



Indira Institute of Aircraft Engineering

(Approved by Director General of Civil Aviation, Govt. of India for Aircraft Maintenance Engineering (AME) Course)
(Affiliated to Savitribai Phule Pune University for B.Sc Aviation Course)

Sr. No. 37, Manjari Farm, Near Agriculture College, Pune - Solapur Road, Pune - 412307.
Ph. : 7057831858 / 9175041858 | Website : www.iaepune.org | Email : info@iaepune.org

To Whom so ever It May Concern


Subject: Delayed in placement activity of Academic year 2022-23 B.Sc. Aviation Third year passed Students

To improve placement record, College is organising several workshops for students this year as well. The seminar on Soft skills Development and Career Building held in the campus proved highly valuable and appropriate for most of the final year students who would be taking part in group discussions, interviews in the near future.

As college is running Aircraft Maintenance Engineering course in parallel with B.Sc. AVIATION course. With respect to this , AY 2022-23 students from B.Sc. TY going to appear for last semester exam for AME course. As soon as they will pass this final exam , placements process for this batch will start.

Meanwhile students are attending seminar for soft skill , career guidance as well.




Prof. Angha Shinde
I/c Principal
Empire Education Society
Indira Institute of Aircraft Engineering,
Pune - 412307

20 June 2022

Tushar Virpax Savekar

Mumbai

Dear Tushar,

Sub: Offer Cum Appointment Letter ("Letter")

Congratulations on being selected by SNV Aviation Private Limited ("**Akasa Air**" or "**Company**")! We realize that employment is a mutual choice and we appreciate you choosing to make a career at Akasa Air. As we build our airline to grow and succeed, it is team members such as yourself that are critical to that success and we are confident that your skills and expertise will add significant value to Akasa Air.

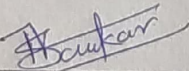
We are pleased to appoint you as Junior Technician, in Maintenance and Engineering department of the Company, with effect from 04 July 2022 or such other date as communicated to you by the Company in writing ("**Joining Date**") at Mumbai on the following terms and conditions:

1. Compensation

- (i) Your annual cost to the Company and an abbreviated list of benefits is set out in **Annexure A** to this Letter. The payments made to you under this Letter shall be subject to withholding of taxes as applicable under the laws of India. Further, you shall be liable to pay income tax and all other applicable taxes due and payable on all amounts received by you from the Company. You are required to share the details and copies of the documents listed in **Annexure C** for the purposes of your appointment and making payments to you in terms of this Letter.
- (ii) As per the provisions of the Income-tax Act, 1961, (as amended from time to time) ("**Income Tax Act**"), it shall be your obligation to furnish to the Company, a copy of your valid PAN card issued by the Income-tax Department of the Government of India, in order to enable the Company to release payments to be made to you hereunder, failing which the Company shall have the right to deduct withholding tax at the rates as applicable under the Income Tax Act.
- (iii) Your compensation and benefits will be subject to a review by the Company from time to time and may be adjusted upwards or downwards during your employment, at the sole discretion of the Company.

2. Leave Entitlement

Your leave entitlement during your employment with the Company, shall be as per the applicable policies of the Company. The details of the leave available to you as on date have been provided in **Annexure A**.



16. Company Property

You shall ensure that all Company property in your possession is kept in good condition and you shall be liable for any damage or loss caused to such property while it is in your possession.

17. Governing Law Jurisdiction

This Letter shall be governed by the laws of India and any dispute arising pursuant to this Letter shall be subject to the exclusive jurisdiction of the courts at Mumbai.

18. Severability

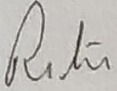
It may be noted that in the event any one or more provisions of this Letter shall for any reason be held to be invalid, void or unenforceable by any court or governmental agency, the remaining provisions of this Letter shall remain in full force and effect and the invalid, unenforceable provision shall survive to the extent not so held.

To accept the provisions of this Letter, please countersign a duplicate copy of this Letter and send us a copy for our records by 22 June 2022, failing which this Letter shall stand automatically withdrawn and rescinded. Please also note that if you do not join the Company on the Joining Date for any reason whatsoever, this Letter shall stand automatically withdrawn and rescinded.

We look forward to a long, rewarding and a mutually beneficial association with you.

Sincerely,

For SNV Aviation Private Limited

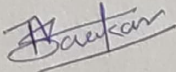


Ritu Sinha
Vice President – Human Resources

Agreement and Acceptance:

I have carefully reviewed and considered the contents of this Letter, including the terms and conditions contained herein and have fully understood, acknowledge and agree with the same. By signing this Letter, I confirm that I am joining the services of the Company at my own free will and volition and agree to indemnify the Company against any claims that may arise as a result of a breach by me of any terms of this Letter. I hereby accept the terms and conditions set forth in this Letter.

Signature:



Employee Name: Tushar Virpax Savekar.

Date: 21/06/2022.

December 14, 2022

MISS Srushti Shah

Dear Srushti,

Welcome to **Tech Mahindra Business Services Ltd.** We are pleased to offer you the position of **Customer Relations Advisor** in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in **PUNE** with **Uk-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **December 15, 2022** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on December 15, 2022
Time: 1:00 PM
Venue: 3 House- 1st Floor – NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - o A copy of the relieving letter from your present employer
 - o Documentary evidence of the last salary drawn
 - o Documentary evidence of date of birth & Educational Qualifications
 - o Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For **Tech Mahindra Business Services Ltd**

Gurjeet Singh
General Manager-Talent Acquisition



Validate your offer letter on



Compensation and Benefits Plan

Name:-	Srushti Shah		
Designation:-	Customer Relations Advisor		
Salary Component	(Amount in INR P.M.)	(Amount in INR P.A.)	
Fixed Salary			
Basic	16250	195000	
Other Allowance	6821	81856	
House Rent Allowance	1625	19500	
Night Shift Allowance	1500	18000	
Statutory Bonus	1354	16244	
Sub Total (A)	27550	330600	
PF - Employer Contribution	1950	23400	@ 12% of Basic Salary
ESIC - Employer Contribution [3.25% of Sub Total (A)]	0	0	
Sub Total (B)	1950	23400	
Fixed CTC (A+B)	29500	354000	
# Performance Incentive @ 100% - (C)	3000	36000	During Probation, you will be paid 1500/-per month. (Refer Net Take Home table below)
Cost to Company (CTC) (A+B+C) @ 100%	32500	390000	
Annual Benefits	-		
Insurance (Medical, GPA & EDLI)	-	7755	
Total Cost (Salary + Benefits)	-	397755	

Performance Incentive :-

1. Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.
2. Performance incentive is not applicable during Probation.
3. During Probation you will be paid a monthly training allowance of **Rs 1500/-**

Note:

1. All payments are subject to appropriate taxation
2. The salary structure & additional benefits are liable to change from time to time based on company policy

Notes on Benefits

Insurance: Medical : Coverage : - For Self / Spouse & up to two dependent children, as per company policy
Sum Insured : - Amount - 1.50 Lacs
EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee
Sum Insured – 6.02 lacs for EDLI & 5 Lacs for GPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 – Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	25400	25400	25400	25400	25400
Training Allowance	1500	1500	1500	-	-
Performance Incentive	-	-	-	3000	3000
Total Salary	26900	26900	26900	28400	28400

* Note – From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

You will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the conversation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)

After the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that my salary fitment is as per the Company's policy.



Gurjeet Singh
General Manager-Talent Acquisition

Signature :
Applicant Name : Srushti Shah

Reliance SMSL Limited

Ref : SMSL/71781934/16255842/221022/1751

Date : 22 Oct 2022

Himanshu Pancholi

22 Alkapuri, Dewas , Dewas,
Dewas , Dewas,
Dewas, Madhya Pradesh - 455

Offer cum Appointment Letter

Dear Himanshu Pancholi,

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in the **Executive Family** as **Executive** in the Job Role **Advisor NVOC**. Your base location would be **Thane**. You will be working from home.

You will join us on or before **28 Oct 2022**.

You will receive an Annual Gross Compensation (including Basic and allowances) of **INR 2,40,000 /- per annum (INR TWO LAKH FORTY THOUSAND only)** .

Details are mentioned in **Annexure - I**. Disbursement shall be as per the prevailing rules and guidelines.

You will also be entitled to Provident Fund and E.S.I.C. benefits as per applicable rules. Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.


Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.
Sincerely yours,

Reliance SMSL Limited



Authorized Signatory

Signature of the Employee:

Date: 22 Oct 2022

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Annexure - I

Name : Himanshu Pancholi		
Grade : K3		
Designation : Executive		
Payments	Monthly (INR)	Annual (INR)
Basic	12,000	1,44,000
House Rent Allowance	8,000	96,000
Conveyance Allowance	0	0
Gross Compensation	20,000	2,40,000
Provident Fund (Employer Contribution - As per Act)	1,440	17,280
Bonus (As per Act)	1,000	12,000
ESIC (Employer Contribution - As per Act)**	650	7,800

Note :

**All the above emoluments should be reduced to the extent of absence without leave or leave without pay.*

** It is further clarified that HRA and Conveyance shall not be reckoned for the purpose of contribution to the Provident Fund.*

Signature :

Date: 22 Oct 2022

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Annexure – II

TERMS & CONDITIONS OF EMPLOYMENT

1. The word 'establishment / office' used in offer-cum-appointment letter and / or any other communications from the Company should be construed to encompass workplace while working from home / office / facility / field, unless context means or specifies otherwise.
2. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer
3. You are assigned to work and perform duties that are assigned to you by our Company / client from time to time.
4. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.
5. The address and email ID as indicated in your application for appointment shall deem to be correct for sending any future communication to you. Every communication addressed to you at the given address / email ID shall be deemed to have been served upon you. You will immediately notify change of address / email ID, if any.
6. You are required to submit the following documents, if the same have not been submitted earlier a) Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof; b) copies of your passport photographs with blue background; and c) Copy of Aadhar Card / Passport / Voter ID/ License or any other document as proof of your residence and photo identity.
7. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.
8. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.
9. During your tenure with the company and based on your job profile, you might be granted access to various IT assets & applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

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10. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company / client as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the base location of your posting. The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client.
11. You shall be entitled to leave and other benefits as per the rules and regulations governing the base / home location where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly off may be staggered and determined as per the roster.
12. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the Company / client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered, and you may be required to work in spells in the morning and evening.
13. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.
14. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. You may be asked to work from office / facility / field / home. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.
15. If advised to work from home, 'Home' means current residential premises declared by you in the employment application data furnished to the company at the time of joining. Any change thereof must be promptly communicated to the company. Any temporary change of residence because of any emergency should be communicated to the reporting manager at the earliest. Work from home does not permit working from public places, restaurants, markets, shops and malls, transport stations or vehicles or private premises belonging to unconnected individuals and organizations.
16. If advised to work from home, you must ensure availability of prescribed infrastructure, space, internet connectivity and equipment required to discharge your duties as specified by the organization from time to time. The cost of the infrastructure at home shall be borne by you.
17. If advised to work from home, your inability to login for part or whole shift and / or fulfil corresponding target output for any reason whatsoever, including but not limited to outage of power / data connectivity issues or any other circumstances beyond control of either or both parties will be treated as absence for part / whole day as may be applicable.
18. The company reserves right to advise employees to proceed on leave on loss of pay or implement lay-off or retrenchment of any employees, in the unlikely event of business environment or financial sustenance of the company being adversely impacted.

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19. In normal course you shall retire from the services of the organization on attaining the age of 58 years.
20. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - a. Return to work within 8 days from the commencement of such absence
 - b. Give an explanation to the satisfaction of the Management regarding such absence.
21. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving seven days' notice in writing by either side or payment of seven days Basic salary in lieu thereof. Unless extended in writing, you will deemed to be confirmed on completion of initial probation period or extended probation period, as the case may be. After confirmation, your services are liable to be terminated at any time without assigning any reason by giving 30 days' notice in writing by either side or payment of 30 days basic salary in lieu thereof. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.
22. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
23. You shall extend all cooperation to the Company / client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the Company / client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.
24. You shall engage yourself exclusively in the work assigned by the Company / client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the Company / client in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company / client. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.
25. You shall not seek membership of any local or public bodies without first obtaining written permission from the Management. Seeking membership of any local or public bodies would include:
 - a) Holding any position, whether honorary or otherwise, in any legislature or local authority.
 - b) Being an office bearer of any political party or organization which takes part in political or other collective activities.

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- c) To take part in or assist in any manner in any movement / agitation or demonstrations of a political nature or other collective nature.
 - d) To canvas or take part in an election to any legislature or local authority
26. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.
27. You will not enter into any commitments or dealings on behalf of the Company / client for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company / client or exceed the authority or discretion vested in you without the previous sanction of the Company / client or those in authority over you.
28. You will scrupulously follow company's social media policy. Any deviation may make you liable for strict disciplinary action.
29. You may be selected and sponsored by the Company / client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
30. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
31. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the Company / client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.
32. All proprietary information and material of the Company / client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the Company / client are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the Company / client, as the case may be.
33. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

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34. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
35. In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.
36. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 9 & 10 specifically.

Name : Himanshu Pancholi

Signature :

GMR Air Cargo and Aerospace Engineering Limited
(Formerly known as GMR Aerospace Engineering Limited)



Reg. Office Plot No.1
GMR Aerospace Park
GMR Hyderabad Aviation SEZ Limited
Rajiv Gandhi International Airport
Shamshabad, Hyderabad - 500108
T +91 40 6725 1115, F + 91 40 6725 1010
CIN: U45201TG2008PLC067141

Reference no.: GACAEL / TR / 304

Date: 02nd January, 2023

TO WHOM-SO-EVER IT MAY CONCERN

This is to certify that **Mr. Sangram Singh D Dhavale** bearing **TR304** has completed his **Maintenance experience** at GMR Air Cargo and Aerospace Engineering Limited, RGIA, GMR Aerospace Park, Shamshabad, and Hyderabad.

He had undergone training in MRO for Six Months from **28th June, 2022 to 31st December 2022.**

During the training period, the candidate has been provided with an opportunity to gain maintenance experience in Base maintenance of Airbus 320 family, Boeing 737 Max/NG series, ATR 42/72 and Bombardier Q400 aircraft and maintenance support functions such as Planning, Quality Assurance, Component maintenance workshop and Stores.

His conduct has been found satisfactory during the training period.

Yours truly,

for **GMR Air Cargo and Aerospace Engineering Limited,**

I. Sanjeev Kumar,
Head – Human Resources

IAPL/PDTRLTR/2021-22/05-03

Date: May 17, 2022

To,

Ms. Vaibhavi Pacharne
Ekta Niwas, Sutar Colony,
Tinhewadi Road, Rajguru Nagar,
Tal: Khed, Dist: Pune 410505.
Email: vaibhupacharne2000@gmail.com
Mobile No: 9309574100

Subject: Trainee

Dear Ms. Vaibhavi Pacharne,

With reference to your application on the above subject, we are pleased to inform you that you are being accepted for practical training in our organization on following terms and conditions.

1. Your training shall be initially at **Mumbai Base** in **CAMO** Department.
2. The training shall for a period of One year commencing from **May 25,2022 to May 24,2023**.
3. On review of your performance during training period, a further extension for a period of 3 months or 6 months may be given to you. Unless you are intimated in writing about your extension of training period, your training is deemed to have expired and you will be required to complete your exit formalities with HR on the last day of your training period.
4. You shall be paid stipend of **Rs.7500/- (Seven Thousand Five Hundred Only)** during the training period subject to statutory deductions as applicable.
5. You shall be governed by general rules and regulations of conduct, discipline, holidays hours of work etc. that are prevailing at the time of joining or may be brought into force from time to time. You shall be responsible for safe keeping and return in good condition of all the company's property that may be in your use, custody or charge.
6. In case you wish to discontinue your training with us, you are required to give a minimum of 15 days intimation to the company in writing.
7. If any time you are found guilty of misconduct such as remaining absent unauthorized, in subordination, non performance, bonafide loss of confidence, misappropriations of company's funds, causing damage to company's property, non-compliance with any of the company rules & regulation's, your training may be terminated by the company without notice.
8. You shall not, during the course of your training with the company or at any time thereafter divulge, disclose or publish or make known or use for your own benefits or for the benefits of any person, firm, company and any corporate body, any particulars of our designs, specifications, manufacturing process of our products, tooling and machinery, technical knowhow, administrative organizational and/or financial matter of confidential and secret nature which may be your personal privileged to know by virtue of being part of company's operations. Any breach of the above conditions will render immediate termination of your training without notice, if in training and also legal action whilst in training or thereafter, in a court of law including any action for recovery of damage.
9. You may be required to work-in shift depending upon the company's needs and requirements.
10. You will be required to bring a verification of a Charter and Antecedents from the S.H.O of your

11. local police station or photocopy of your passport attested by a Gazetted Officer (in original).
11. During the training, company shall not be liable and will not be responsible for any injury fatal or non-fatal suffered by you.
12. The training can terminated at any time by the company without assigning any reasons.
13. You shall not have any claim of employment on the company upon completion of the training.
14. The company reserves its rights to add, alter, amend or vary the forgoing terms and conditions as and when found necessary.
15. Any dispute arising hereto is subject to jurisdiction of courts at Mumbai only.
16. If the above terms and conditions are acceptable to you, please sign the copy of this letter as token of its acceptance and return the same for our records.

Yours Faithfully,

for **Indamer Aviation Private Limited**



Authorised Signatory



Authorised Signatory

Accepted: Signature _____

Date: _____

Ms. Vaibhavi Pacharne