

Oct 05, 2019

Mr. Pravin Sambhaji Bhivane
At/Post- Lohara, Tal- Pachora,
Dist- Jalgaon 424201.

Dear Pravin Sambhaji Bhivane

We are pleased to make an offer to you for the position of Group Relationship Officer in Business Department at IDFC First Bharat Limited, a wholly owned subsidiary & business correspondent of IDFC First Bank Limited. You shall join the Company on or before Oct 14th, 2019. Three months from the date of joining will be considered as Probation period. During your probation period you are entitled for Rs 11,305/- (Eleven Thousand Three Hundred and Five Rupees only) monthly Gross. Your current posting will be at Khamgaon Branch (H No 2, Ghatpur Road, Savane Layout, Saraswati Nagar, Near Water Tank, Khamgaon, Bhuldana-444303)

The details of other terms and conditions of your employment are enclosed herewith as following:

- Annexure: A [Terms & Conditions of employment]
- Annexure: B [Code of Conduct]
- Annexure: C [Compensation Details]

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions of appointment enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by signing on the duplicate copy of this letter and return it to the Company HR within one week of the date of this letter. In case no confirmation is received within the above mentioned period this offer shall be deemed to have been withdrawn.

You are required to submit the following documents, at the time of joining:

- i) Certificates in support of your educational / professional qualifications, Aadhar Card and other testimonials with copies thereof.
- ii) Certificates in support of your previous employment (if any).
- iii) Three copies of your recent passport size photographs (in color).

During your probation period, if your performance is not up to the expected standards, your probation period may be extended, further employment may be terminated, if deemed necessary, at the discretion of the management.


Please note that you are required to keep the remuneration / benefits offered to you strictly confidential and not to share information regarding the same with anyone. This offer will become null & void if your background verification is not satisfactory.

Congratulations. We look forward for a long, successful and pleasant association with the IDFC First Bharat Limited!!!

Sincerely yours,
For IDFC First Bharat Limited,


Subramanian M. V.
MD & CEO




Sign Acceptance

Name: Pravin Sambhaji Bhivane

Date: 05-10-2019

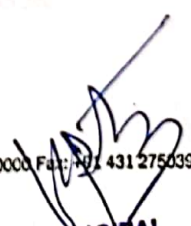
IDFC FIRST Bharat Limited

(Formerly IDFC Bharat Limited), Business correspondent of IDFC FIRST Bank

Registered Office: No. 9, Paripatna Towers, Manoranjitham Street, Annamalai Nagar, Tiruchirapalli 620 018 Tel: +91 431 4500000 Fax: +91 431 2750393

CIN: U65929TN2003PLC050858 Email: sampark@idfcfirstbharat.com Website: www.idfcfirstbharat.com




PRINCIPAL
Appasaheb R.B. Garud Art's
Commerce & Science College,
Shendurni- 424203 Tal-Jamner
Dist- Jalgaon (M.S.)

Annexure:C

COMPENSATION DETAILS

Employee Name	Pravin Sambhaji Bhivsane
Grade	Assistant
Department	Business
Location	Khamgaon Branch, Maharashtra

Particular	Monthly	Annual
Basic	4,828	57,936
DA	1,448	17,376
HRA	1,448	17,376
CCA	724	8,690
Special	265	3,177
Statutory Bonus	942	11,305
Field Base Allowance	1,650	19,800
Monthly Gross	11,305	115,860
EPF	1,282	15,384
ESI	537	6,444
Gratuity	303	3,636
Total CTC	13,427	141,324

Note:

* Insurance premium is contributed by the company towards employee's life, accident and medical insurance. This is a notional premium amount and is not paid in cash to the employee.

* Statutory deductions such as Provident Fund, Employee State Insurance and Professional Tax as applicable will be deducted from the gross earnings

* Gratuity will be applicable as per the payment of gratuity act

* CCA is based on Area Type of placement location

* Any allowance in addition to the above components will be provided as per policy

* Field Base Allowance is base of incentives and will be deducted in total every month

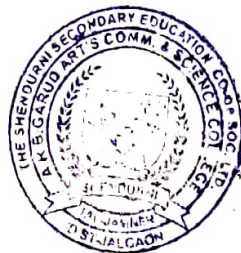
Subramanian M. V
MD & CEO



Name - Pravin Sambhaji Bhivsane
Date - 05-10-2019

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OFFER OF EMPLOYMENT

IDFC/HR/30 July '18

To,

Mr. Nilesh Rameshvar Patil

A/p Bilwadi, Taluka Jamner

District :- Jalgaon- 424204

Dear Mr. Nilesh Rameshvar Patil

With reference to the interview held on 30 July . 18 . we are pleased to appoint you as **GROUP RELATIONSHIP OFFICER TRAINEE**. Your appointment is provisional and you will be on probation for a minimum period of **Three months** from the date of joining. You are placed at the following branch of

IDFC Bharat Ltd**Aurangabad Cidco Branch***N-5 Near Bajrang chowk, opp omkar Gas agency Cidco Aurangabad*

During your probation, you are entitled for a consolidated monthly stipend of Rs. 8,000 (Rupees Eight thousand only). You are expected to join the duty on 06-08-18

If you accept this offer, kindly sign the duplicate copy of this offer letter and return the same to the Regional HR Manager. Kindly produce a photocopy of the offer letter to the Branch Manager for his/her records at the time of joining your duty.

Wishing you all success for your future endeavours.

Thanking you.

Acceptance

Name: Nilesh Rameshvar Patil

Date: 23 - July - 18

Date of Joining: 06- Aug - 18

Sign: 

Regards

Manoj Ripole

Regional HR Manager

Maharashtra Region

Cc: Branch Manager Aurangabad Cidco Branch, JBL

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CONSTABLE (GD) IN CAPFS, NIA
LIST-I: FEMALE CANDIDATES

Record#	ROLL	NAME	CAT
7151	7208750127	VAIRAGAR KAJAL RAOSAHEB	1
7152	7208750289	CHORMALE ASHWINI AVINASH	6
7153	7208751061	MADANE TEJASWINI DATTATRAY	6
7154	7208751288	VAISHALI GENUBHAW AWARI	6
7155	7208751621	JONDDHALE SONALI INDRABHAN	9
7156	7208753537	RAVINA SAJJAN GADE	9
7157	7208753632	SHIRKE ASHVINI RAMDAS	6
7158	7208753728	PAWAR MOHINI TANAJI	9
7159	7208754112	KARANDE SANCHITA RAJARAM	6
7160	7208755064	MATE ASHWINI VIKAS	2
7161	7208755792	ACHARYA DIKSHA TUKARAM	1
7162	7208757206	MANJULAKAR PRIYANKA SAHADEV	6
7163	7208757564	PATIL SMITA SHIVAJI	9
7164	7208758031	KAMATE LAXMI SANTOSH	9
7165	7208758168	LAMKHADE ANKITA	9
7166	7208758302	SHIKHA VISHNU BHAGAT	6
7167	7208758547	RANUBAI VITTHAL MANCHARE	6
7168	7214700009	SALUNKE UJJWALA BHASKAR	2
7169	7214701138	WARULKAR MADHURI NIVRUTTI	6
7170	7214702472	PATIL SHUBHANGI SUNIL	6
7171	7214703117	CHAUDHARI HARSHALI SANJAY	6
7172	7214703826	NAREKAR VIDYA KANTILAL	1
7173	7214703953	PAWARE KIRAN GULAB	2
7174	7214705293	SMITA SATISH GAIKWAD	1
7175	7214707220	PATIL POOJA ASHOK	6
7176	7214709629	LAXMI DHANDE CHAUDHARI	6
7177	7214709802	BEHRA NISHA DNYANESHWAR	6
7178	8001002913	TELLA SRINU KUMARI	1
7179	8001006549	GODAVARI ALEKHYA	2
7180	8001006698	YEDDU KUMARI	1
7181	8001006809	YENUMULA PURNIMA	6
7182	8001006933	SIRIGIRI BHARGAVI	9
7183	8001007597	ADDEPALLI SOWJANYA	1
7184	8001008262	PRATHIPATI HEMALATHA	1
7185	8001010143	GOLAMARI VENKATA BHAGYA LAKSHMI	9
7186	8001010915	NANDIGAMA NEERAJA	1
7187	8001011087	A GAYATHRI	9
7188	8001011827	PAIDI DIVYA	1
7189	8001013030	KURAPATI JYOTHIRMAYI	1
7190	8003000819	NIMMALA JAYALAKSHMI	6
7191	8003003152	THIMMANACHERLA BHARATHI	5
7192	8003003553	PARADESHI SHASHI KALA	6
7193	8003004839	B HEMALATHA	6
7194	8003005175	MULLA SHABANA	9
7195	8003006000	KESANNAGARI VANDANA	6



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चि एक पाऊल

ली तरुणींची निवड

नाचणखेडा, ता. जामनेर येथील शुभांगी
सुनील पाटील ही तरुणी शेंदुर्णी येथील



गरुड महाविद्यालयातून
बी.एस्सी. झाली.

काका आयटीबीपीमध्ये
तर आजोबा पोलिस
उपनिरीक्षक होते.

त्यामुळे त्यांची प्रेरणा

होती. तसेच वर्दीचे आकर्षणही होते.
लहानपणी आर्मीत जाण्याचे स्वप्न होते.
ती कशालाच घाबरत नाही. पहिल्याच
भरतीत एसएसबी मिळाले.



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Dist-Jalgaon (M.S.)

JOB OFFER

COMPANY:	IHARABRAS S/A INDÚSTRIAS QUÍMICAS
PROPOSED POSITION:	JUNIOR TECHNOLOGY RESEARCHER
CANDIDATE NAME:	AMOL WAGH
BUSINESS NAME:	Please inform the business name you wish to use at IHARA, this name will be used on business cards, name tags, e-mail, etc.
DEPARTAMENT:	TECHNOLOGY
OFFER DATE:	terça-feira, 23 de junho de 2020



IHARABRAS S/A INDÚSTRIAS QUÍMICAS presents you the job offer according to the conditions listed below. After your acceptance, your admission will be completed after delivery of all documents relevant to the process. This proposal is considered confidential for personal and exclusive use by the contracting company and cannot be disclosed or shared with third parties, valid only for the candidate defined in the proposal.

Main Expected Results and Job Responsibilities:

Perform bibliographic research in national and international technical publications, checking the existence of patent;
 Support in Developing projects (formulations, synthesis, raw material, packaging, biotechnology and processes) based on technical quality, cost and safety;
 Perform project steps with other researchers and assistants in conducting and evaluating projects;
 Search differential that bring improvements in processes and products, new and / or modernizations;
 Executing the technology transfer process from bench scale to pilot production on industrial scale;
 Participation in product committees;
 Participation in periodic meetings with the Marketing area and / or Board of Directors;
 Perform technology transfer for processes and production;
 Give support to Production area, when necessary;
 Participation in Daily Safety Dialogs;
 Participation in monthly sectoral meetings;
 Chemical Evaluation of products;
 Seek partnerships with technology centers, aiming at new concepts or improvement of products and / or processes

Position of Immediate superior:

Technology and Innovation Manager

REMUNERATION, BENEFITS E OTHERS

TOTAL REMUNERATION

Monthly Salary R\$:	R\$ 10.000,00	Value in words: ten thousand reais
Additional dangerousness:	Not applicable	
TOTAL REMUNERATION	R\$ 10.000,00	Value in words: ten thousand reais

For 2020 the result of the PLR (Profit Sharing) will be proportional to the days worked according to the result achieved. 30% will be based on the achievement of net profit in the wage distribution table on the side, and 70% calculated based on the percentage of achievement of control items. Hazardousness (when applicable) is an integral part of PLR payment.

Net Income after Provisions (R\$)	R. SAL. Payroll	R. SAL. SOCIAL SECURITY (COMPANY) (R\$) (INCL. 13º SAL)	TOTAL IN. of PLR (Profit Sharing) (R\$)	Net-Income without IRR (R\$) (INCL. 13º SAL)	% Payroll	% PERSON ECONOMIC CONTRIBUTION
< 40.000	Collective agreement		Collective agreement	10,00%		
40.000	1,00	0,00	1,00	0,10	100%	0%
45.000	2,00	0,00	2,00	0,00	100%	0%
50.000	2,50	0,00	2,50	0,75	100%	0%
55.000	2,80	0,70	3,50	1,00	80%	20%
60.000	3,10	0,80	4,00	1,30	80%	20%
65.000	3,50	0,90	4,50	1,50	80%	20%
70.000	4,00	1,00	5,00	1,50	80%	20%
75.000	4,80	1,20	6,00	1,80	80%	20%

BENEFITS

Health Insurance: UNIMED extended to dependents - IHARA subsidy of 80% of the cost (employee cost is 20%)

Dental Assistance: UNIODONTO extended to dependents (80% IHARA cost) - (employee cost is 20%)

Private Pension:

1.0 (collaborated) x 1.0 (IHARA) limited to 7% * contribution of IHARA.

I am aware that the contribution to Social Security is compulsory. I will contribute within the range of 3% to 7% of my salary being aware that IHARA will contribute with the additional ones as defined. The contribution percentage will be ____%.

Withdrawal: the vesting rule for the withdrawal of the Company will be used according to the table:

Obs.: Dangerousness is not an integral part of Private Pension.

BINDING TIME WITH THE INSTITUTOR	% OF THE INSTITUTING ACCOUNT CONTRIBUTIONS BALANCE
Up to 04 incomplete years	0% (zero percent)
From 04 complete years to 07 incomplete years	10% (ten percent)
From 07 complete years to 10 incomplete years	20% (twenty percent)
From 10 complete years to 13 incomplete years	30% (thirty percent)
From 13 complete years to 16 incomplete years	40% (forty percent)
From 16 complete years to 19 incomplete years	50% (fifty percent)
From 19 complete years to 22 incomplete years	60% (sixty percent)
From 22 complete years to 25 incomplete years	70% (seventy percent)
Up to 25 years complete years	80% (eighty percent)

Life Insurance:

36 x base salary (with membership in the pension plan) - 100% IHARA cost

Food Voucher: 250,00 (monthly)

Restaurant: Company cafeteria, discount according to salary range.

GURI - Grêmio IHARA

1/2% of the salary amount, limited to the amount of R \$ 73.92 (Inclusion in the PGB). The contribution is compulsory, being aware of the discount.

Form: _____ According to current policy _____ Current model provided by the company. _____

PARTNERSHIPS

Pharmacy _____ SESI _____

Optics _____

SUBSIDIES

School supplies: _____ R\$ _____ 265,00 (Yearly)

Rental car or fleet: according to availability (period of 6 months)

Hotel or apartment rent (6 months): 100% subsidy IHARA

OTHERS

SEGURI _____ Portugues Classes (1 year period) : 100% subsidy of IHARA

Language (After 1 year at IHARA) : 50% (limit of R\$ 150,00)

Air ticket (limit of 2 year period) : according to current policy

Charter use _____ GURITUR _____ Transportation Voucher _____

Parking _____ Christmas Voucher _____

WORKING HOURS

Monday to Friday, from 8 am to 5 pm

Journey Control *work hours _____ Yes _____

Your employment contract with IHARABRAS S / A INDUSTRIAS QUÍMICAS will be for a determined period (period of 2 years), which may be extended in and may be terminated by either party.

I agree with this job offer that represents the agreement with IHARABRAS S / A INDUSTRIAS QUÍMICAS and no other verbal or written agreements, promises and representations that are not specified in this proposal will be added.

Estimated start date: To be determined (According to the approval of the work visa)

Signature: _____

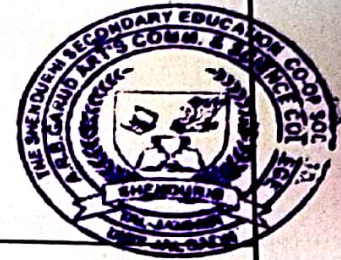
I Agree: _____

IHARABRAS S/A INDUSTRIAS QUÍMICAS

DATE: ____/____/____

CANDIDATE: AMOL WAGH

DATE: ____/____/____



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