAR

Congratulations! We are pleased to offer you employment in our organization **Niyal Services**, situated at Dehradun as a **GIS Trainee**, on the following terms and conditions,

The term of your employment shall be valid from **14-Aug-23**. You shall report to work on at 10.00 a.m. for our client Genesys International Corporation Ltd.

You will, with effect from 14-Aug-23 be deputed by the Company to work at the client's office/ premises at any of their locations, either on-site or offshore.

The employment shall be terminable by either party giving 15 Days' notice in writing or salary in lieu of notice, to the other party. Your monthly Salary package will be **Rs. 15,000 (Fifteen Thousand) in Hand**.

Monthly Earnings	Rupees	Monthly Deductions	Rupees
Basic Salary	8366	PF (Employer)	1740
HRA	3346	PF (Employee)	1606
LTA	697	ESIC (Employer)	544
Other Allowance	4322	ESIC (Employee)	125
Monthly Gross	16731	Total Deduction	4015
Take home	15000	Monthly CTC	19015
Annual Take home	180000	Annual CTC	228180

Your employment with Niyal services will be governed by your posting and requirement at Genesys International, through Niyal Services from the DOJ.

Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.

To indicate your acceptance of this Offer Letter and employment with Niyal Services, please submit a signed copy of this Offer Letter.

Sincerely,

For Niyal Services

Acknowledged and agreed

TEJAS DILIP KUMBHAR

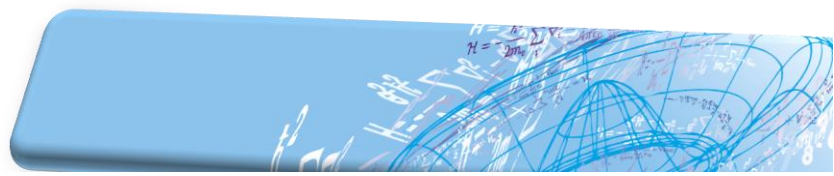
NIYAL SERVICES

#5, Plot No-24, Sai Lok, GMS Road, Dehradun-248001

PH. NO: +91- 7900575757

E-Mail:-niyalservices@gmail.com

www.niyalservices.com





Date: - 03.08.2023

Kindly Submit below mentioned Document for the joining formalities

- a) Copy of your Letter of Offer duly accepted.
- b) Last Three Months' Salary Statement from your previous employer or Bank Statement of Three Months, if applicable.
- c) Clearance (Relieving letter or Letter of resignation acknowledged) & Service Certificate from all your previous employers, if applicable.
- d) Self-Attested Photo copies of all your educational qualification certificates and proof of age along with the originals for verification.
- e) Recent Passport Size Photographs -04 and two family Photograph for ESIC (if eligible).
- f) ID proof (Copy of Aadhar Card and Pan Card).
- g) Dress code should be formal.
- h) You are advised to report to the HR at 10:00 A.M on your date of joining as mentioned below at the following address,

**Genesys International Corporation Ltd,
73-A , SDF-III , SEEPZ , Andheri (E), Mumbai 400096.**

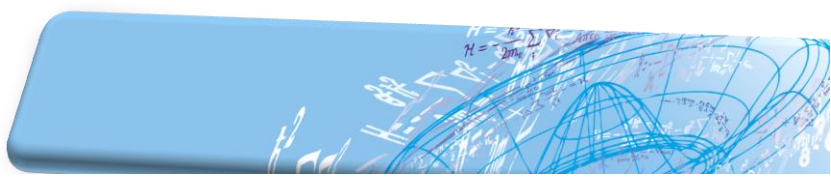
NIYAL SERVICES

#5, Plot No-24, Sai Lok, GMS Road, Dehradun-248001

PH. NO: +91- 7900575757

E-Mail:-niyalservices@gmail.com

www.niyalservices.com





QUANTASIP G.I.S.

CLEAR. CLEANSED. CORRECTED MAPS



Shruti Dhanwade

GIS Executive

Emp. ID : 152

Mob. No. : 7517860524

QuantaSIP Geomatic Informative Solutions Pvt. Ltd.

Office No. 404, Wallstreet 24 , Hyderabad Biryani
House, Warje, Pune - 411058. MAHARASHTRA



QUANTASIP G.I.S.

CLEAR. CLEANSER. CORRECTED MAPS



Rohini Ekshinge

GIS Executive

Emp. ID : 153

Mob. No. : 7517860524

QuantaSIP Geomatic Informative Solutions Pvt. Ltd.

Office No. 404, Wallstreet 24 , Hyderabad Biryani
House, Warje, Pune - 411058. MAHARASHTRA



QUANTASIP G.I.S.
CLEAR. CLEANSED. CORRECTED MAPS



Rajkanya Magdum

GIS Executive

Emp. ID : 156

Mob. No. : 7517860524

QuantaSIP Geomatic Informative Solutions Pvt. Ltd.

Office No. 404, Wallstreet 24 , Hyderabad Biryani
House, Warje, Pune - 411058. MAHARASHTRA



Date: 24 July 2023

To,

Dear Miss. Divya Kiran Phal Dessai,

Greetings of the season!

We are happy to inform you that you have been selected at Disha Foundation, for the position of Data Quality Check Manager under Tribal Livelihood Migration Survey Goa project. During this period, you will be undertaking all the roles and responsibilities that will be assigned to you by the Program Manager of the project, Mr. Vinit Kundaikar. You will report directly to him.

Your remuneration is subject to review once you have completed the period of one month. For this duration, you will not be entitled for any kind of monetary or fringe benefits. You will also be entitled to one casual leave every month for this duration.

In case, you leave the company during the internship period then you will have to serve a notice period of one week. To indicate your acceptance of the appointment with Disha Foundation, please sign and send us your acceptance letter at the earliest either by email or by post.

Congratulations and welcome on board.

Regards,

Vinit Kundaikar
Program Manager
Disha Foundation
Goa



Head Office: 27, Saileela Tower, Near Racca Green Square, Hanuman Wadi, Makhmalabad Road, Panchavati, Nashik-422 003

Delhi (NCR) Office: 3549, Kesar Villa, Near HDFC School, Sector 57, Sushant Lok Phase 3, Gurgaon, Haryana-122 003

Goa Office: 6, Grandieur Residency, Succor, Alto Porvorim, Bardez-403 529

Contact: 0124-4065603/7499200859 **E-mail:** foundation.disha@gmail.com **Web Site:** www.dishafoundation.ngo

Date: 3rd-June-2023

To: Ms.Prajakta Patil,
Sangli , Maharashtra

Dear Prajakta ,

This has reference to your application and subsequent discussions you had with us, we are pleased to offer you the position of **GIS Expert** in the organization at client's location **Sangli District** on the following terms and conditions.

1. Date of commencement

Your date of commencement of contractual employment in our Company shall be date of your joining which will be informed by respective department. Probably joining date will be within next 15 days.

2. Employment Type

Your appointment as **GIS Expert** will be on purely Contract basis which commence from the date of your joining and will expire on within two year or until the termination (by the client or JMK) of the project for which you are being employed, **JMK reserve the right to terminated/discontinue your services immediately without any notice** and subject to the requirement of the Client or Project. You will need to serve 2-month notice period before leaving/resigning from your services & this notice entitles you to all the benefits accrued (If any). for notice less than 2-months the company reserves the right to forfeit your entire annual/monthly benefits & would also deduct salary equivalent to shortfall of notice period.

3. Services

You will be responsible to discharge all the services as were assigned in the Annexure-A. Your initial posting will be at our client's location **Sangli District** however you may be transferred to any location as per the requirement of department and management's decision.

4. Remuneration/Salary

You will be paid remuneration as below.

- Your CTC will be **Rs. 38,000/-**per month which includes Basic Salary, DA, PF, ESIC and TDS & Professional Tax will be deducted as per law as applicable.
- Your take home salary will be **Rs. 34,050/-**

5. Hours of Work

- Your working days and shift timings will be indicated to you as per current operations of the client site. This would be equivalent to six working days per week. It will be necessary to work any time including in shifts, at the sole discretion of the department and if it so requires on all the days including Saturdays, Sundays and Holidays.
- Your attendance must be Filled in attached format which is verify by the Client in a every month to get salary.

6. Engagement in other business

You acknowledge that the Company wishes you to devote your whole time and attention to the service of the Company during the term of your employment with it. For this reason, during the term of your employment, you must not (without the Company's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other business entity or other organization (whether as an employee, officer, director, agent, partner, consultant or otherwise).



7. Confidentiality

You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to third parties (including other employees of the Company or any other entity within the Group Companies) constitutes a breach of your employment.

You also acknowledge that the information you acquire about the Company and any of the Group Companies in the course of your employment by the Company is highly confidential. You agree during the term of your employment here under and thereafter not to use such information for any purpose other than for the sole benefit of the Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior consent of the Company.

Further you are required to sign an agreement with the Company, on "Confidential Information and Intellectual Property Rights".

8. Security

You agree that you will adhere to security practices as per the security policy of the Client & organization applying to your employment

- You will refrain from carrying any Media/storage devices like floppies/C.D's/USB Drive/Cameras inside the premises
- You are authorized to use email Id provided to you by the organization only for internal communication and /or for communication with clients and/or customers we are dealing with on regular basis.

Any disclosure of information to third parties (including other employees of the Company or any other entity within the Group Companies) constitutes a breach of your employment.

In addition to the above T&C, JMK Infosoftware Solutions Ltd. reserved all rights to make any modification, deletion, addition or termination in this regard of your employment.

9. Jurisdiction Clause

Disputes arising out of this letter shall be referred to the senior executive of JMK Infosoftware solutions Ltd. For an amicable solution. If the dispute is not resolved within period of Sixty (60) days, shall be subject to the jurisdiction of the courts of Aurangabad, Maharashtra, India.

10. Complete Documentation

Company is not liable to provide relieving letter after 2 months of being released. The employee has to ensure he/she collects the letter within stipulated time period.

We wish you the best of luck and invite you to our exciting team of the employees in the organization.

For JMK Infosoftware Solutions Ltd.

Authorized Signatory

Operations Head

I hereby voluntarily accept the above offer of employment along with the total terms and conditions of Service Agreement Enclosed.

Date: **04-06-2023**

(Accepted all above T&C)

Name: **Ms.Prajakta Patil**

Signature:

Kindly Sign & return the scanned copy of this offer letter as the acknowledgement of your acceptance of the above.

Annexure-A

Job Responsibilities:

- To handhold and strengthen the GIS capabilities in the district a dedicated GIS cell with GIS experts is required in each district
- Assist the department official in carrying out GIS-based land record operations.
- Assist in Implementation and Monitoring of Central GIS programs and State initiatives such as eMojani 2.0, Data collection and processing using CORS- Rovers, Handling Drone & GIS data of SVAMITVA, e PeekPahani etc.
- Technology assistance required for QA/QC for data delivered by Vendors, Online request submitted by Citizens for Table Mojani etc.
- GIS experts shall aid and monitor QA/QC for data delivered by vendors for Scanning & Digitization project of 28 Districts.
- GIS experts will assist in QC and monitoring Geo referencing of cadastral maps Lowest land parcel & integration with RoR.
- Any relevant task assigned by the Land record office

Annexure-B

Remuneration/Salary

Particulars	Monthly	Annual
Basic	22,800	2,73,600
DA/HRA	6,840	82,080
Conveyance	2,280	27,360
Special Allowance	6,080	72,960
CTC Amount (A)	38,000	4,56,000
PF (Employer Cont.)	1,950	23,400
ESI (Employer Cont.)	0	0
PF (Employee Cont.)	1,800	21,600
ESI (Employee Cont.)	0	0
PT	200	2,500
Total Deductions (B)	3,950	47,500
Net Sal. Payable (A-B)	34,050	4,08,600

CONTRACT AGREEMENT

THIS CONTRACT AGREEMENT is entered into and effective this day of **6th June, 2023** for a period of one Year between **3D Systems India Private Limited** and **Mr. Ayush Noorani** hereinafter referred to as "**Software Development Consultant**".

WHEREAS, **3D Systems India Private Limited**, hereby engages the Software Development Consultant to render services in area of development of software:

NOW, THEREFORE, the parties intending to be legally bound have entered into the following Agreement:

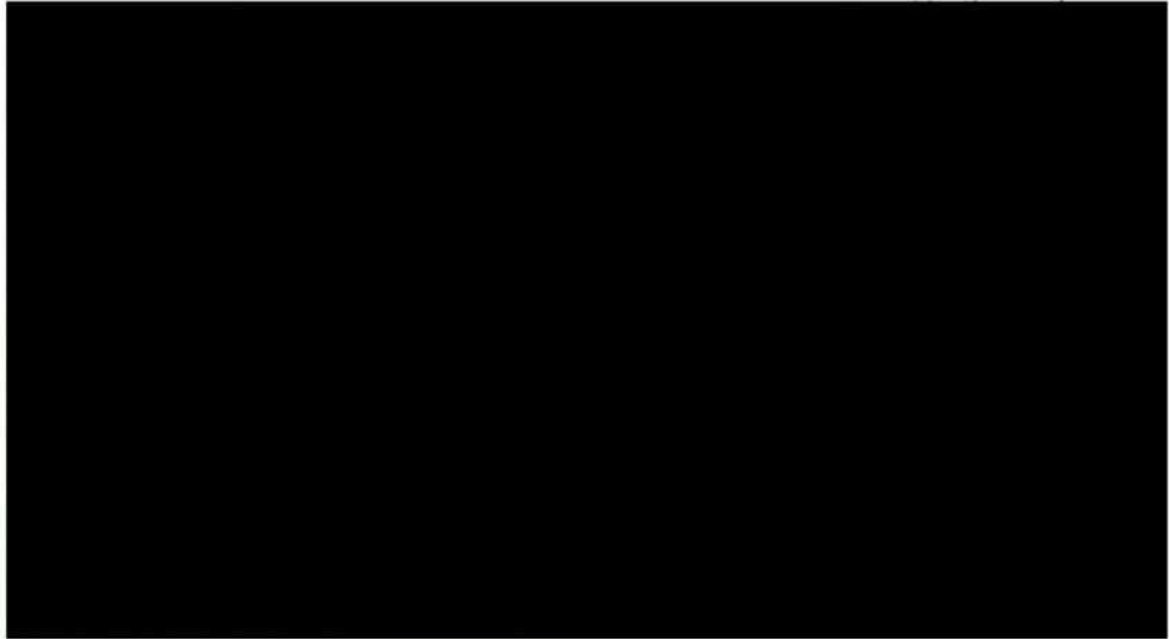
1. Software Development Consultant will perform Services for **3D Systems India Private Limited** at such place(s) to which the parties have mutually agreed.
2. Software Development Consultant represents that it possesses the requisite expertise and technical ability to perform the Services.
3. Software Development Consultant will devote such time as is reasonably necessary to complete the Services on such timelines as mutually agreed-upon between the parties.
4. **Deliverables:** During the contract period, the Software Development Consultant will be primarily responsible for completion of tasks of applications developed / used by 3D Systems/Oqton. This includes, but are not limited to following -
 1. Completing assigned tasks and features in timely manner.
 2. Documenting all the changes and updates.
 3. Participating in team planning and tasks.
 4. Owning the responsibility for quality deliverables.

5

6

7. The initial term of this Agreement shall be for a period of 1 year, commencing on 6th June, 2023. The parties may extend such term upon mutual agreement.

8.



9.

10.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and first above written.

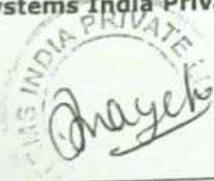
ON, 6th June, 2023

3D Systems India Private Limited

By: _____

Name: Pramila Mayekar

Title: Asst. Manager HR



Mr. Ayush Noorani

By: _____

Name: Mr. Ayush Noorani

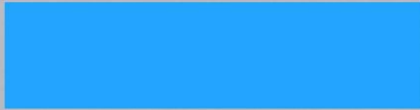
Title: Software Development Consultant



www.anant.co.in

ANANT INFOMEDIA PVT. LTD.

Mr. Nitin Nivruti Dahale




Vasco-Da-Gama, South,
Mormugao Goa, 403802.

Subject: Appointment Letter

Dear Nitin Nivruti Dahale,

Upon reviewing your application and interviewing you in person, we are pleased to appoint you at the position of **“Software Support Executive”** with our Company. Your place of work will be at our office at Goa, Panaji and date of Joining will be **15th May 2023**.

You will receive a total compensation of  **Per Month** (CTC). This sum includes all the payments as per AIPL's policies and any statutory payments/benefits applicable as per laws in force.

Enclosed are your *'Terms and Conditions'* of service. You are requested to confirm that these are acceptable to you by signing and returning the original copy.

If you have any questions or concerns regarding the enclosed Terms or anything related to your new position please do not hesitate to contact us as soon as possible to discuss them further.

Your appointment as an employee in our organization is subject to your medical fitness, verification of your educational certificates, background checks and satisfactory references.



Date: 01 July 2023
 Ref: IMMO/HR/OFFER/23-24/01

To,
Mr. Salahudin Ahmad Raza Shah,
 F. No. B-S-2, Kalika Square, Nr. Westside Clothing,
 Gogol, Margao, Goa - 403601.

Sub: Offer Letter

Dear Salahudin,

This is with reference to your application and the subsequent interview you had with us. We are pleased to offer you a position in IMMO Information Technology Pvt. Ltd. ('the Company') as **Junior Software Developer (Level 2)** on the following terms and conditions. You are expected to contribute to the Company on full time basis to perform the duties assigned to you as per the rules, regulations, procedures and policies of the Company.

1. COMPENSATION AND BENEFITS:

Your Cost to the Company per annum for your services to the organization shall be [REDACTED] (Rupees [REDACTED] Only) and taxes are applicable and shall be deducted as per the prevailing Income Tax laws.

I	Monthly Component	% of Basic	Amount
1	Basic Salary		[REDACTED]
2	HRA	40%	[REDACTED]
3	Leave Travel Assistance		[REDACTED]
4	Special Allowances		[REDACTED]
	Gross Salary (A)		[REDACTED]
5	Company Contribution to EPF	12%	[REDACTED]
**	Total Fixed Monthly (B)		[REDACTED]
	Total Fixed Yearly (C)		[REDACTED]
II	Bonus Component	200%	[REDACTED]
	Performance Bonus Annual (D)	of (B)	[REDACTED]
III	Annual Components		[REDACTED]
	Provision for Gratuity (E)		[REDACTED]
	Annual Total (C+D+E)		[REDACTED]
IV	Major Benefit (Average Cost Per Person P.A)		[REDACTED]
	Insurance & Other Benefits*		[REDACTED]
	Cost to Company (CTC)		[REDACTED]
V	Monthly Deductions		[REDACTED]
1	Employee PF Contribution		[REDACTED]
2	Income Tax deducted at source		[REDACTED]
VI	Total Deduction Per Month (F)		[REDACTED]
	Total Net Salary Per Month Before Income Tax deduction. (A-F)		[REDACTED]



01st July 2023

Shravan Kalidas Bhandari,
Davodxet Xeldem,
Curchorem, Quepem,
Goa, 403706.
Mob - 9307618433

Sub: Offer for Trainee Software Developer

Dear Shravan,

We take pleasure in inviting you to join IMMO Information Technology team as a **Trainee Software Developer (level 1)** at Mercedes, Goa.

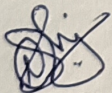
WORK TIMINGS, LEAVES AND REMUNERATION:

- **Training Period:** From 01st July 2023 to 31st December 2023.
- **Working hours:** When working from office the timings will be 9:00 am to 6:00 pm (1:00 pm to 2:00 pm Lunch break). While working from home the timings will be 12.00 pm to 9.00 pm. (1:30 pm to 2:00 pm Lunch break & 04.30 pm to 05.00 pm tea break).
- **Leaves:** 06 leaves during the period. Public holidays as decided for the year.
- **Working days:** 5 days week (Saturday & Sunday Off). 01st Saturday of the month is a training Saturday.
- You will be governed by the timings and the hours of work applicable to the establishment wherein you are posted, and you may be called upon work, as required.
- Your remuneration for the period would be ₹ [REDACTED] July 2023.

At the end of the training period you may be offered a position in the company only on successful completion of the tasks assigned to you during training period and your suitability as per the ongoing projects that time, subject to management decision. Management may also decide to extend or terminate your tenure based on your training assessments.

We once again welcome you at IMMO Information Technology and look forward to your contributions in growing the business with the team here.

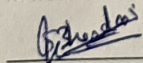
Best Wishes,



Nimish Shikerkar
COO/Director



I have read the offer letter and I am happy to accept training at IMMO Information Technology. I will be joining Mercedes office on 01st July 2023 and look forward to being a part of the IMMO Information Technology Team.

 (Sign)
(Shravan Kalidas Bhandari)



Paradeep Phosphates Ltd. (Goa Unit)
Zuarinagar,Goa.

Name: Veroshka Vaz

EPR NO : 49535

DOJ: 25/05/2023

Blood Group : O+VE

Emergency Contact

No : 9823728201



Veroshka Vaz

DGM-Fire & Safety, Training

DATE: 16/06/2023

OFFER ID: 77261-362217-370528

Offer Letter

Ms. Sevilla Souza
H.No. 132 Sodeawado Mapa Panchwadi
Ponda Goa Churchorem
Ponda Goa - 403706

Dear **Sevilla Souza**,

We are delighted to welcome you as a part of the Cipla Family in our **Quality, Formulation** team at Cipla based in **Goa, Unit -8**. Your role details including band, grade and designation, will be as below:

Band & Grade: **A I**
Designation: **Trainee**

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards **Caring for Life**. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is attached in Annexure A of this letter. You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.

You will be on probation until 12 months from your date of joining, which may be extended at the discretion of the Company. On completion of the probation, you may be confirmed in permanent employment, in writing, subject to your satisfactory performance.

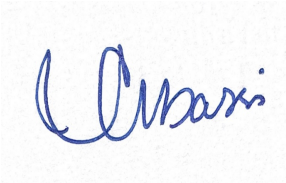
A formal letter of appointment with the terms and conditions of employment would be issued to you upon joining. This offer is subject to you clearing the medical examination, documentation and completion of your course successfully without any backlogs.

This offer is subject to you clearing the medical examination and reference check successfully.

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before **24/07/2023**.

We welcome you to Cipla family!

For Cipla Ltd



Vinay Kumar Bassi
Head HR - Operations



ANNEXURE A

Name: Sevilla Souza	Designation: Trainee
Division: Quality	Department: Formulation
Region: Goa	Location: Unit -8

COMPONENTS	PER MONTH(RS)	PER ANNUM(RS)
BASIC	11000	132000
HOUSE RENT ALLOWANCE	5500	66000
CONVEYANCE ALLOWANCE	2750	33000
FOOD ALLOWANCE	600	7200
ADDITIONAL ALLOWANCE	3650	43800
TOTAL A	23500	282000
PROVIDENT FUND	1800	21600
EXGRATIA / BONUS	2200	26400
TOTAL B	27500	330000

DATE: 16/06/2023

OFFER ID: 72860-362200-370578

Offer Letter

Ms. Sonal Gopal Dessai
House no. 10/6, Ramnagri, Mugali,
St. Jose de areal, Salcete, Goa Samarth medical pharmacy
Margao Goa - 403709

Dear **Sonal Gopal Dessai**,

We are delighted to welcome you as a part of the Cipla Family in our **Quality, Formulation** team at Cipla based in **Goa, Unit-1**. Your role details including band, grade and designation, will be as below:

Band & Grade: **A I**
Designation: **Senior Executive**

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards **Caring for Life**. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is attached in Annexure A of this letter. You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.

You will be on probation until 12 months from your date of joining, which may be extended at the discretion of the Company. On completion of the probation, you may be confirmed in permanent employment, in writing, subject to your satisfactory performance.

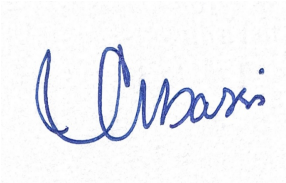
A formal letter of appointment with the terms and conditions of employment would be issued to you upon joining. This offer is subject to you clearing the medical examination, documentation and completion of your course successfully without any backlogs.

This offer is subject to you clearing the medical examination and reference check successfully.

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before **24/07/2023**.

We welcome you to Cipla family!

For Cipla Ltd



Vinay Kumar Bassi
Head HR - Operations



ANNEXURE A

Name: Sonal Gopal Dessai	Designation: Senior Executive
Division: Quality	Department: Formulation
Region: Goa	Location: Unit-1

COMPONENTS	PER MONTH(RS)	PER ANNUM(RS)
BASIC	11000	132000
HOUSE RENT ALLOWANCE	5500	66000
CONVEYANCE ALLOWANCE	2750	33000
FOOD ALLOWANCE	600	7200
ADDITIONAL ALLOWANCE	3650	43800
TOTAL A	23500	282000
PROVIDENT FUND	1800	21600
EXGRATIA / BONUS	2200	26400
TOTAL B	27500	330000

PRIVATE AND CONFIDENTIAL

TRPL/LOA/1021/01/23

January 14, 2023

To
Valeshka Minoshka Crasto
H. No. 525, Anthoi, Guirdolim,
Chandor, South Goa,
Salcete, Goa- 403714.

LETTER OF APPOINTMENT

Dear Ms. Crasto,

With reference to your application, subsequent discussion(s) and the offer letter, the management is pleased to appoint you as a "Guest Service Assistant" in Front Office Department at Level - 5 on contractual basis for a fixed period at Azaya Beach Resort Goa, a unit of Triumph Realty Pvt. Ltd. on the following terms and Conditions:

1. JOB ASSIGNMENT

In your assignment, you will be responsible for the duties as laid down in the Job Description. Please also sign & return a copy of the Job Description along with this letter. You will report directly to Front Office Manager or the Executive nominated by the management in this behalf. Your date of appointment is effective 14/01/2023

Although your normal working hours per week will be 48 (Forty eight) hours over 6 days, the responsibilities of your position might require from time to time additional level of commitment. In such event, it is understood that no time off in lieu will be granted

2. COMPENSATION

a) Basic Salary: Your basic salary will be Rs. 6,105/- (Rupees Six Thousand One Hundred & Five Only) per month, payable monthly in arrears as per law. You will be subject to deduction of income tax at source as per the provisions of the Income Tax Act, before payment.

b) Benefits: In addition to the basic salary, you will be entitled to the following benefits:

(i) House Rent Allowance

As per the Company policy, presently at 40% of defined minimum wage.

(ii) Contributory Provident Fund

As per the Law, presently at 12% of basic salary

(iii) Conveyance Allowance

As per Company Policy (if applicable).

(iv) Medical Assistance

You will be enrolled under the Employees State Insurance Corporation scheme. In case you are out of the purview of E.S.I, you will be covered under the Group Medical Insurance Policy and be entitled to benefits contained therein. Medical Reimbursement, if applicable to you, will be paid monthly. The company may review medical Benefit from time to time.

(v) Gratuity

As entitled under the Payment of Gratuity Act, 1972

(vi) Bonus

As authorized under the Payment of Bonus Act and as declared by the Company from time to time/Resort Policy

A: 336/1-A, Village Calwaddo, Benaulim, Salcete, Goa - 403716, India

P: +91 832 6757777 **W:** www.azayabeachresort.com

A Unit of Triumph Realty Pvt. Ltd.

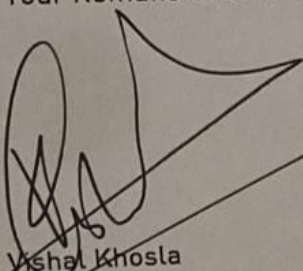
CIN: U45400DL2007PTC228325

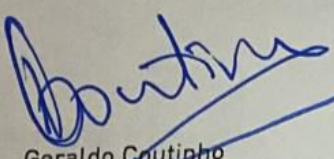
ANNEXURE

Name : Valeshka Minoshka Crasto
 Designation: Guest Service Assistant
 Department : Front Office
 DOJ: 14-Jan-2023

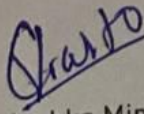
Sl #	Salary Head	Monthly	Annual
1	Basic Salary	6,105	73,260
2	HRA	3,995	47,940
3	Conveyance	900	10,800
4	Gross Salary	11,000	1,32,000
5	PF Employer's Contribution	794	9,528
6	ESIC	329	3,948
7	LWF	30	360
8	Bonus/Ex-Gratia	836	10,032
9	Gratuity	294	3,528
10	Cost To Company	13,283	1,59,396

- * Compensation subject to Statutory Deductions as per Government rules.
- * Your Compensation is subject to change as per Management discretion without altering the Annual CTC.
- * Your Remuneration is for your information only. You are requested not to share this with anyone.


 Vishal Khosla
 General Manager


 Geraldo Coutinho
 Human Resources Manager

Acceptance by Employee


 Valeshka Minoshka Crasto



Where It All Happens

GST No: 30AAECP7762R1ZU
CIN: U55101GA2008PTC005831

Date: 05/01/2023

Palette Hotels (I) Pvt. Ltd.

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Shrutika Hungund**, is undergoing **Job Training** in **Front Office Department** since 27th December 2022 till date for 'The HQ' a unit of Palette Hotels (India) Pvt. Ltd, Swatantra Path, P.O. Box NO.31, Vasco-da-Gama, Goa-403802.

This letter has been issued at her request for the purpose of college verification.

For 'The HQ'

A unit of Palette Hotels (India) PVT. Ltd.



Natasha Dias

General Manager

Swatantra Path, P.O. Box 31, Vasco-da-Gama, Goa 403 802

T: +91 832 250 0015 / 16 / 17 F: +91 832 250 0025

Toll Free: 1 800 233 0047 www.thehq.in

Highstreet Cruises and Entertainment Private Limited

C/o. Delta Pleasure Cruise Co. Pvt. Ltd.
Fisheries Jetty, Ground Floor, Fisheries Dept. Building,
D. Bandothkar Road, Panaji - Goa - 403001.
Tel: 0832-2433253 Fax: 0832-2433201

08-02-23

To,
Ms. Vianca Viegas
H.No. 50/1 Mazilvaddo,
Sirlim,
Salcete Goa

Dear Vianca,

It is our pleasure to extend the following offer of employment to you on behalf of Highstreet Cruises & Entertainment Pvt. Ltd.

As discussed, we are pleased to offer you the position of "Trainee" in the Front Office Department in "Delta Jaqk".

This offer is contingent upon your passing medicals including submission of Covid 19 negative test report, reference checks and police verification.

We would expect you to join as early as possible, but not later than 14/02/2023, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

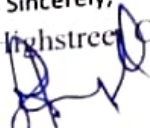
To enable smooth process of your joining, please complete the following formalities before your joining date: (send scan copies @)

1. 05 copies of colored passport size photographs with white background.
2. Medical fitness certificate; from an authorized Medical Practitioner.
3. Police clearance certificate (with the photograph stamped across).
4. Blood group identification report.
5. Photocopies of all Education Certificates and originals for verification (on the day of joining).
6. Relieving letters & Experience Certificates of all the previous organizations. (not applicable for a fresher)
7. Original Relieving certificate from last employer. (not applicable for a fresher)
8. Last 3 months Pay slips. (not applicable for a fresher)
9. Permanent Address Proof- Any two of these (Ration card / Electricity Bill / Postpaid Telephone bill, House Agreement, Bank Pass book/Passport Copy / Driving License / Election card)
10. Photo ID Proof for Age verification - Aadhar card (Mandatory)
11. PAN Card copy
12. Birth Certificate (Mandatory)
13. COVID Vaccination certificate (Ideally Fully Vaccinated certificate to be given)

We kindly request you to acknowledge the same as a token of your acceptance of the offer.

Yours Sincerely,

For, Highstreet Cruises & Entertainment Pvt. Ltd


Kavish Sangodkar
Deputy Manager - HR

ACCEPTED


Vianca Viegas

TMPCON022343445

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : ITC Grand Goa Resort & Spa. (E05203000078)
- with Telephone no. & E-mail address : ITC Grand Goa Resort & Spa, 263 C, Arossim,
Cansaulim, South Goa., South Goa, Goa
- : 0832-2721276
: clyde.fernandes@itshotels.in
2. (a) Name of Apprentice (Block Letters) : CROYDON BARRETTO (A0223122509)
(b) Father's/Mother's /Spouse's Name : Camilo Piedade Barretto
3. Address of apprentice : H No 132/B/2, Poriebhat, Verna, Goa, South Goa,
403722, Verna,, South Goa, Goa
4. Gender : Male
5. Date of Birth : 14-10-2004
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Humanity
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Food & Beverage Service Assistant V 2.0
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 06-03-2023 to 28-02-2024
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : ITC Grand Goa Resort & Spa.
Primary Location
South Goa
Goa
11. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 18 years, 4 months and 11 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 11500
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the
Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON022343445
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

Ijaz Najir Ahmed Hannoli (AD11128)

13-February-2023

S/O Nazir Ahmed Hannoli, H.No. 202, Vathadev,

Sarvan Bicholim North Goa, Goa- 403529

Subject - Letter of Contractual Appointment

1. As per the arrangement and contract between us and **Mahindra Holiday Resorts India Ltd, Unit No.106, First Floor, Sumer Kendra Building, P.B. Marg, Worli, Mumbai- 400 018**, the requirement has been made by the said company for deployment of **Associate – F&B Service** and allied services personnel at their establishment at **Mahindra Holiday Resorts India Ltd, Unit No.106, First Floor, Sumer Kendra Building, P.B. Marg, Worli, Mumbai- 400 018** for a period of one year accordingly.

We have pursued your bio-data and subsequent to your interview decided to engage you as **Associate – F&B Service** in the above stated establishment namely **Mahindra Holiday Resorts India Ltd, Unit No.106, First Floor, Sumer Kendra Building, P.B. Marg, Worli, Mumbai- 400 018**, for a period of one year on

Contractual basis with the following terms and conditions applicable thereto. Your services, however, shall be subject to your satisfactory performance during the said contract period but may be dispensed with any time during the said period, if not found satisfactory by us even before the expiry of the said period.

2. As a contractual employee, you are also not eligible to claim regular employment in the Company even if there is such a vacancy for the post held by you or otherwise.
3. Your initial period of appointment shall be for **One year** subject to continuance of contract. Your services shall come to an end automatically on the expiry of your employment period of One year or expiry of contract whichever is earlier. This employment on contract basis will be co-terminus with the contract of the client – **Mahindra Holiday Resorts India Ltd, Unit No.106, First Floor, Sumer Kendra Building, P.B. Marg, Worli, Mumbai- 400 018**.
4. During the period of your engagement your services can be terminated by either side by given **30 days** notice or salary in lieu thereof at company direction. In case of notice pay take over, the same will be recovered if you leave the company before completion of the notice period.
5. Your working hours during the period of contract shall be as per the requirement of the job and as per the directions of the management. You shall be required to perform your duties as per the directions of the management without objecting to the hours of working at any stage, if there is any exigency, otherwise your duty hours shall be the normal duty hours.
6. That your services can be terminated instantly for indiscipline, criminal offence and any act of misconduct.

7. That you shall at all times maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the Company. That you shall not, at any time, work against the interests of the management and do anything which is unbecoming of an employee. Any violation of these norms of behavior shall constitute misconduct not disciplinary action will be taken against you. Also in case you act against the basic and universally accepted understanding, disciplinary action will be taken against you as per the disciplinary rules and By-laws of the Company.
8. That the Company being engaged in the business of providing manpower, you will be detailed and deputed at the various premises to discharge your duties. The post for which you are being appointed therefore entails a lot of confidence. You will discharge your duties diligently and faithfully and to the entire satisfaction of the client wherever you are deputed. In case it is found that there is a reasonable apprehension about your integrity and as such no confidence can be reposed upon you, it will be open to the management to discharge you from service of the company without issuing any charge-sheet or holding an enquiry or giving any notice thereof.
9. You shall not remain absent from the duty without taking prior written permission of the management for any reason whatsoever and in case you remain unauthorized absent continuously for a period of 8 days it shall be deemed that you have terminated the contract of employment and have relinquished your job with the management, the management shall not be liable to re-engage you into its employment or to continue with the above contract for the remaining period of employment. You shall also loose the job in case you are in habit of remaining unauthorized absent three times in a month without any intimation and approval of the management.
10. Your continuous during the period of contract shall be subject to your remaining medically and physically fit and healthy in which the medical officer designated by the management shall be the final authority.
11. You appointment is being made on the basis of the information furnished by you to the Company and in case any information as given by you is found false or incorrect or by committing any act amounts to loss of confidence etc., your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of such notice.
12. During the period of your contract and above employment you shall not indulge in any act, which is subversive of discipline, amount to disobedience or insubordination, negligence on duty or forms misconduct. If at any stage you are found indulging in any such act, participating in any strike in combination with others or otherwise inciting, inducing others to strike and leave the duties, your contractual employment shall be liable to be terminated.
13. You will not indulge in consumption / handling / dealing with/ possessing narcotics or alcohol/ liquor at any time. Your service will be terminated without any notice, in case you are found under the influence of liquor or consuming liquor while on duty on in prohibited area.
14. The Company reserves the right not to accept the resignation in case of any proceedings/action pending against you or that there are commitments for completion or other exigencies or work.

15. You shall not divulge any information, document, design or anything relating to your job with us received, attained or invented during the course of your employment or otherwise to any other person or persons or company engaged in the similar work or any other work.
16. During the period of your contract of employment with us you shall not engage yourself directly or indirectly in any other job full time or part time or any consultancy, business or occupation other than the job with the management as per the present contract. You shall also not join or attend any course technical or non-technical without prior permission of the management during the period of your employment. You shall be liable to lose the contract or employment with the management in case the management loses its confidence into you or your integrity becomes doubtful as well as if it is found that you were/ are involved in any criminal case or any police investigation with respect to any offence/ crime is being carried out by police or any other government agency against you. You shall also be liable to lose the employment in case any of the information, particulars on antecedents provided by you to us are either found to be wrong or were concealed by you at the time of this employment.
17. That you will be entitled to leave as per Govt. Regulations.
18. You shall intimate the management any change of your address or residence within 24 hours of such change. In case it is not done, any correspondence or communication sent to the earlier address shall be deemed to have been sent to you and served upon you.

For Adamas HR Services Pvt. Ltd.



Authorised Signatory



I have understood the terms and conditions of employment and the implication thereof. I hereby accept the aforesaid terms & conditions and agree to abide by the same.

Date: 13/02/2023

A handwritten signature in blue ink.

Signed by the Employee

Annexure Break up

Salary Breakup :		
Designation : Associate – F&B Service		Effective : 13-Feb-23
Your Compensation		
Salary Head	Amount Per Month	Amount Per Year
Basic	11180	134160
VDA	0	0
HRA	0	0
SPECIAL ALLOWANCE	1320	15840
Gross Salary	12500	150000
Employee PF 12.00%	1500	18000
Employee ESIC 0.75%	94	1128
Employee LWF	10	120
Total Employee Deduction	1604	19248
Net Take Home	10896	130752
PF Employer 13%	1625	19500
ESIC Employer 3.25%	406	4872
Employer LWF	30	360
Total Employer Deduction	2061	24732
Cost To Company	14561	174732
<p>*The deductions for the Labour Welfare Fund and Professional Tax will be made from the Inhand amount as per state level subsequent act.</p>		
<p>Authorized Signatory</p> 		<p>Accepted & Agreed</p> 



**TEMPORARY IDENTITY CARD
VALID TILL**

Name: *Pratham Pegui*

Employee ID: *501120*

Department: *Service*

Date of Issue: *7/3/22*

Date of Birth: *22/2/04*

Employee Signature

HR . Manager

ITC Grand Goa Resort & Spa
Arossim Beach, Cansaulim, South Goa - 403712



**Prestige Holiday
Resorts L.L.P.**

CONTRACT OF ENGAGEMENT OF INDEPENDENT SERVICE PROVIDERS

This contract is executed on this 01st day of March, 2023

BETWEEN

Prestige Holiday Resorts LLP, whose registered office is at Karma Royal Haathi Mahal, Cavelossim, Mobor, Salcete – 403731, Goa, India, of the **FIRST PART**

AND

Aloisa Jeslyn Gonsalves, PAN No: DRUPG8460A, H. No: 112, Mazilwaddo, Deussua, Chinchinim, South Goa, Goa – 403521, of the **SECOND PART**.

WHEREAS

Aloisa Jeslyn Gonsalves, is being contracted as an independent service contractor effective from **March 01, 2023** subject to the terms and conditions detailed herein.

AND WHEREAS

The party of the **FIRST PART** and the party of the **SECOND PART**, both mutually and fully agree and understand that the relationship between the parties is between **CONTRACTOR AND CONTRACTEE** and at no point is the relationship to be interpreted, inferred or understood as an **EMPLOYER - EMPLOYEE** relationship.

1. This contract will be for the period from **March 01, 2023** to **March 31, 2023**. Please note that this contract will stand terminated automatically on **March 31, 2023** and without any further notice or communication to you, unless the contract is explicitly extended by the contractor by a letter in writing.

It is in the contractee's best interests to keep track of the period of the contract and have a discussion with the authorised representative of the contractor about the renewal of the contract, at least seven working days before it expires.



REGISTERED OFFICE : HAATHI MAHAL | Cavelossim | Mobor | Salcete | Goa 403 731 | India

T : +91 (0)832 672 5230 | E : phrlp@karmagroup.com | Customer Service : +91 (0) 672 5200 | Admin : +91 (0)832 272 0

LLP Registration No: ULLIN-2019-1200001



01st February 2023

To,
Ms. Milosha Teles
H.No 38 Bhatpal
Canacona Goa
403702

Dear Ms. Teles,

With reference to your application and subsequent interview with us, we are pleased to appoint as a **Job Trainee** in our organization on the following terms and conditions. In duration of your 06 Months training, you will be placed in 3 Departments i.e., 2 Months in Front Office, 01 Month in Reservation, 2 Months in F&B Service & 01 Month in Housekeeping Department.

1. You will be on Job training for a period of six months from **01st February 2023 to 31st July 2023**.
2. A sum of **Rs.7500/- (Rupees Seven Thousand Five Hundred only)** per month will be paid to you as stipend.
3. You will not be entitled to any other benefit, apart from the above.
4. You will have to follow all the Rules & Regulations of the company in existence, amended/added time to time as and when required by the company.
5. You will be responsible for proper care, use and return of the company's property which might be entrusted to you from time to time. You shall also be required to account for the same and compensate to the extent of financial loss suffered by the company.
6. You shall maintain absolute secrecy with regards to the company's business operations during the course of your employment in the company and thereafter.
7. The company attaches considerable importance to high level of physical fitness, personal grooming and appearance. You will also be required to undergo medical examination from time to time as and when directed by the management.
8. The management, however, reserves the right to terminate your services without assigning any reason whatsoever during the period.
9. In case your services are terminated it will be with immediate effect. In case you wish to leave the services of the company at any point of time, you have to serve one month's notice.

10. Your temporary employment with the Company will automatically expire at the end of the above mentioned period and no further notice of expiry of such above mentioned period shall be given to you.
11. In case you leave before finishing the term then experience certificate will not be issued.
12. Your employment will be subject to verification of your credentials, certificates and proof of age. This offer is made to you on the understanding that the facts furnished regarding your age, qualifications, experience etc. are true and correct, in case it is found in future that you had given wrong information or you had tried to hide certain facts from the company your services will be liable for immediate termination.
13. This offer of appointment will be subject to your being found medically fit by the medical officer of the company. The company retains the right to send you for Medical Tests at any time to ensure your medical fitness. Should the medical tests identify that you are medically unfit to continue your duties, then the company's decision to terminate your services is final.
14. You will be issued new sets of uniform on joining the Company. However, in case you leave the Company within six months, the amount of the uniform will be recovered from your end.
15. Your acceptance of the above mentioned terms and conditions may be indicated by signing the duplicate copy of this letter retaining the original for yourself.

We welcome you to the organization and look forward to a long and fruitful association with us.

We hope you will at all times work in the best interests of the company and make effective contribution for the growth of the organization and for your own career advancement.

Yours sincerely

For Sobit Sarovar Portico
(Unit of Sunnyvale Resort Holdings LLP)


Terrance Motha
Authorized Signatory
General Manager

I confirm acceptance of the above terms and conditions.

Signature: _____

Name : _____

Date : _____



ClubMahindra

27th March 2023

Sanly Selvaraj
Housekeeping
Club Mahindra Acacia Palms

Dear Sanly,

Fixed Term Contract Employment

Further to your application and the discussions you had with us, we are pleased to appoint you as Associate – Housekeeping based at our Club Mahindra, Acacia Palms Resort, Goa on a contractual basis for a period of one year from 27th March 2023 on the following terms and conditions:

Period: 27.03.2023 to 26.03.2024.

Reporting: You will report to Assistant Manager – Housekeeping.

Scope of Service

Your reporting will explain the nature and details of your duties and responsibilities from time to time, which you shall adhere to diligently and faithfully.

It also expects you to maintain cordial relations at work at all times.

Compensation

Your salary is payable monthly in arrears subject to taxes applicable for the services rendered. Your salary details are as follows:

	Rs. p.m.	Rs. p.a.
Basic	12220	146640
Resort All	1780	21360
Gross Salary	14000	168000
PF *	1680	20160
Total	15680	1,88,160

*You will be entitled to an Employer's contribution to the extent prescribed under the EPF & MP Act, 1952.

Mahindra Holidays & Resorts India Limited
Resort Address: Club Mahindra, Acacia Palms, 4th Ward, Colva, Salcete, Goa - 403 708.
T: +91 832 2722600, E: Reservation.Acaciapalms@mahindraholidays.com

www.clubmahindra.com CIN: L55101TN1996PLC036595

Registered Office: Mahindra Towers, 2nd floor, 17/18 Patullas Road, Chennai - 600 002. t: +91 44 3988 1000 f: +91 44 3027 7778.

TRPL/LOI/01/23

January 13, 2023

To,
Siya Cardozo
H.No. 257/A, Carvota,
Loutulim, Salcete,
Goa- 403718.

Letter of Intent

Dear Ms. Cardozo,

Congratulations!

We are pleased to inform you that further to your Interview, you have been selected for the position of "Guest Service Assistant" in the Front Office, on a Fixed Term Contract for a specific period of 11 Months from January 16, 2023 to December 15, 2023.

Your date of joining would be on or before Monday, January 16, 2023 or as mutually agreed. Prior to the joining you are requested to provide the Relieving letter & Accepted copy of the resignation letter from current employer, within 2 days of our offer. Failing to do so may result in withdrawal of the offer, unless otherwise extended by the Management.

On the date of joining, you are requested to report to Human Resources Department at 09:30 hours, with the following documents/certificates:

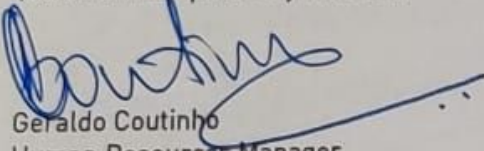
1. Experience certificate.
2. Birth certificate or Proof of Date of Birth
3. Original & Copies of Education qualification /Professional qualification certificates
4. Ten (10) passport sizes photographs
5. Proof of address
6. Copy PAN Card & Aadhar Card
7. Bank Account Details (Cancelled Cheque)
8. Form 16/ Tax Declaration from previous employer.

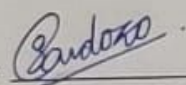
Your letter of Appointment would be issued to you once you join as per terms and conditions discussed and mutually agreed upon. Your appointment shall be subject to successful completion of your pre-employment medicals and submission of a Police Clearance Certificate.

Please reply to the undersigned with the acceptance of the offer or for clarifications if any.

Congratulations and we look forward to welcoming you to "Azaya Family"

For Azaya Beach Resort Goa
(Unit of: Triumph Realty Pvt. Ltd.)


Geraldo Coutinho
Human Resources Manager

Accepted: 

A: 336/1-A, Village Calwaddo, Benaulim, Salcete, Goa – 403716, India

P: +91 832 6757777 **W:** www.azayabeachresort.com

A Unit of Triumph Realty Pvt. Ltd.

CIN: U45400DL2007PTC228325

Highstreet Cruises and Entertainment Private Limited

C/o Delta Pleasure Cruise Co Pvt Ltd
Fisheries Jetty, Ground Floor, Fisheries Dept Building
D. Bandodkar Road, Panaji - Goa - 403001
Tel: 0832-2433253 Fax: 0832-2433201

07/02/23

To,
Ms. Joycie Gomes
H.no. 785,
Mandopa, Navelim,
Salcete Goa 403707

Dear Joycie,

It is our pleasure to extend the following offer of employment to you on behalf of Highstreet Cruises & Entertainment Pvt. Ltd.

As discussed, we are pleased to offer you the position of "Trainee Front Office Associate" in the Front Office Department in "Delta In Jaq".

This offer is contingent upon your passing medicals including submission of Covid 19 negative test report, reference checks and police verification.

We would expect you to join as early as possible, but not later than 14/02/2023, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

To enable smooth process of your joining, please complete the following formalities before your joining date (send scan copies @)

1. 05 copies of colored passport size photographs with white background.
2. Medical fitness certificate, from an authorized Medical Practitioner
3. Police clearance certificate (with the photograph stamped across)
4. Blood group identification report
5. Photocopies of all Education Certificates and originals for verification (on the day of joining).
6. Relieving letters & Experience Certificates of all the previous organizations (not applicable for a fresher)
7. Original Relieving certificate from last employer. (not applicable for a fresher)
8. Last 3 months Pay slips. (not applicable for a fresher)
9. Permanent Address Proof- Any two of these (Ration card / Electricity Bill / Postpaid Telephone bill, House Agreement, Bank Pass book/Passport Copy / Driving License / Election card)
10. Photo ID Proof for Age verification - Aadhar card (Mandatory)
11. PAN Card copy
12. Birth Certificate (Mandatory)
13. COVID Vaccination certificate (Ideally Fully Vaccinated certificate to be given)

We kindly request you to acknowledge the same as a token of your acceptance of the offer.

Yours Sincerely,
Highstreet Cruises & Entertainment Pvt. Ltd

Shridhar Manjrekar
Assistant Manager - HR

ACCEPTED 08-02-2023

Gomes
Joycie Gomes



Where It All Happens

GST No: 30AAECP7762R1ZU
CIN: U55101GA2008PTC005831

Date: 13.01.2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Rahul Lamani**, is undergoing **Job Training** in **F&B Service Department** from 26th December 2022 till date for 'The HQ' a unit of Palette Hotels (India) Pvt. Ltd, Swatantra Path, P.O. Box NO.31, Vasco-da-Gama, Goa-403802.

This letter has been issued at his request for the purpose of college verification.

For 'The HQ'

A unit of Palette Hotels (India) PVT. Ltd.

Natasha Dias

General Manager

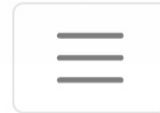
Swatantra Path, P.O. Box 31, Vasco-da-Gama, Goa 403 802

T: +91 832 250 0015 / 16 / 17 F: +91 832 250 0025

Toll Free: 1 800 233 0047 www.thehq.in



Alna C Saji ▾



Alna C Saji

alnacheruvathure@gmail.com

User Since: 2/1/23, 12:14 PM

📍 Kerala / Palakkad

About

Contact

Education

Preference

QR-Code

About Me Edit

Registration Number

A022301587

Name

Alna C Saji

Date of Birth

08-11-2000

Gender

Female

Email

alnacheruvathure@gmail.com

Phone Number

8078515151

Alternate Phone Number

Category

General

Disability/ Divyang

No



**Prestige Holiday
Resorts L.L.P.**

Date: January 05, 2023

To,
Sweta Ravindra Bandodkar
Flat No. B004, Kurtarkar Garden Gogol,
Margao, Salcete, South Goa,
Goa - 403601

**Subject: Work Order for rendering of services in the Karma Concierge Department
from January 05, 2023 to January 31, 2023**

Dear Sweta,

We are pleased to appoint you as **Karma Concierge** on a retainer contract for assignments in the **Karma Concierge** Department at **Karma Royal Haathi Mahal, Mobor, Cavlossim, Salcete, Goa - 403731**, subject to the Terms and Conditions detailed below.


Sr. No.	Department	Particulars	Amount (Rs.)
01.	Karma Concierge India	Rendering services in the Karma Concierge Department from <u>January 05, 2023 to January 31, 2023</u>	Rs.11,758/-
Total (in figures): Rs.11,758/- Total (in words) : Rupees Eleven Thousand Seven Hundred Fifty Eight only			

Terms and Conditions:

1. The work order is specifically issued to the contractor to whom it is addressed. The work order has been issued for a period of **twenty seven** days from **January 05, 2023 to January 31, 2023**.
2. Accordingly, the work order will be deemed to have ended on **January 31, 2023**; unless a new work order is issued in writing.
3. Any statutory registrations or requirements as per Labour Law will be the responsibility of the contractor.
4. The contractor will need to spend a minimum of 48 hours per week in the Establishment/
Undertaking.


Karma Group

REGISTERED OFFICE : HAATHI MAHAL | Cavlossim | Mobor | Salcete | Goa 403 731 | India
T : +91 (0)832 672 5230 | E : phrtp@karmagroup.com | Customer Service : +91 (0) 672 5200 | Admin : +91 (0)832 272 0567
LLP Identification number : AAI-4423



KARMAGROUP.COM

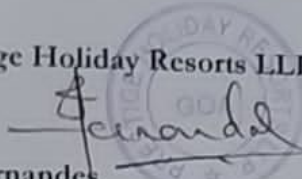
5. Payment will be made on or before the 5th of every month, for services rendered in the previous month.
6. TDS, as applicable, will be deducted.
7. Payment is subject to completion of work as per specifications issued and approval from Management.
8. The contractor agrees, acknowledges and understands that he has no lien on the post or any claim to regular employment with the Company / Establishment / Undertaking.
9. The contractor must furnish any and all details and documents requested by the Company. Copies of documents may be retained by the Company; no originals will be retained.
10. If contractor services are found unsatisfactory, the Company may terminate the services / work order immediately or with 24-hours' notice.
11. If the contractor wishes to end the contract, 24-hours' notice in writing must be given to the Company. All services detailed before notice is given must be completed before ending the contract. Payments may be withheld till all services are completed to the satisfaction of the Company.
12. Your services with the Company will be terminated with immediate effect if you are found guilty of breach of any of the terms and conditions of the contract, inclusive of but not limited to:
 - gross insubordination, insolence, neglect of duty and dishonesty.
 - any particulars or details furnished by you in the application, during the selection process, or by way of documents submitted being found to be false or fabricated
 - being found guilty of misconduct, fraud, theft, misappropriation, or any other act / offence that involves moral turpitude
 - any statements made or particulars furnished by you being found to be non-factual or incorrect.



13. Please note that this work order is subject to the contractor being vaccinated. As a compulsory requirement, you will have to submit your vaccination certificate to the appropriate Manager/ Office.
14. All disputes are subject to Margao (Goa) jurisdiction.

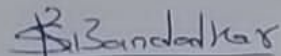
Sincerely,

For Prestige Holiday Resorts LLP.



Jessica Fernandes
General Manager – Karma Concierge India

If the terms and conditions are acceptable to you, please return the duplicate copy hereof duly signed, as a token of your acceptance.

Signature: 
Date: 10-1-2023

Congratulations for selection in Pre Hire Training Course
(Duration – 1 month)

Date: 19-11-22

Dear Aloma Shalem Cardozo

Congratulations!

You have been shortlisted for a voice training course conducted by IndiGo. It is only after the successful completion of the voice training course, you will undergo a review, where you will be assessed for the position of cabin crew and on the basis of your performance during this review, your joining shall be planned immediately only at the sole discretion of IndiGo.

Please note that this is only a communication for the purpose of undergoing pre hire training and will be not treated as a Letter of Employment or any offer or promise of employment under any circumstances whatsoever.

Please note the following with regards to your voice training course:

- The voice training course will be conducted virtually for a period of one month. **The training will be for 7-8 hours per day.**
- Please ensure that you have an account on Microsoft Teams/Zoom platform with a stable internet connection.
- The schedule for the training commencement shall be emailed to you shortly.
- There is no stipend paid for this training course.

Additionally, please ensure that you prepare for the documentation process during your training in order to ensure a smooth joining process (subject to clearance of your training). Below are the documents:

- ID proof: Passport & Aadhar Card *
- PAN Card *
- Education Certificate: As per DGCA requirements, you should have completed 10+2 from a recognized board or university
- Passport size Photograph: 10 copies (White background) *
- Postcard size Photograph: 2 copies (Full length) *
- Relieving letter/Accepted copy resignation letter (if any)
- AEP receiving from your previous organization and BCAS (only applicable for experience crew)
- Police verification issued by Commissioner of Police/Superintendent of Police from permanent address (applicable for those whose passport is issued before 1st Jan, 2020)

We wish you all the best!

Regards,

Human Resource Name and Signature of the Recruitment Executive

Kaur

DECLARATION FORM

To:

Human Resources
InterGlobe Aviation Limited ("IndiGo")

Dear Sir / Madam,

DESIGNATION DECLARATION

This is to declare that I have agreed to join with a designation of CA (grade training) & understand my fitment within the organizational structure.

DECLARATION FOR WORKING LOCATION

This is to inform that my preferred working location for the above mentioned designation is Any.

However, I understand that the same is subject to availability and I will be willing to join at any other available location in accordance to the company requirement.

I have also been briefed that I am selected for IndiGo's Airbus operations.

DECLARATION FOR ACADEMIC QUALIFICATION

I hereby solemnly declare and confirm that I have completed 10+2 from a recognized board/ university (As per DGCA requirement)

DECLARATION FOR PREVIOUS EMPLOYMENT RECORD WITH InterGlobe Group Companies

I hereby solemnly declare and confirm that I have never worked with IndiGo or any other InterGlobe Group Companies.

If yes; specify Company Name _____, Employee / IGA code _____, LWD (mm/yy) _____

CANDIDATE DECLARATION

I hereby solemnly declare and confirm that I have not been selected for a different aircraft previously. If yes, specify Aircraft Type N/A Date of Interview N/A Reason for not Joining IndiGo previously/ re-appearing N/A

Thanking you

BMI CHART:

Dear Aiona,

please find below the height and Weight Chart (BMI Index) for your reference.

Kindly ensure that your weight as on and from your joining date onwards should be as per your height and the range specified in the table below. Please ensure strict adherence to the same as your joining will be subject to the below mentioned acceptable height and weight range.

Height (cm)	Acceptable Weight Range (in Kgs)
155	43 - 53
156	44 - 54
157	44.5 - 54.5
158	45 - 55
159	45.5 - 55.5
160	46 - 56.5
161	46.5 - 57
162	47 - 57.5
163	47.5 - 58.5
164	48.5 - 59
165	49 - 60
166	49.5 - 60.5
167	50 - 61.5
168	50.5 - 62
169	51.5 - 63
170	52 - 63.5
171	52.5 - 64.5
172	53 - 65
173	54 - 66
174	54.5 - 66.5
175	55 - 67.5
176	55.5 - 68
177	56 - 69
178	57 - 70

I hereby confirm that I have received the original copy of this document and have been briefed by the HR personnel on the fulfillment of the above mentioned requirement on the date of selection.

Thanking you

Candidate Name: Aiona Shalen Cardozo

Signature: [Signature]

Date: 26 December 2022

Date: 26 December 2022

Dear Aiona

Kindly furnish us with the following details to enable us to communicate with you:

- Name as per Aadhar Card: Aiona Shalen Cardozo
- Personal Email Id: aionacardozo5@gmail.com
- Permanent Address: HNO-824 New town ship chandor, Dist. Porbhar - 403714

Request you to please carry a DD of 50,000/- (Fifty Thousand Only) in favour of "InterGlobe Aviation Limited" on your date of joining (Applicable to only those candidates who are selected as Cabin Attendant-Grade Training). Please note that the Demand Draft should not be dated older than 10 days from your joining date.

Please provide the Original document along with photocopies of the following documents & information on the Joining Day:

- ID proof: Passport & Aadhar Card *
- PAN Card *
- Education Certificate: As per DGCA requirements, you should have completed 10+2 from a recognized board or university.
- Passport size Photograph: 10 copies (White background) *
- Postcard size Photograph: 2 copies (Full length) *
- Relieving letter/Accepted copy resignation letter (if any)
- Salary Slips: Past 3 months (if any)
- Employment records
- Disciplinary records (if any)
- Any communications received by previous employer in relation to Civil Aviation Requirements Section 5 - Air Safety Series F Part III Issue III, 4th August 2015 (if any)
- Provisional Form 16: For calculation of Tax (if any)
- PF Account No & Name of the PF Trust (if any)
- AEP receiving from your previous organization and BCAS (only applicable for experience crew)
- Two attested Xerox copies of Passport (applicable for those whose passport is Issued after 1-Jan, 2020)

OR

- Police verification issued by Commissioner of Police/Superintendent of Police from permanent address. (applicable for those whose passport is Issued before 1st Jan, 2020)
- Yearly income per annum (self or family):

- Request you to tick any one:
- 50K to 3Lac 3 Lacs to 5 lacs 5 lacs and above

We wish you all the best!
Yours Sincerely
For InterGlobe Aviation Ltd.
Human Resources

Candidate's Name Aiona Shalen Cardozo

Candidate's Signature *Aiona Cardozo*

I hereby confirm that I have received the original copy of this document and will comply with the above mentioned documentation requirement.



Priya Rajan (HR,CORP) 4 days ago

to me ▾



Dear Aiona Shalen Cardozo,

This is to inform you that you have been conditionally selected for the role of a Cabin Crew in the Inflight Services Department of InterGlobe Aviation Limited ("**Company**"), for its Airbus operations. Accordingly your provisional joining date shall be **19th January, 2023** and subject to the completion of all necessary formalities, you will be assigned **Delhi** as your domicile base. Please note that your domicile base and joining date may be changed on the basis of the Company's operational requirements.

You are requested to provide your confirmation in respect of the above within 24 hours of receipt of this communication to enable us to take this forward.

Please note that your selection shall be further subject to (i) you successfully clearing your medical assessment; (ii) your compliance with any educational qualification requirements communicated to you by the Company, including any requirements issued by the Directorate General of Civil Aviation or such other applicable authority; (iii) the information and details submitted by you being true, accurate and correct, at the Company's sole discretion; (iv) any other requirements and/or processes of the Company and (v) the execution of a definitive employment agreement between the Company and yourself.

The Company reserves the right to revoke or modify the terms of this communication for any reason whatsoever prior to the execution of an employment agreement.

Regards,

Priya Rajan

04/02/23

To,

Mr.Uday Medha

H.no. 497/3, St. Ann's Colony,

Dhanwa road Thivim,

Bardez Goa 403502

Dear Uday,

It is our pleasure to extend the following offer of employment to you on behalf of Delta Corp Ltd.

As discussed, we are pleased to offer you the position of "On Job Trainee" in the F & B Service Department in "Deltin Royale".

This offer is contingent upon your passing medicals including submission of Covid 19 negative test report, reference checks and police verification.

We would expect you to join as early as possible, but not later than 04/04/2023, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

To enable smooth process of your joining, please complete the following formalities before your joining date: (send scan copies @)

1. 05 copies of colored passport size photographs with white background.
2. Medical fitness certificate; from an authorized Medical Practitioner.
3. Police clearance certificate (with the photograph stamped across).
4. Blood group identification report.
5. **Photocopies of all Education Certificates** and originals for verification (on the day of joining).
6. **Relieving letters & Experience Certificates of all the previous organizations.** (not applicable for a fresher)
7. **Original Relieving certificate from last employer.** (not applicable for a fresher)
8. **Last 3 months Pay slips.** (not applicable for a fresher)
9. Permanent Address Proof- Any two of these (Ration card / Electricity Bill / Postpaid Telephone bill, House Agreement, Bank Pass book/Passport Copy / Driving License / Election card)
10. Photo ID Proof for Age verification - **Aadhar card** (Mandatory)
11. **PAN Card** copy
12. **Birth Certificate (Mandatory)**
13. COVID Vaccination certificate (Ideally **Fully Vaccinated** certificate to be given)

We kindly request you to acknowledge the same as a token of your acceptance of the offer.

Yours Sincerely,

For, Delta Corp Ltd


Shridhar Manjrekar
Assistant Manager - HR


ACCEPTED

Goa Office :

Delta Cruise Comp. Pvt. Ltd,
1st Floor, D.B. Bhandarkar Rd.,
Goa - 403 001

P : 0832 2433200
F : 0832 2433201

Regd. Office :

10, Kumar Place, 2408,
General Thimayya Road,
Pune - 411 001.

P: 020 41207787

Mumbai Office :
109, Bayside Mall, 2nd Floor, Tadeo Road,
Haji Ali, Mumbai - 400 034.

P : +91 22 4079 4700
F : +91 22 4079 4777

E-mail : secretarial@deltin.com

URL : www.deltacorp.in

CIN : L65493PN1990PLCO58817

TRPL/LOI/01/23

January 13, 2023

To,
Genesia Cardoso
H. NO 1009, Zorivaddo Voltar,
Benaulim, Salcete,
Goa- 403716.

Letter of Intent

Dear Ms. Cardoso,

Congratulations!

We are pleased to inform you that further to your interview, you have been selected for the position of "Guest Service Assistant" in the Front Office, on a Fixed Term Contract for a specific period of 11 Months from January 16, 2023 to December 15, 2023.

Your date of joining would be on or before Monday, January 16, 2023 or as mutually agreed. Prior to the joining you are requested to provide the Relieving letter & Accepted copy of the resignation letter from current employer, within 2 days of our offer. Failing to do so may result in withdrawal of the offer, unless otherwise extended by the Management.

On the date of joining, you are requested to report to Human Resources Department at 09:30 hours, with the following documents/certificates:

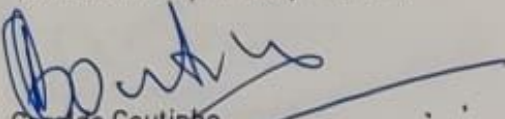
1. Experience certificate.
2. Birth certificate or Proof of Date of Birth
3. Original & Copies of Education qualification /Professional qualification certificates
4. Ten (10) passport sizes photographs
5. Proof of address
6. Copy PAN Card & Aadhar Card
7. Bank Account Details (Cancelled Cheque)
8. Form 16/ Tax Declaration from previous employer.

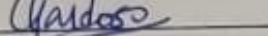
Your letter of Appointment would be issued to you once you join as per terms and conditions discussed and mutually agreed upon. Your appointment shall be subject to successful completion of your pre-employment medicals and submission of a Police Clearance Certificate.

Please reply to the undersigned with the acceptance of the offer or for clarifications if any.

Congratulations and we look forward to welcoming you to "Azaya Family"

For Azaya Beach Resort Goa
(Unit of: Triumph Realty Pvt. Ltd.)


Gerardo Coutinho
Human Resources Manager

Accepted: 

01st February 2023

To,
Ms. Renifa Barreto
H.No 545, Colsar
Galgibag Canacona
Goa 403728

Dear Ms. Barreto,

With reference to your application and subsequent interview with us, we are pleased to appoint as a **Job Trainee** in our organization on the following terms and conditions. In duration of your 06 Months training, you will be placed in 3 Departments i.e., 2 Months in Front Office, 01 Month in Reservation, 2 Months in F&B Service & 01 Month in Housekeeping Department.

1. You will be on Job training for a period of six months from **01st February 2023 to 31st July 2023**.
2. A sum of **Rs.7500/- (Rupees Seven Thousand Five Hundred only)** per month will be paid to you as stipend.
3. You will not be entitled to any other benefit, apart from the above.
4. You will have to follow all the Rules & Regulations of the company in existence, amended/added time to time as and when required by the company.
5. You will be responsible for proper care, use and return of the company's property which might be entrusted to you from time to time. You shall also be required to account for the same and compensate to the extent of financial loss suffered by the company.
6. You shall maintain absolute secrecy with regards to the company's business operations during the course of your employment in the company and thereafter.
7. The company attaches considerable importance to high level of physical fitness, personal grooming and appearance. You will also be required to undergo medical examination from time to time as and when directed by the management.
8. The management, however, reserves the right to terminate your services without assigning any reason whatsoever during the period.
9. In case your services are terminated it will be with immediate effect. In case you wish to leave the services of the company at any point of time, you have to serve one month's notice.

SAROVAR PORTICO

Nagarcem, Palolem, Goa - 403702.

Tel: +91 832 2729200 Email: sspg@sarovarhotels.com

www.sarovarhotels.com Toll Free Reservations: 1 800 111 222

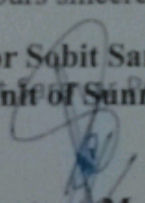
10. Your temporary employment with the Company will automatically expire at the end of the above mentioned period and no further notice of expiry of such above mentioned period shall be given to you.
11. In case you leave before finishing the term then experience certificate will not be issued.
12. Your employment will be subject to verification of your credentials, certificates and proof of age. This offer is made to you on the understanding that the facts furnished regarding your age, qualifications, experience etc. are true and correct, in case it is found in future that you had given wrong information or you had tried to hide certain facts from the company your services will be liable for immediate termination.
13. This offer of appointment will be subject to your being found medically fit by the medical officer of the company. The company retains the right to send you for Medical Tests at any time to ensure your medical fitness. Should the medical tests identify that you are medically unfit to continue your duties, then the company's decision to terminate your services is final.
14. You will be issued new sets of uniform on joining the Company. However, in case you leave the Company within six months, the amount of the uniform will be recovered from your end.
15. Your acceptance of the above mentioned terms and conditions may be indicated by signing the duplicate copy of this letter retaining the original for yourself.

We welcome you to the organization and look forward to a long and fruitful association with us.

We hope you will at all times work in the best interests of the company and make effective contribution for the growth of the organization and for your own career advancement.

Yours sincerely

For Sobit Sarovar Portico
(Unit of Sunnyvale Resort Holdings LLP)


A. Terrance Mothary
General Manager

I confirm acceptance of the above terms and conditions.

Signature: Barreto

Name : Kenita Barreto

Date : 04/02/2023

SAROVAR PORTICO

Nagarcem, Palolem, Goa - 403702.

Tel: +91 832 2729200 Email: sspg@sarovarhotels.com

www.sarovarhotels.com Toll Free Reservations: 1 800 111 222

TMPCON022336264

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : ITC Grand Goa Resort & Spa. (E05203000078)
- with Telephone no. & E-mail address : ITC Grand Goa Resort & Spa, 263 C, Arossim,
Cansaulim, South Goa., South Goa, Goa
- : 0832-2721276
: clyde.fernandes@itshotels.in
2. (a) Name of Apprentice (Block Letters) : JOYSTON GAMA (A0223107411)
(b) Father's/Mother's /Spouse's Name : Agnelo Gama
3. Address of apprentice : H no 518, sotrant, Cortalim, Goa, South Goa,
403710, Cortalim,, South Goa, Goa
4. Gender : Male
5. Date of Birth : 24-07-2004
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Humanity
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Food & Beverage Service Assistant V 2.0
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 01-03-2023 to 23-02-2024
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : ITC Grand Goa Resort & Spa.
Primary Location
South Goa
Goa
11. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 18 years, 6 months and 29 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 11500
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the
Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON022336264
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

01st February 2023

To,
Ms. Sebina Fernandes
H.No 11 Ordofond
Bhatpal Canacona
403702

Dear Ms. Fernandes,

With reference to your application and subsequent interview with us, we are pleased to appoint as a **Job Trainee** in our organization on the following terms and conditions. In duration of your 06 Months training, you will be placed in 3 Departments i.e., 2 Months in Front Office, 01 Month in Reservation, 2 Months in F&B Service & 01 Month in Housekeeping Department.

1. You will be on Job training for a period of six months from **01st February 2023 to 31st July 2023**.
2. A sum of **Rs.7500/- (Rupees Seven Thousand Five Hundred only)** per month will be paid to you as stipend.
3. You will not be entitled to any other benefit, apart from the above.
4. You will have to follow all the Rules & Regulations of the company in existence, amended/added time to time as and when required by the company.
5. You will be responsible for proper care, use and return of the company's property which might be entrusted to you from time to time. You shall also be required to account for the same and compensate to the extent of financial loss suffered by the company.
6. You shall maintain absolute secrecy with regards to the company's business operations during the course of your employment in the company and thereafter.
7. The company attaches considerable importance to high level of physical fitness, personal grooming and appearance. You will also be required to undergo medical examination from time to time as and when directed by the management.
8. The management, however, reserves the right to terminate your services without assigning any reason whatsoever during the period.
9. In case your services are terminated it will be with immediate effect. In case you wish to leave the services of the company at any point of time, you have to serve one month's notice.

SAROVAR PORTICO

Nagarcem, Palolem, Goa - 403702.

Tel: +91 832 2729200 Email: sspg@sarovarhotels.com

www.sarovarhotels.com Toll Free Reservations: 1 800 111 222



10. Your temporary employment with the Company will automatically expire at the end of the above mentioned period and no further notice of expiry of such above mentioned period shall be given to you.
11. In case you leave before finishing the term then experience certificate will not be issued.
12. Your employment will be subject to verification of your credentials, certificates and proof of age. This offer is made to you on the understanding that the facts furnished regarding your age, qualifications, experience etc. are true and correct, in case it is found in future that you had given wrong information or you had tried to hide certain facts from the company your services will be liable for immediate termination.
13. This offer of appointment will be subject to your being found medically fit by the medical officer of the company. The company retains the right to send you for Medical Tests at any time to ensure your medical fitness. Should the medical tests identify that you are medically unfit to continue your duties, then the company's decision to terminate your services is final.
14. You will be issued new sets of uniform on joining the Company. However, in case you leave the Company within six months, the amount of the uniform will be recovered from your end.
15. Your acceptance of the above mentioned terms and conditions may be indicated by signing the duplicate copy of this letter retaining the original for yourself.

We welcome you to the organization and look forward to a long and fruitful association with us.

We hope you will at all times work in the best interests of the company and make effective contribution for the growth of the organization and for your own career advancement.

Yours sincerely

For Sobit Sarovar Portico
(Unit of Sunnyvale Resort Holdings LLP)

Terrance Moti
General Manager

I confirm acceptance of the above terms and conditions.

Signature: _____

Name : _____

Date : _____



BHARAT HOTELS LIMITED

28th February, 2023

TO WHOMSOEVER IT MAY CONCERN

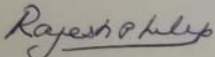
This is to certify that **Mr. Piyush Naik** has undergone his Industrial Training at "**The LaLiT Golf & Spa Resort Goa**" in the "**Front Office**" w.e.f. 01th February, 2023 to 28th February, 2023.

The overall performance was found to be good.

We wish him success for his future endeavors.

For Bharat Hotels Limited

(Unit: The Lalit Golf & Spa Resort Goa)


Rajesh Philip
Human Resource Manager



Regd. Office: Barakhamba Lane, New Delhi 110001 India

T: +91 11 4444 7777 F: +91 11 4444 1234 E: corporate@thelalit.com W: www.thelalit.com

CIN: U74899DL1981PLC011274

Shot on OnePlus

By Piyush Naik

The Lalit® is a brand owned by Bharat Hotels Limited



BHARAT HOTELS LIMITED

28th February, 2023

TO WHOMSOEVER IT MAY CONCERN

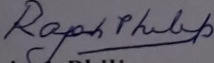
This is to certify that **Mr. Trevor Teles** has undergone his Industrial Training at "**The LaLiT Golf & Spa Resort Goa**" in the "**Front Office**" w.e.f. 01th February, 2023 to 28th February, 2023.

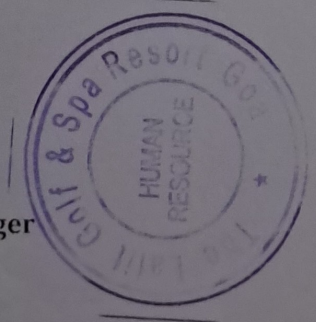
The overall performance was found to be good.

We wish him success for his future endeavors.

For Bharat Hotels Limited

(Unit: The Lalit Golf & Spa Resort Goa)


Rajesh Philip
Human Resource Manager



Regd. Office: Barakhamba Lane, New Delhi 110001 India

T: +91 11 4444 7777 F: +91 11 4444 1234 E: corporate@thelalit.com W: www.thelalit.com

CIN: U74899DL1981PLC011274

(The Lalit® is a brand owned by Bharat Hotels Limited)



SBI

5-1 7:03 PM

Dear Customer, INR 11,400.00
credited to your A/c No XX1006
on 01/05/2023 through NEFT
with UTR GMS3264931570 by
PRESTIGE HOLIDAY RESORTS LLP, INFO:
PRESTIGE HOLIDAY RESORTS LLP-SBI



Text message





20-DEC-2022

Priyanka Laxman Jamuni
Happy Hub
Club Mahindra Emerald Palms
Goa

Dear Priyanka,

Fixed Term Contract Employment

Further to your application and the discussions you had with us, we are pleased to appoint you as Associate-Happy Hub based at Club Mahindra Emerald Palms on a contractual basis for a period of one year from 20-DEC-2022 on the following terms and conditions:

Period: 20-DEC-2022 to 19-Dec-2023.

Reporting: You will report to Manager-Happy Hub.

Scope of Service

Your reporting will explain the nature and details of your duties and responsibilities from time to time, which you shall adhere to diligently and faithfully.

It also expects you to maintain cordial relations at work at all times.

Compensation

Your salary is payable monthly in arrears subject to taxes applicable for the services rendered. Your salary details are as follows:

	Rs. p.m.	Rs. p.a.
Basic	12220	146640
Resort All	2780	33360
Gross Salary	15000	180000
PF *	1800	21600
Total	16800	201600

*You will be entitled to an Employer's contribution to the extent prescribed under the EPF & MP Act, 1952.



Medical Insurance & Personal Accident Insurance

You will be covered under the Company's Medical Insurance Scheme for self and (Personal Accident Insurance scheme), applicable from time to time.

Transfer

During the period of your contract, your services may be required at any other branch /department/location of the company.

Termination of Contract

At the end of the contract period, the contract will stand terminated automatically without any notice or communication to you, unless that is explicitly extended by us by a letter in writing.

Notwithstanding the contract period mentioned above, in the event of the project/work for which you are being employed comes to an end before the afore-mentioned period, this contract shall be co-terminus with the afore-mentioned project/work.

This contract shall be terminable by either party giving 30 days' notice in writing or payment in lieu of notice, to the other.

The Management reserves its right to terminate this contract earlier at any time during the period of this contract by giving 30 days' notice or compensation in lieu thereof without assigning any reason or without any compensation for the balance period of the contract.

You will have no lien on the post held by you nor will you have any right to claim regular employment with the Company/Establishment on termination of the contract.

Company also reserves the right to terminate this contract employment forthwith, at any time, without notice or compensation in lieu thereof, if:-

- You are found guilty of breach of any of the conditions of your contract with us, inclusive of gross insubordination, insolence, neglect of duty and dishonesty.
- Your appointment is made on the basis of the particulars furnished by you in regard to your age, qualifications, previous experience etc., and if it comes to the knowledge of the Management that the data given by you is false or fabricated; the Management reserves its right to terminate this contract forthwith.
- During the tenure of this contract, you are found guilty of misconduct, fraud, misappropriation, misfeasance or any other offence which involves moral turpitude, this contract will be terminated forthwith and no compensation will be paid / payable for termination or loss of office on the above-mentioned grounds.

- Your absence from work and / or not reporting for 5 consecutive days without obtaining prior permission shall entitle the Management to treat the absence as abandonment resulting in termination of this contract employment.

All the terms and conditions are subject to review after mutual discussions and this contract can only be terminated or cancelled based on terms, which are part of the contract.

Other terms and conditions:

01. You will submit true and faithful information and / or explanation whenever required in respect of all matters entrusted to you by the company.
02. In addition to the assignments given to you, you will also have to carry out any other job assigned to you depending upon the exigencies of work.
03. In the course of your work with the Company, you shall abide by the Company's rules and regulations that may be in force from time to time and also those which may thereafter be framed from time to time and also conduct yourself in a manner befitting your position and Company's reputation.
04. You will devote your whole time and attention to the Company's work / assignment and you are not permitted to undertake any other work / assignment whether remunerative or otherwise, from any other source.
05. Company reserves the right to call upon you as per the exigencies of work on various skills and / or beyond the normal office timings without extra remuneration or allowances.
06. In the course of your work you may acquire or have access to confidential information and it will be a condition of your contract that you treat this as the property of the Company and refrain from disclosing it to any outside party under any circumstances without the written permission of the Management.
07. Company shall be at liberty to introduce change and / or alter any rules and conditions as may be considered expedient in effecting improving in the existing set-up, having regard to the factors such as computerization and modern technology, and any other.
08. It is expressly provided that the principal office of the Company being registered in Mumbai, the forum of settling dispute of whatsoever, including civil, revenue, labour etc. shall be in Mumbai. You shall not have the right to raise any dispute concerning the forum.
09. You shall endeavor to serve and promote Organization's interests and earn Management's confidence by projecting sense of responsibility in all your assignments, maturity in your relationships and a high level of commitment to the Organization



10. All future correspondence with you will be carried on the address given by you in your application. If there is any change in your mailing address, you will communicate the same to us in writing. Any communication sent to you at the address last communicated to us shall be deemed to be duly served on you.
11. It may be noted that your appointment is subject to your being continuously physically and mentally fit.

Leave Entitlement:

You will be entitled to the following leave:

Casual Leave	7 days per annum
Sick Leave	12 days per annum
Privilege Leave	15 days per annum (You will be entitled to avail of this leave after completion of 1 year.

and will be governed by the Company's Rules notified in this regard from time to time.

Yours Sincerely,

For **Mahindra Holidays & Resorts India Limited**

Kripal Negi
Regional Head - Goa

I accept all the terms and conditions of this contract as above:

Signature _____

Date:

Place:

CN032348564

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : ITC Grand Goa Resort & Spa. (E05203000078)
- with Telephone no. & E-mail address : ITC Grand Goa Resort & Spa, 263 C, Arossim, Cansaulim, South Goa., South Goa, Goa
- : 0832-2721276
: marika.coutinho@itshotels.in
2. (a) Name of Apprentice (Block Letters) : ADITYA YOGESH ARURKAR (A0323146072)
(b) Father's/Mother's/Spouse's Name : Yogesh Premanand Arurkar
3. Address of apprentice : Povocao, Verma, Goa, South Goa, 403722, Verma., South Goa, Goa
4. Gender : Male
5. Date of Birth : 12-05-2003
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Humanity
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Food & Beverage Service Assistant V 2.0
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 01-04-2023 to 25-03-2024
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : ITC Grand Goa Resort & Spa.
Primary Location
South Goa
Goa
11. (a) Date of execution of contract : 28-03-2023
(b) Age of Apprentice on the date of execution of contract : 19 years, 10 months and 15 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 11500
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A
- The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.
If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice
14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A





Sachin Kakodkar <sbk001@chowgules.ac.in>

RE: [EXT] - STUDENT DATABASE

Sonali Naik <SrNaik@colorcon.com>
To: Sachin Kakodkar <sbk001@chowgules.ac.in>
Cc: Lawrie Colaco <lcl000@chowgules.ac.in>

Fri, Nov 10, 2023 at 4:13 PM

Dear Sir,

Greetings!!

Thank you for sharing the name list of your students.

We have hired Ms. SIYAA GIRISH SANSGIRI for apprenticeship for documentation in our Quality control department for tenure of 1 year. This is from the namelist you have provided us.

Thanks & Regards

Sonali Naik

Assistant Manager – Human Resources
Colorcon Asia Pvt Limited

Plot Nos. M14-M18, Verna Industrial Estate, Verna,
Goa-India, 403722.

Tel: 91-832- 6727375 / 374

10th December 2022

Prajakta Thakur,
Flat No. T-3, Pietonio residency,
Zuarinagar, Goa.

Subject: Letter of Intent

Dear Prajakta,

Post your recent interest and subsequent interview, we are pleased to offer you the position of an Alila Host in the Food & Beverage department reporting to the Food & Beverage Manager.

You will receive your Appointment letter upon joining and the same shall be issued subject to a successful reference check, and after submission and verification of the following certificates and /or testimonials.

1. Employment Form should be duly filled out at the time of joining.
2. Copies of Date of Birth, Experience, Educational / Technical Qualification Certificates, Proof of Permanent Address, previous appointment letter or salary details etc.
3. 7 Passport Size and 2 stamp Size Photographs (for Food handlers only).
4. Pan card copy.
5. Aadhar card copy.
6. Also complete your pre-employment medical at Kerkar Hospital, Aquem Margao, Goa 403601. Phone: 08322753100.
7. Covid vaccine certificate
8. Covid Test post arrival in Goa (RTPCR if single vaccinated & Antigen if fully vaccinated)

Your monthly CTC will be of Rs 14,395/- (Rupees Fourteen Thousand, Three hundred and ninety-five rupees only), within the budget established by the Management.

Your date of joining will be 12th December 2022.

Please do not hesitate to contact me should you have any queries or need any clarifications.

We look forward to welcoming you to the Alila family.

For Alila Diwa Goa
A Unit of Seabird Resort Pvt. Ltd.

ANNEXURE

COMPENSATION HEAD	PER MONTH	PER YEAR
MONTHLY		
Basic Salary	8,000	96,000
House Rent Allowance	4,060	48,720
Conveyance Allowance	0	0
Special Allowance	0	0
A) TOTAL GROSS COMPENSATION	12,060	144,720
PF (Employer's contribution)	1,040	12,480
ESI (Employer's contribution)	392	4,703
Labor Welfare Fund	30	360
B) TOTAL STATUTORY BENEFITS	1,462	17,543
C) OTHER COMPONENTS		
Leave Travel Allowance (LTA)	0	0
Bonus Ex-Gratia	873	10140
COST TO COMPANY	14,395	172,739

*Bonus/Ex-gratia payment as per statutory/company policy

*Accident Insurance up to 2 lakhs covering Self

For Alila Diwa Goa
A Unit of Seabird Resort Pvt. Ltd.

CN022330478

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : ITC Grand Goa Resort & Spa. (E05203000078)
- with Telephone no. & E-mail address : ITC Grand Goa Resort & Spa,263 C, Arossim,
Cansaulim, South Goa., South Goa, Goa
- : 0832-2721276
: clyde.fernandes@itshotels.in
2. (a) Name of Apprentice (Block Letters) : SHANOY CRISTO FERNANDES (A022399957)
(b) Father's/Mother's /Spouse's Name : Constancio Fernandes
3. Address of apprentice : H No 238, Dando Molo, Velsao, Velsao, Goa, South
Goa, 403712, Velsao,, South Goa, Goa
4. Gender : Male
5. Date of Birth : 21-03-2004
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Humanity
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Food & Beverage Service Assistant V 2.0
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 01-03-2023 to 23-02-2024
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is
to be provided : N/A
(b) Name and address of the facility where On-the-Job
Training is to be provided : ITC Grand Goa Resort & Spa.
Primary Location
South Goa
Goa
11. (a) Date of execution of contract : 27-02-2023
(b) Age of Apprentice on the date of execution of contract : 18 years, 10 months and 30 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 11500
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is
under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.

A blue ink signature is written over a circular purple seal. The seal contains the text "TEAMLEASE SKILLS UNIVERSITY" around the perimeter and "17C, Sector 17, Gurgaon, Haryana" in the center.

Signature of the
Employer with seal

A blue ink signature is written on a yellow background.

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN022330478
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Mr. Rajan Bahadur
JAA (Joint Apprenticeship Advisor)
Tourism & Hospitality Skill Council

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

TMPCON022343469

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : ITC Grand Goa Resort & Spa. (E05203000078)
- with Telephone no. & E-mail address : ITC Grand Goa Resort & Spa, 263 C, Arossim,
Cansaulim, South Goa., South Goa, Goa
- : 0832-2721276
: clyde.fernandes@itshotels.in
2. (a) Name of Apprentice (Block Letters) : SAVIO SYDNEY FERNANDES (A0223122616)
(b) Father's/Mother's /Spouse's Name : Joaquim Fernandes
3. Address of apprentice : H.No.171, Chall Dando, Velsao, Goa, South Goa,
403712, Velsao,, South Goa, Goa
4. Gender : Male
5. Date of Birth : 27-05-2004
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Humanity
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Food & Beverage Service Assistant V 2.0
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 06-03-2023 to 28-02-2024
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : ITC Grand Goa Resort & Spa.
Primary Location
South Goa
Goa
11. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 18 years, 8 months and 29 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 11500
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON022343469
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

04th May 2023

Temple Recruitment
Unit 101A
Dublin Airport Business Park
Swords Road
Dublin 9

Tel: 01 842 5177
info@templerecruitment.ie
Vat reg no: 977 5488N
www.templerecruitment.ie

To whom it may concern,

This letter is to certify that **Aron Fernandes**, born on the **08th October 2003**, resident at **OUVANNE DALY'S LANE, RUSH, CO. DUBLIN, K56 YR22, IRELAND** is employed by MK Human Resources, t/a Temple Recruitment, registration number 9775488N, and requires a PPS number for employment purposes. he has been working on a temporary casual basis for Temple Recruitment since the **17th April 2023**. His employee number is **409749**.

Note, all his payments are processed by MK Human Resources, t/a Temple Recruitment.

If you require any further information, please do not hesitate to contact us.

Kind regards,

Nelly Garcia

Payroll Administrator
Temple Recruitment
Unit 101 Block A
Dublin Airport Business Park
Swords Road
Dublin 9
Ph: 01 842 5177 / 086 049 9928
Email: payroll@templerecruitment.ie
Web: www.templerecruitment.ie



M K HUMAN RESOURCES
TRADING AS TEMPLE RECRUITMENT
PH: 01 8425177
COMPANY REG. 9775488N

CN022334338

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : ITC Grand Goa Resort & Spa. (E05203000078)
- with Telephone no. & E-mail address : ITC Grand Goa Resort & Spa, 263 C, Arossim,
Cansaulim, South Goa., South Goa, Goa
- : 0832-2721276
: clyde.fernandes@itshotels.in
2. (a) Name of Apprentice (Block Letters) : CLASHER ALMEIDA (A0223108389)
(b) Father's/Mother's /Spouse's Name : Agnelo Bento Almeida
3. Address of apprentice : H.No. 525, Uyanmoll, Margao, Fatorda S.O, Goa,
South Goa, 403602, Fatorda S.O., South Goa, Goa
4. Gender : Male
5. Date of Birth : 12-05-2004
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : 12th - Humanity
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Food & Beverage Service Assistant V 2.0
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 4 Weeks
(b) Period of On-the-Job Training : From 01-03-2023 to 23-02-2024
10. Apprenticeship Training Location : Primary Location
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : ITC Grand Goa Resort & Spa.
Primary Location
South Goa
Goa
11. (a) Date of execution of contract : 27-02-2023
(b) Age of Apprentice on the date of execution of contract : 18 years, 9 months and 10 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
13. Monthly stipend amount
(a) During 1st year of training : 11500
(b) During 2nd year of training : N/A
(c) During 3rd and 4th year of training : N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : Teamlease Skills University

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

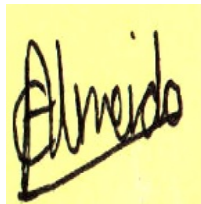
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the Employer with seal



Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN022334338
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Mr. Rajan Bahadur
JAA (Joint Apprenticeship Advisor)
Tourism & Hospitality Skill Council

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.



NAKSHATECH
INSPIRING GEOSPATIAL STANDARDS

Date: 17- June-2023

Dear Ms. Anita Vaman,

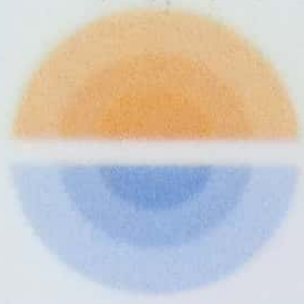
With reference to your application of employment and subsequent interface you had with us, we are pleased to offer employment with **Naksha Tech Private Limited** in the capacity of **Trainee-Mobile Mapping & GIS**

Your date of joining has been recorded as on: **17 June 2023**.

The following terms and conditions recorded below for your consideration and acceptance:

1. You shall be entitled to a salary of **Rs.1,85,856/-**. In words Rupees **One Lakh Eighty-Five Thousand Eight Hundred Fifty-six** per annum as CTC (Cost to Company) and shall be subject to deductions as per statutory laws.
2. You shall be on **probation** for a period of **six months** from the date of reporting. Upon satisfactory completion of probation, you shall be absorbed on permanent rolls of the company based on your performance.
3. During the probation period, you shall undergo a training program. You shall undertake to commence and successfully complete the training and immediately thereafter use newly acquired skills and knowledge for the Company's sole benefit.
4. Your appointment is transferable and the company at its discretion may transfer you to any other department/division or to any other branches, plants, associated companies, branch offices, head offices in India or abroad which may be acquired in future transferable post collective discussion between you and the management and in writing confirmation issued by the management. On transfer from one place to another, your salary shall not be adversely affected but all other terms and conditions of the employment shall remain the same.
5. This offer of appointment is issued to you on the understanding that all information furnished by you in your application is correct and there were no misrepresentation of any facts. If the information given by you while seeking employment with the company is found to be correct and or true and/or if it is found that you have knowingly *suppressed any information or given any false declaration*, the appointment itself shall *be deemed to be irregular and the company shall have the right, either to withdraw this letter of appointment before you join service or at any time thereafter, without any notice and or without payment of any compensation to you.*
6. *During the period of service with the company, the employee shall devote whole of his/her time and attention for the business of the company and they shall not directly or indirectly be connected with or concerned in or employed in any other work, business or occupation whatsoever without the prior written permission of the company.*





UDCTM



AKASH SHINGADE

Emp. Code: D0220

Blood Group: A+VE

Mobile: 7666992596

www.udcus.com



UDC India Hyderabad

**Dallas Centre, 11th Floor,
Office#1, Survey No. 83/1,
Knowledge City, Rai Durg,
Hyderabad.- 500081,
Telangana State.**

Emergency : +91 9595383896



10th May, 2023

Ref. No.: - SAN/ARG/2023-24/APPT/56

Anisah Fernandes
Flat No. AF-4, 1st Floor,
Crimson Vale, Colva Road,
Mungul, Margao Goa 403601

Sub: Appointment to the position of: “Field Researcher (HAP Supervisor)” – for 6 Months probation period contract

Dear Anisah,

We are pleased to offer you the position of “**Field Researcher (HAP Supervisor)**” on a Fixed Term salaried employment contract under the IMPRESS project at 100% FTE.

1. Brief about Sangath

Sangath is a non-governmental, not-for-profit organization committed to improving health across the life span by empowering existing community resources to provide appropriate physical, psychological and social therapies. Its primary focus areas include child development, adolescent health, adult health and chronic diseases.

2. Brief about the project

IMPRESS aims to reduce the depression treatment gap by improving access to evidence-based depression care. The project aims to demonstrate how community-based interventions can enhance access to, and improve the outcomes of, the Healthy Activity Program (HAP), a manualised psychological treatment based on behavioural activation, in an efficient and sustainable manner. The current project is funded by the London School of Hygiene and Tropical Medicine and is based at Goa.

3. Statement of Duties

3.1 You will be initially located in Goa.

3.2 As **Field Researcher (HAP Supervisor)**, you will be reporting to the Research Coordinator.

3.3 **Your major roles and responsibilities would be:**

- Report to Research coordinator with project tasks.
- Screen participants at recruitment site and provide study materials.

- Conduct in depth qualitative interviews with a range of people.
- Ensure that data collection and management processes are completed.
- Get involved in the intervention development and training.
- Undergo training, inhouse capacity building and supervision as and when necessary.
- Submit regular reports to the Research Coordinator.
- Attend and contribute to team meetings as necessary.
- Maintain a good rapport with the project team through open-discussion.
- Submit regular weekly reports to the Project Coordinator at the Sangath office.
- Undertake any other task assigned by Project Coordinator or Principal Investigators.
- Participate in other Sangath activities.

The above statement of duties can be modified from time to time based on project request / organizational requirement as applicable.

4. Compensation:

Your gross monthly salary would be INR 25,000/- (Rupees Twenty Five Thousand only). Detailed salary breakup is attached as annexure.

The above amount shall be subjected to TDS, as per income Tax Act and other statutory deductions, as applicable.

5. Other Benefits applicable:

5.1 Mobile connection provided by the organization to eligible employees for official use.

5.2 Group MediClaim policy/ Employees State Insurance Corporation (ESIC) cover for employee and immediate family members, as per the Sangath policy.

5.3 Accident insurance cover for eligible employees as per Sangath policy

6. Contract Duration, Probation and Notice

6.1 The duration of this contract is from 01st June 2023 to 30th Nov 2023 or until the conclusion/termination of the above-mentioned project, whichever is earlier. The contract may be renewed based on project requirement and your performance during the above period. The renewal of the contract is at the sole discretion of Sangath.

6.2 You will be on probation initially, for a period of 6 months from the date of your joining. After successful completion of your probation, your contract will be extended till end of the financial year/ grant whichever is earlier. The probation period maybe extended if so required by the supervisor/project.



6.3 Either party can terminate the employment by giving fifteen days' notice to the other, during probation. After completion of probation, notice period requirement would be one month or payment (Basic) in lieu of notice. For grades coordinator and above the notice period requirement would be two months or payment (Basic) in lieu of notice.

7. Terms of Engagement

7.1 This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof.

7.2 You will be required to work as per the requirement of the project/location of work.

7.3 You will be entitled to leaves as per Sangath policy apart from the public holidays declared by the Organization during your contractual period.

7.4 Since your appointment is for a specified period, you will neither have any right nor a lien on the job held by you. You acknowledge that this is a fixed-term contract.

7.5 Except applicable notice or salary in lieu thereof, no compensation or remaining wages for unexpired period of or salary in lieu thereof, of contractual and fixed period of appointment will be payable by the Management if your services are terminated before the aforesaid specified and fixed period of your service.

7.6 You will read, understand and follow Sangath's code of professional and ethical conduct and standard operating procedures.

7.7 You will submit a copy of you PAN card and Aadhar card to Sangath before Sangath can make any payment to you.

8. Confidentiality of Information

You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit. You acknowledge that you hold no proprietary rights in any information received by you, entrusted to you or that you are privy to in the course of your employment.

Upon termination of your employment, you will immediately surrender to Sangath, all books, magazines, reports, documents (physical and electronic) and copies thereof, records, manuals, official email IDs and passwords, audio and video tapes, hard drives, devices and other assets and any other knowledge data bases and property entrusted to you, in your possession or under your control in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means-electronic, mechanical, photocopying, recording, scanning or otherwise – any



copy righted material, which is the property of Sangath –for your own benefit or for the benefit of any third party- either during the course of your employment or on your separation.

9. General

- 9.1 During your employment at Sangath, you will neither directly or indirectly engage yourself, either full time or part time, elsewhere in any job, profession or business of any nature without prior permission of the Sangath. We shall be encouraging of an academic or research engagement which is aligned to the goals of Sangath and we request you to discuss such activities as and when you choose to take them up.
- 9.2 All staff are expected to be involved in, and give support to, all appropriate aspects of Sangath activities, and to be prepared to accept a reasonable share of delegated organizational responsibility.
- 9.3 The SOPs as framed by Sangath from time to time shall become conditional upon you and by which you shall abide. The salaries are revised by percentage cost of living allowance (COLA) annually.
- 9.4 Payment of your salary will be made monthly on the last day of each month, or the nearest working day after that date when a holiday on account of a Saturday, Sunday, Public Holiday or other day on which Sangath is closed occurs in the last week of the month. Payment will be made by bank transfer direct into your bank account. Payments represent salaries for the calendar month in question; staff are paid in arrears under these arrangements.
- 9.5 Staff are expected to work such hours at such times as are reasonably required to carry out the duties associated with the post, but not less than 40 hours per week for a full-time appointment.
- 9.6 It is a condition of your appointment that you participate in Sangath's appraisal scheme for staff, on an annual basis or otherwise as determined. We request you to furnish verification of your education and employment history.



Please signify your acceptance of this letter, by returning a copy of the same, duly signed by you on each page

For Sangath

Ms. Monica Bariya
Chairperson, Sangath

Date:

I have fully read and understood the contents of this letter and acknowledge and accept the same.

A handwritten signature in black ink, appearing to read 'Anisah Fernandes', written in a cursive style.

Anisah Fernandes
HAP Supervisor

Date: 22.05.2023

ANNEXURE

Detailed salary breakup:

Component	Amount
Basic	10,000
Dearness Allowance	2,500
HRA	5,000
Allowances *	7,500
Provident Fund(Employers Contribution)	1,800
Gratuity, if applicable and payable under law	

*These can be opted by the employee

*Choice of allowances

- a) Leave Travel Allowance
- b) Children's Education Allowance
- c) Hostel Allowance
- d) Academic Allowance

Alexander

Post of Psychologist as well as Clinical Assistant : Full Time

Name: Laxmi S.

Start Date: 28th Sept, 2023 to 28th Oct, 2025

Deposit (Refunded): Rs. 5000 only

Expected Period of Work: 28th Sept, 2023 to 28th Oct, 2025



Information and Regulations

1. You are committing to work for the post of Full time Psychologist as well as Clinical Assistant at Miracle: Pediatric Neuro Therapy Clinic from 28th Sept 2023 to 28th Oct, 2025
2. Your work will include doing assessment, report writing, making patient plan of action and providing treatment.
3. Salary will be offered is Rs. 10,000 per month for first 3 working months starting from 28th Sept (excluding the 3 weeks off for Marriage). During this period you have to be coming twice to Panjim for full days from 9 to 6 pm whereas in Margao from 9 to 7 pm except Sat which is half day until 2 pm.
4. After 3 working month's completion, the salary will be Rs. 15,000 with minimal 5 patients treated everyday. In case, the number of patients seen per day are less than 5, the salary will be reduced to 12,000 per month. In case, you are treating 8 or more than 8 patients your salary will rise to Rs.18,000 per month. This salary will be calculated as a monthly total and not individual days.
5. You are committing to work in Margao Clinic. Although, during the first 3 working months, travelling twice to Panjim is required. After, the first month, the second and third month travelling allowance of Rs. 80 per day (Bus Allowance) will be given for your days of travel to Panjim.
6. Timings are from 9.00 am to 7.00 pm
7. Patients should be seen for allotted time only. Nothing beyond that. 5 to 10 minutes extra time would be ok only if you or any other therapist is not using the same room or equipment's.
8. You have to wear proper decent clothes and hair neatly combed. We would prefer formal clothes.
9. Welcome all the patients and their children by 'Saying Good morning', 'Thank you', 'Please'.

10. Maintain good level of hygiene and always be presentable.
11. You need to wear a pair of clean socks everyday and inform the patients accordingly.
12. **The utmost important thing in the clinic is the safety of the child/patient.** Anytime you feel that the child will fall or get hurt, be alert and help the child.
13. **Do not leave the child/ adult alone during the transition of taking them in and until you have given the patient/child in my hand.**
14. You have to strictly speak in English in the clinic. Do not talk to any patient in Konkani or any other language unless the parent does not understand English.
15. Make sure you sign in and sign out in the log book
16. All the toys should be **kept at their places** by the end of the day.
17. All the lights and fan should be **switched off** whenever not in use.
18. Never talk rudely to anyone. Be polite and try to solve the matter.
19. **All the clinic documents and bills need to be filed properly.** All the clinic documents are legal any misplacement or giving them to anyone outside the clinic is a legal offence and you will be sued for that by the clinic as well as the patient.
20. Any information about one patient should not be revealed to another patient in any circumstances. This is also a **legal offence** and you can be condemned to court.
21. Make sure that you maintain proper behaviour with other professionals, staff and patients throughout your tenure.
22. Otherwise a Work Experience Letter will not be given at the end.
23. The money taken as Deposit will be refunded at the end of your Tenure as above. In case, **if you do not complete the tenure as discussed the money will not be refunded.**
24. You have to inform us a month prior of leaving the job.
25. We welcome you in the clinic and may you learn and enrich your knowledge. We expect positive efforts from your side.

Sign: Lakshmi S

Date: 16/10/2023

Name & Contact Number:

You: Lakshmi S, 7349094363

Father: Ganviras C, 9448387063, 9845599461,

Husband: Tamara T. Varkar, 9049730812

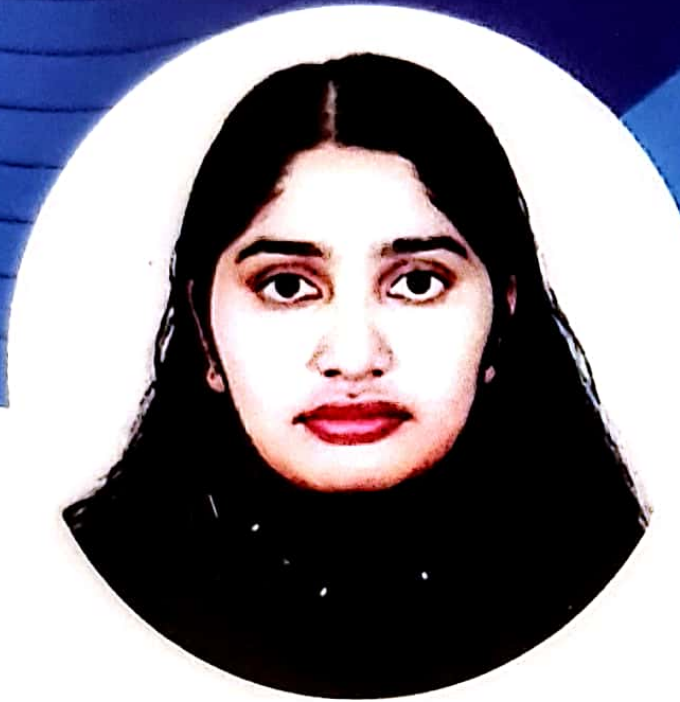
Rs 12,740 (Paid through 4pm)
with QR code.

↓
Received
Lakshmi S 6/11/23

Salary for Oct. 2023 - Rs 10,000
3 days to Panjim - Rs 240 (80 x 3) - Dates 4, 11 & 12 Oct.
Refund (50% Deposit) - Rs 2500
12,740



ADITYA BIRLA EDUCATION TRUST



SALEEMA MOINUDDIN

Emp. Code: 200543

Blood group: B+

A handwritten signature in black ink, appearing to read 'H. S. H. S. H.' or similar, written over a horizontal line.

Issuing Authority

mpowerminds.com

