

5.2.1 Placement of outgoing students for academic year 2017-18 to 2021-22

By Speedpost / By Email

CENTRAL FORENSIC SCIENCE LABORATORY
Directorate of Forensic Science Services
Ministry of Home Affairs, Government of India
Krishna Complex, Survey No. 38/4, Kharadi Bypass Road,
PUNE, INDIA-411 014
(Phone: 91-20-20261696, 91-20-20261698, E-mail: cfslpune-dfss@gov.in)

No. 1(44)/CFSL-P/FACT/2017/369 Date: 14/03/2019

TO,

✓ Shri Sujyot Shyam Shirke,
698, Slaughter House,
Near Bandra Bus Depot,
City- Mumbai,
District-Andheri-400050
(State-Maharashtra)

Sub: Engagement as Forensic professional on contract basis.

Sir,

We are pleased to engage your services as Forensic professional in **Ballistics Division** on contract basis for a period of one year on the terms and conditions as mentioned below.

1. You will be paid a consolidated remuneration of Rs. 35,000 per month.
2. Your contract shall be strictly for a period of one year and your work progress/performance will be reviewed quarterly. In case the same is not found satisfactorily, your services shall be **discontinued** without assigning any further reason and in that event you will not be entitled for any claim from the Government. In case you wish to quit the services, one month prior notice is required or to surrender of one month remuneration in lieu of notice period. You have to execute a bond accepting the terms and conditions on a non-judicial stamp paper Rs. 100/- (copy enclosed with this offer) before joining the service on contract basis. However, Director, CFSL, Pune reserves the right to terminate your services at any time without assigning any reason.
3. The aforesaid contract shall automatically cease after one year unless or otherwise it is renewed or re-entered.

Page 1 of 3

4. You will normally be required to work during normal working hours on all working days. However, you may be required to work after office hours and on holidays, if required in the interest of Laboratory, but without any extra remuneration. You can also be deputed anywhere outside in other CFSLs for which TA/DA will be paid on actual basis on official assignment as per Govt. norms.
5. You will be allowed 8 casual leaves and 2 Restricted Holidays out of list of Restricted Holidays notified by Govt. of India. No earned leave, medical leave or any other kind of leave is permitted.
6. You will be briefed about your primary duties and responsibilities by the Head of the Division under which you have to work. However, you shall work under administrative control and overall direction of Director, CFSL, Pune.
7. You have to submit an undertaking that you have not involved in any criminal case and no criminal case is pending against you. Beside this, you have to submit a character verification certificate duly signed by a judicial magistrate or class I gazetted officer along with passport size photographs.
8. You have to submit an undertaking stating that you will not take any claim nor file any court case for regularization of service in any court of Law.
9. During the period of your contract, you shall not pursue any regular full time educational or vocational course during the normal working hours of the laboratory. However, in case you pursue any educational or vocational course through correspondence or online, prior intimation and approval of the controlling officer of the laboratory is to be obtained by you. No leaves shall be granted for pursuing educational or vocational course through correspondence or online and laboratory work should not be affected due to such courses.
10. While on contract with the CFSL and at any time thereafter, you shall not disclose or divulge to others or make public any such business/case work/administration related information acquired by you in the course of your duties or otherwise, which could be detrimental to the interest of Govt. of India. You will have to obtain prior permission of Director, CFSL, Pune for making public or using in any way, other than in the course of your normal duties & responsibilities, any business/case work/administration related information/data/analysis and the decision of Director, CFSL, Pune in this regard shall be final and binding on you.

11. You are required to submit medical fitness certificate signed by Gazetted Medical Officer of any Government Hospital near your locality.(Copy enclosed)
12. Your remunerations will be drawn only after CFSL, Pune receives police verification report from the District Magistrate or Police Station under which jurisdiction of your residence comes.
13. You have to return one copy of this contract offer, duly signed, to the Director, CFSL, Pune as token of your acceptance along with required documents as mentioned above.
14. The Director, CFSL, Pune have all the rights to change/modify/alter any or all the provisions set out above in full or part as required to protect the interest of Government.
15. You are directed to report this office to join services mentioned above on or before 22/03/2019.

Yours faithfully


Director

Copy to:

1. HoD (Admn), CFSL, Pune
2. HoD (Ballistics), CFSL, Pune

ACCEPTANCE

I S/o/D/o.....

R/o hereby unconditionally accept (.....)

and agree to the above said terms and conditions of engagement/hiring.

Name:.....

Address:.....

Phone No:.....

Email:.....



Ernst & Young LLP
11th to 17th Floor, The Ruby
29, Senapati Bapat Marg
Dadar (West)
Mumbai - 400 028, India
Phone: +91 22 6192 0000
Fax: +91 22 6192 1000

24 March 2021

Ms. Shruti Nandlal Patwardhan
2/149/4, MASHID NAKA MAIN ROAD, Palghar,
421303

Your appointment as Associate Consultant in Forensic & Integrity Services

Dear Shruti,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions.

1. Job Title

You shall be designated as **Associate Consultant** in HR Band 5.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 5,50,000 per annum (Rupees Five Lakh Fifty Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Your eligibility to performance linked bonus is driven by firm's performance bonus policy. This component, if eligible, is in addition to your annual compensation.
- c. The performance bonus scheme is subject to revision at the discretion of the Firm's Management.
- d. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- e. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

By Email

13015/05/2021-AJS(I)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

Room No. 209C, North Block,
New Delhi, dated 23.11.2021

To

Rank 14IAS
KARISHMA NAIR
B-601, Legend-1, kanderpada, off Link Road
Dahisar West, mumbai-68
Dahisar West
Mumbai Suburban
Maharashtra - 400068

Subject: Civil Services Examination, 2020 - Intimation regarding allocation of service to successful candidates reg

Madam,

Congratulations for your success in Civil Services Examination, 2020!

I am directed to say that you have been allocated to the Indian Administrative Service on the basis of Civil Services Examination, 2020. The allocation has been made on the basis of your rank in the merit list, eligibility, preferences for various participating services expressed by you in the Detailed Application Form - II (DAF-II), availability of vacancy and medical fitness.

NOTE:

- (i) The result of Civil Services Examination - 2020 shall be subject to the outcome of the Writ Petition(s) (C) No. 5153/2020 & 7351/2020 pending before the Hon'ble High Court of Delhi. Therefore, Service Allocation to candidates recommended by UPSC on the basis of CSE, 2020 is subject to changes as may be necessitated consequentially
- (ii) Please refer to the footnote of Service Allocation List for remaining terms and conditions of Service Allocation.

2. The Foundation Course is an important component of the probationary training and is common to IAS/ IPS and Group 'A' Services, recruitment to which has been made on the basis of the Civil Services Examination (CSE). Instructions regarding next Foundation Course would be intimated to you separately by Training Division of this Department. Nodal Officer for Foundation Course is Shri A.N. Narayanan, Director (Training), Training Division, DoPT. The contact details of the Nodal Officer are as follows: Telephone No. 011-26107960, E-mail ID: acadbeeek-dopt@gov.in.

3. The formal offer of appointment will be sent to you by the respective Cadre Controlling Authority (CCA) of the Service concerned, namely, Shri Anshuman Mishra, US, DoPT, North Block, New Delhi Ph.23092695 in your case subject to verification of character and antecedents as well as claim(s) for reservation under EWS/ OBC/SC/ST/ PwBD (wherever applicable as per the extant rules). The Cadre Controlling Authority concerned will also take necessary action for verification of the same at their own level.

4. The candidates must note that in case, at any stage, if it is found that the candidate's certificate is fake, or he has furnished false information during the course of the CSE, he shall be liable to be proceeded against under the relevant acts/ rules leading to such penalty as may be decided which now extends to termination of his appointment. Such action shall also be without prejudice to any other punitive action as may be attracted in such cases.

5. In respect of the candidates allocated to any of the Central Civil Services, attention is invited to this Department's OM No. 11012/7/91-Estt.(A) dated 19.05.1993 as amended from time to time and which already stipulated the action that can follow furnishing of false information or submission of false/ fabricated certificates. The operative part of the said OM is reproduced as below:

"Wherever it is found that a candidate who was not qualified or eligible in terms of the recruitment rules etc., for initial recruitment in service or had furnished false information or produced a false certificate in order to secure appointment, he should not be retained in service. If he is probationer or a temporary Government servant, he should be discharged, or his services should be terminated. If he has become a permanent Government servant, an enquiry as prescribed in Rule 14 of CCS(CCA) Rules, 1965 may be held and if the charges are proved, the Government servant should be removed or dismissed from service. In no circumstances should any other penalty be imposed."

The aforementioned OM dated 19.05.1993 clearly brings out that disciplinary enquiry involving the matter of securing jobs on the basis of false/fake certificates should be completed in a time bound manner and unscrupulous persons who have got appointment on the basis of fake/false certificates should not be retained in service and should be dismissed/removed from service.

6. This allocation of service is provisional for the candidates who have claimed/availed the benefits of any type of reservation for posts and service in terms of the following instructions.

(i) **OBC/ SC/ST/ PwBD Candidates:** This Department's OM No 11012/7/91-Estt.(A) dated 19.05.1993 as well as other extant instructions in this regard issued from time to time. The allocation is, therefore provisional to this extent and is subject to due verification of OBC/ SC/ST/ PwBD certificate by the Cadre Controlling Authority.

(ii) **EWS candidates:** This Department's OM No No.36039/1/2019-Estt (Res) dated 31.01.2019 as well as other extant instructions in this regard issued from time to time. The allocation is, therefore, provisional and is subject to the 'Income and Asset Certificate' being verified through the proper channels and if the verification reveals that the claim to belong to EWS is fake/false the service will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate. Accordingly, the appointing authority shall verify the veracity of the 'Income and Asset Certificate' submitted by the candidate through the certificate issuing authority.

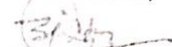
7. Please also note the following instructions:

- a) If you do not report to respective Cadre Controlling Authority on before the scheduled date to be decided/ fixed by the CCA, it will be presumed that you are not interested in joining the service on the basis of CSE - 2020 and further action regarding cancelling your offer of appointment may be taken without any further notice.
- b) In case, the enquiry as envisaged under Rule 20 of the Civil Services Examination Rules, 2020 is pending in your case, your appointment will be subject to your being found suitable on conclusion of such enquiry and consequent necessary decision by the Government with regard to your character and antecedents.
- c) In case, at any stage, it is found that any Certificate/Document/Testimonial etc. as furnished by you and having a bearing on your eligibility is not in order, then your appointment shall be cancelled forthwith without prejudice to any punitive action under the relevant rules.
- d) As a person having more than one spouse living is not eligible for appointment to Government service, your appointment, too, would be subject to this condition.
- e) Further, the Government has implemented a new structured defined Contributory Pension scheme for new entrants to the All India Service/Central Civil Service w.e.f. 1st January 2004, replacing the earlier system of defined Benefit Pension System. Accordingly, wherever applicable, you will be joined the new contributory pension scheme instead of the earlier defined Benefit Pension System.

8. Please read and note all the instructions carefully and acknowledge the receipt of this letter.

With best wishes for bright and illustrious career!

Yours faithfully


(Anshuman Mishra)

Under Secretary to the Government of India
Tel. 011-23092695

Copy to: Shri Anshuman Mishra, US, DoPT, North Block, New Delhi
Ph.23092695



Larisa Rodrigues <headofadministration@tridha.com>

Jun 7, 2020, 8:48 AM



to me ▾

Dear Mr. Akash Sanjay Jaiswal,

With reference to our letter dated 3rd June 2019, the first probation period of your employment comes to an end on 25th April 2020. We now have pleasure in informing you that you have been appointed for a further period on probation as a Full Time Science and Math Teacher from 26th April 2020 to 24th April 2021.

During this period, you will be paid a remuneration of Rs. 42,205/- per month.

We presume that you will continue to serve the school with dedication and added enthusiasm.

All other Terms and Conditions mentioned in the Code of Conduct remain unchanged.

Post lockdown and once we resume regular duty you would be expected to sign a copy of this letter.

Kindly confirm this mail as a token of your agreement.

Best Wishes.

Regards,
Larisa Rodrigues
(Head of Administration)

UPWARDS FINTECH SERVICES PRIVATE LIMITED

OFFICE NO.201, 2ND FLOOR,
TIMES SQUARE BUILDING,
ANDHERI (EAST), MUMBAI,

CIN: U74999MH2017PTC289380
WESTERN EXPRESS HIGHWAY,
MAHARASHTRA - 400069

20th Dec 2019

Vaibhavi Pimple
Mumbai

Dear Ms. Vaibhavi,

Congratulations! We are pleased to offer you the role of **Credit Operations Executive** with annual **CTC of Rs. 2.25 Lakhs**. (Detailed Break-up is available in annexure 1)

Your joining date will be **2nd Jan 2020 at 10am**. Please share a signed copy of this letter and return it to me by **21st Dec 2019** to indicate your acceptance of this offer.

Additionally, following is the list of documents to be submitted at the time of joining:

1. Pan Card
2. Aadhar Card
3. 2 Photos
4. Residential Proof (Rent Agreement/Light Bill/Ration Card)
5. Education Certificates (Class X, Class XII, Graduation, Post-Graduation)
6. Last Organization Documents (Offer Letter/Appointment Letter, Salary Slip, Experience letter/Reliving Letter)

We look forward to working with you and are confident that you will make an outstanding contribution to our team.

On behalf of **Upwards Fintech Services Private Limited,**

Sonia Mehta
Human Resource



16th December, 2020

Name Latika Balkrishna Vinerkar
Address 3/84, Dr. Ambedkar Sadan, S. B. Pawar Marg,
Currey Road, Mumbai-400013

Subject: Recruitment of Trainee Scientific Officer

We have pleasure in appointing you as a Trainee Scientific Officer in Forensic Services Division in our organisation for a period of Six Month with effect from 16th December, 2020 on the terms and conditions as set forth in the contract of Trainee Scientific Officer to be executed by you. A copy of which will be handed over to you.

On the strength of Bio-data and documents submitted by you, we have recorded your desire qualification for the Trainee Scientific Officer. You will be paid consolidated stipend of Rs. 3,500/- (Rupees Tree Thousand five hundred only) per month.

Thanking You,

Yours faithfully,

For Bombay Forensic




गोपाल ए. रेनकर
Gopal E. Reikar

महायुक्त डायरेक्टर - Assistant Director
बॉम्बे फॉरेंसिक / Bombay Forensic
मुंबई-४००००१ / Mumbai-400001.



डॉ. प्रतिभा शरद जाधव
संचालक

Government of Maharashtra
Institute of Forensic Science,

न्यायसहाय्यक विज्ञान संस्था, मुंबई

15, Madam Cama Road, Mumbai-32

E-mail - institute.forensicscience@gmail.com

दु.क्र. - ०२२-२२८१६९०२/२२८१७६४५ संकेत स्थळ: www.ifscmumbai.in

जा.क्र.- न्यायसहाय्यक/आस्था-१/२०२०-२१/२६५३ - १

क्र.१७/२०१६/२०२०

कार्यालयीन आदेश :-

विषय :- सन २०२०-२१ या शैक्षणिक वर्षाकरिता आवश्यक तासिका तत्त्वावरील नियुक्त्यांबाबत.

उपरोक्त विषयास अनुसरून न्यायसहाय्यक विज्ञान संस्था, मुंबई या संस्थेत सहाय्यक प्राध्यापकांची नियमित पदे मोठ्या प्रमाणात रिक्त असल्याने विद्यार्थ्यांचे शैक्षणिक नुकसान होऊ नये म्हणून तारिका तत्त्वावरील मानधनावर कर्मचारी नेमून अभ्यासक्रम पूर्ण करणे गरजेचे आहे. शैक्षणिक वर्ष २०२०-२१ मध्ये कोव्हीड-१९ या जागतिक महामारी काळातही मागील वर्षी देण्यात आलेल्या काही कर्मचाऱ्यांच्या नेमणुका अत्यंत तात्पुरत्या स्वरूपात पुढे चालू ठेवण्यास याद्वारे परवानगी देण्यात येत आहे. शासन निर्देशानुसार महाविद्यालये बंद असल्यामुळे संबंधित तासिका तत्त्वावर नेमलेल्या सर्व कर्मचाऱ्यांनी Virtual Class द्वारे ऑनलाईन अध्यापन करून त्यांच्या सेवा उपलब्ध करून द्याव्यात. या सेवांची देयके विभागप्रमुखांच्या स्वाक्षरीने महिन्याचा शेवटी कार्यालयास सादर करावी.

सदरचा खर्च सन २०२०-२१ करिता वितरित करण्यात आलेल्या तासिका तत्त्वावरील कर्मचाऱ्यांच्या मानधनासाठी बीडीएस वर उपलब्ध करून देण्यात आलेल्या अनुदानातून प्रागणी क्र.-डब्ल्यू-२, २२०२ सर्वासाधारण शिक्षण, ०३ - विद्यापीठ व उच्च शिक्षण, १०२ - शासकीय महाविद्यालये आणि संस्था, (०२)(०३) नवीन न्याय सहाय्यक विज्ञान महाविद्यालये / संस्था स्थापन करणे, २२०२१०८२ -१० - कंत्राटी सेवा या लंखाशिर्षाखाली काढण्यास याद्वारे परवानगी देण्यात येत आहे.



डॉ.प्रतिभा जाधव,
संचालक
न्यायसहाय्यक
मुंबई

प्रत-

- १.अंकिता तरे, फॉरेन्सिक विज्ञान व सायकोलॉजी विभाग.
- २.तितिक्षा देसाई कांबळे, फॉरेन्सिक विज्ञान.
- ३.मोनिका शेकार, डिजिटल व सायबर फॉरेन्सिक विभाग.
- ४.निहारिका पगारे, फॉरेन्सिक सायकोलॉजी विभाग.
- ५.फाल्गुनी चरानिया, फॉरेन्सिक बायलॉजी विभाग.
- ६.हेतल चरानिया, फॉरेन्सिक बायलॉजी विभाग.
- ७.उरुसा शेख, फॉरेन्सिक सायकोलॉजी विभाग.
- ८.सारिका रामटेके, डिजिटल व सायबर फॉरेन्सिक विभाग.
- ९.स्नेहा सांबळे, फॉरेन्सिक केमिस्ट्री विभाग.
- १०.श्रुती पवार, फॉरेन्सिक विज्ञान विभाग.
- ११.मानसो शेवाळे, फॉरेन्सिक विज्ञान विभाग.
- १२.विनय दुवे, डिजिटल व सायबर फॉरेन्सिक विभाग.
- १३.सर्व विभागप्रमुख,
- १४.आस्थापना नस्ती.

डॉ.प्रतिभा जाधव,
संचालक
न्यायसहाय्यक
मुंबई



बॉम्बे फॉरेंसिक
Bombay Forensic
(India's Forensic Laboratories)



पंजीकृत कार्यालय: दुसरी मंजिल, जेसिया हाउस, १३७, मोदी स्ट्रीट, फोर्ट, मुंबई-०१. Regd. Office: Second floor, Jasia House, 137, Modi Street, Fort, Mumbai-01
प्रयोगशाळा: २१०, मिलेनियम प्लाजा, टेलीफोन एक्सचेंज लेन, साकीनाका, मुंबई-७२. Laboratory: 210, Millenium Plaza, Telephone Exchange lane, Sakinaka, Mumbai-72
Telephone No:- (022) 49743725, Fax No:- (022) 49743725, email: lab@bombayforensic.com, web: bombayforensic.com;
Registration Number: CIN: U74994MH2018PTC303570 at Ministry of Corporate Affair, Govt of India;
Org. Recognition Number: DIPP 18411 at Ministry of Commerce & Industry, Govt of India;

1st December, 2020

Name: Divya Rohit Mhatre
Address: DJR trust building, 21/D, 1ST floor, room 12,
Gamdevi road, Grant Road,
Mumbai 400007.

Subject: Recruitment of Trainee Scientific Officer

We have pleasure in appointing you as a Trainee Scientific Officer in Forensic Services Division in our organisation for a period of Six Month with effect from 1st December, 2020 on the terms and conditions as set forth in the contract of Trainee Scientific Officer to be executed by you. A copy of which will be handed over to you.

On the strength of Bio-data and documents submitted by you, we have recorded your desire qualification for the Trainee Scientific Officer. You will be paid consolidated stipend of Rs. 3,500/- (Rupees Tree Thousand five hundred only) per month.

Thanking You,

Yours faithfully,

गोपाल ए. रेलकर
Gopal E. Relkar

सहायक डायरेक्टर / Assistant Director
बॉम्बे फॉरेंसिक / Bombay Forensic
मुंबई-४००००१. / Mumbai-400001.

For Bombay Forensic





OFFER LETTER

Ms. Pragati Pragati

Date: Saturday, February 27, 2021

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Process Specialist

Offer Details:

Designation: Process Specialist
Department: User Experience (51000011)
Sub Department: Mentoring
Employment Type: Regular
Date of Joining: Friday, March 5, 2021
Role Location: IBC Knowledge Park, Bangalore
CTC per Annum: 350000

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, March 5, 2021, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate
5. Resume
6. BYJU'S Offer Letter

7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip (Only for experienced candidate)

Signature



Date: October 11, 2020

Strictly Private & Confidential

Shubhechha Dinesh Jadhav

Dear Shubhechha Dinesh Jadhav,

Re: Offer Letter

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the role of **Associate Analyst**. The role will be based in our office in "Navi Mumbai" but due to the current pandemic situation across the globe your role will be temporarily based in our temporary office in **Mumbai** (the exact address will be communicated to you via an e-mail) with the joining date of **27th Oct 2020**. Please note that in accordance with the needs of the business or due to any unforeseen circumstances, you may be required, from time to time, to work from other locations in India or out of India. In case, you are required to work from other location due to whatsoever reason(s), all the terms and conditions mentioned in this offer letter / service agreement will remain same including the monetary terms. However, discretion to change / add / delete / amend any of the term including monetary terms in such a scenario will exclusively vest with the Company.

Your Gross CTC (Cost to Company) and the related important terms have been detailed in the Annexure A to this letter.

Please note that this offer is subject to following conditions:

- a. You satisfactorily clear the background check as per the company policy.
- b. You do not have any contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.
- c. You do not have any health restrictions that might interfere with your ability to perform the inherent job requirements and job demands of the above-mentioned role.

You are requested to note the important Terms:

1. Your employment will be governed by the rules, regulations & policies of the Company. All the benefits are as per the Company's policies, which are subject to change from time to time.



2. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with XL Dynamics.
3. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.
4. You will serve a probationary period of 6 months. On successful completion of the probation, your employment with the Company will stand confirmed subject to the terms and conditions as per Company policies.
5. Non-compliances with the below mentioned policies/ rules and regulations will result in disciplinary action which may include, depending on the circumstances, the termination of employment:
 - HR, IT, Compliance & Corporate Policies.
 - No leaves (planned or unplanned) during the first three months of probation period.
 - Meeting the performance standards as laid down by the Company during your entire tenure.

6. Notice Period

Notice period to end the service agreement:

- If the tenure of employment is less than or equal to 90 days, then the notice period is 1 day for either party.
- If the tenure of employment is between 90 days and completion of probationary period, then the notice period is 30 days for either party.
- On successful completion of probation, the notice period is 60 days for either party.

It is at the absolute discretion of the Company whether the period / part of notice shall run concurrently with the period of any leave, which may be due or may be granted to you. However, in case of your resignation, the Company reserves the right to relieve you immediately / earlier than the aforesaid notice period without payment of any balance notice period compensation.

The Company reserves the right to terminate your employment without notice or pay in lieu of notice in the case of:

- absence for a continuous period of two days without prior approval of your supervisor during probation.
- absconding from and abandonment service or responsibilities for a period of 2 days without prior notice or handover; even if you return to work after absconding.
- breach of terms & conditions contained in the Appointment Letter, Employee Confidentiality & Non-Disclosure Agreement.
- breach of the terms as stated in the HR Policy Handbook/ Company Policies and Procedures Manual.
- breach of Health and Safety policies.

- breach of Code of Conduct resulting in gross misconduct which includes but is not limited to dishonesty, fraud, breach of Company confidentiality, pilferage and theft, attending work under the influence of alcohol, drugs or other intoxicating substances, serious breach of health and safety or Company rules and policy, disobedience of reasonable orders from superiors, causing actual or threatening physical harm and causing damage to Company property and breach of security. Consumption of alcohol, drugs, narcotics, intoxicants or any banned substance while on a Company Project or in a Company provided accommodation is prohibited and ground for immediate dismissal.
- Found guilty of a crime by a court of competent jurisdiction, that would bring to question your character, integrity or your respect for the Law.
- misuse of Company Property or Resources. Examples include but are not limited to making reimbursement claims with false or unauthorized invoices, using the company internet for personal use, using company laptops or equipment for unauthorized uses such as trading in shares, etc.

An Experience letter will not be provided to employees who exit the Company during their probationary period or in the event of the termination of the service agreement for all cases mentioned above.

7. Defaults on any current financial obligations (loans, credit cards, etc.) would negatively affect the company's decision to employ you.
8. This agreement shall be governed by & construed in accordance with laws of India and the parties hereto submit to the exclusive jurisdiction of the courts of Mumbai.
9. Taxes will be deducted or levied as applicable on the amounts payable / receivable upon your separation from the organization.

10. Return of Company Property

On request by the Company or in the event of the termination of the service agreement by either party for whatsoever reason, you are to mandatorily, return to the Company, at your own cost, within 2 days, all the Company belongings / properties issued to you during your tenure with the Company, which includes cash/funds, Company credit / debit cards, your ID Card, access card, mobile/SIM, PCs, Laptops, keys, computer hard and software, all kinds of electronic storage devices including disks and all documentation in whatever form including notes and minutes of meetings, client lists, diaries and address books, computer printouts, plans, projections, together with all copies which are in your possession or under your control and all other item(s) issued to you but not mentioned here in above.

In case of Separation, the Full and Final Settlement will be done once the Company belongings / properties are returned back to the company.

The ownership of all such property and documents will at all times remain vested with the Company.

11. IT Security and Data Integrity and Theft Policy

You are strictly prohibited from:

1. Allowing household members to view the work being done at XL Dynamics.
2. Allowing household members to view confidential Borrower or Client information.
3. Sharing login details with household members or any person.
4. Allowing others to access and use any XL Dynamics Company Equipment.
5. Sharing client information with any third parties.
6. Leaving the PC unlocked when away from the system or on break.
7. Not taking sufficient precautions to ensure no one can peek into or eavesdrop on information being worked on by the employee through the window or other such viewpoints.
8. Tampering with the systems, attempting to disable security protocols, etc.
9. Any other acts of carelessness which exposes Confidential Information to misuse.
10. Taking / clicking picture / video of the data from the computer / laptop screen.

Any such breach of IT Policy , Data Integrity and Data Theft Policy would not only result in immediate Termination of the services with the Company, but also Penal and Criminal action(s) against the Employee under the Cyber Crime Prevention statutes in the Indian Penal Code, Information Technology Act (IT Act) and The Copyright Act.

12. Refundable Security Deductions against Company Property

A specific amount per month will be deducted from your CTC during the initial 12 months of your service with the Company as refundable security deductions towards the company property(ies) issued / will be issued to you. The amount so deducted will be interest free. This cumulative amount of such deductions will be paid to you at the time of your separation from the Company / return of such company belongings / properties to the Company, as the case may be, in good condition, at your own cost, as was/were issued to you. The cumulative refundable amount will be refunded to you as per the below details:

1. In case the company belongings / properties are returned to the company during the tenure of the employment then the applicable refundable amount will be paid in the next payable salary.
2. In case of Separation, the applicable refundable amount will be paid along with your full and final settlement.
3. In case of non-submission of the company belongings / properties, the cumulative refundable amount will not be refunded back.
4. In case of damage / loss to/of any of the Company belonging / property issued to you, the recovery of such damage / loss will be made good from such cumulative amount deducted from your CTC.

The decision of the Company will be final and binding on you for the amount to be forfeited from your ibid cumulative amount lying with the Company, in order to make good, the loss incurred by the Company towards damage / loss to its property / belonging issued to you. Please refer Point no. "i" of the Important Points under Annexure "A" of this letter for the applicable amount.

13. Use of Company Equipment

You are solely responsible for the safe keep and integrity of all the Company equipment issued to you or which you are / will be carrying along with you, as well as its safe (in as it is working & good condition) return once the company ask you to return or at the time of Separation, whichever is earlier. In case any of the Company property is damaged / lost during your tenure due to whatsoever reason, you hereby indemnify & agree to pay a flat

penalty / damage charges as per clause 12. You also indemnify, undertake & agree that the decision of the Company in this regard will be final & concluding and will be binding upon you.

14. Training & Training recovery cost

You will be required to undergo an initial training provided by the Company for its work. The duration of the training will be specified to you as per your domain / stream at the time of your joining and will be imparted to you during any of the shift (i.e. day / night / rotational) as per Company's need, irrespective of the shift you have been offered. You are required to complete the training within stipulated time frame or else the duration of the training may be extended further for 7 days or till the time you meet the qualifying criteria, whichever is earlier. You might have to attend the training session on weekend (i.e. Saturday / Sunday) to complete the training within timeliness, for which, you will be intimated by your trainer in advance. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

Since, the above training provided to you by the Company involves a substantial cost to the company, you are hence expected to serve employment of the company for at least a period of three months from the date of your appointment. In case you leave your employment with the Company within the aforesaid period of 3 months, you are required to reimburse the cost of training imparted to you which is quantified at Rs. 15,000/- (Fifteen Thousand Only).

Kindly note the terms of this offer letter shall remain confidential and are not to be disclosed to any third party. All queries and concerns about this offer letter should be addressed ONLY to offers.india@xldynamics.com

Welcome to XL Dynamics. We wish you a long, rewarding and fulfilling career and look forward to your joining us. To confirm your acceptance of our offer, you need to sign, scan and return one copy of this offer letter by return email within 2 working days of receiving this offer letter.

Yours sincerely,



Dipika Pawar
Authorised Signatory

I have read, understood and agree to the terms and conditions as set forth in this offer letter and Annexure A. I also understand that non adherence to the terms listed above may result in withdrawal of my offer letter with XL Dynamics with immediate effect.

Signed :



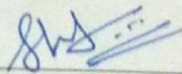
Date :

12/10/2020

Print Name : Shubhechha Dinesh Jadhav

2. An additional Shift Allowance of Rs. 50,000/- Per Annum is applicable for all employees who are working in a Mid Shift.
- b. Your monthly take home salary will consist of the components contained in the "Monthly Column" under "Fixed Components" of the Annexure, which includes Basic, HRA, Medical Reimbursement, Conveyance, COLA, and Shift Allowance (if applicable).
 - c. Monthly Performance Incentive will be applicable post completion of your training once you start working/ contributing on productive tasks for the company's objectives. This may vary every month based on your performance during the month.
 - d. Annual Bonus if applicable will be paid once in a year depending on many factors including but not limited to the Employee's Individual performance, Team performance, Company performance, Market conditions, KRAs and Company Policies and Strategies at the time of Annual Bonus disbursement.
 - e. Medical benefits will be applicable to you for self only from the day of your joining with XL Dynamics. This covers cashless hospitalization facility in case of listed hospitals or reimbursement of hospitalization expenses in case of non-listed hospitals. Accidental cover will also be provided to you for self from the date of your joining to the company.
 - f. "Provident Fund" (Company Contribution) and "Gratuity" components are paid by XL Dynamics to concerned Government authorities. Your eligibility and the pay outs of Provident Fund & Gratuity amounts will be determined in strict accordance with the provisions of "The Employees Provident Fund Act, 1952" & "The Payment of Gratuity Act, 1972" respectively, including but not limited to the minimum service periods set forth therein.
 - g. Deductions from your monthly salary would include, "Professional Tax", "Income Tax" and "Provident Fund" (Employee Contribution).
 - h. Your Gross Monthly Salary would be the total of "Fixed Components" + "Monthly Performance Incentive" as applicable.
 - i. Rs. 3500/- will be deducted from your monthly salary towards Interest free refundable security deposit against the company property/ies issued to you. This retained security deposit will be refunded to you as described in the clause No. 12 specified above in this letter.

Signed :



Date :

12/10/2020

Print Name : Shubhechha Dinesh Jadhav

Annexure A

Candidate's Name	Shubhechha Dinesh Jadhav
Position Offered	Associate Analyst
Shift	Night
Contract	NA
Joining Date	27th Oct 2020

Salary Details

Fixed Components	Monthly	Annual
Basic	15000	180000
HRA	6000	72000
Medical Reimbursement	1250	15000
Conveyance	1600	19200
COLA	164	1968
Variance Components (See notes)		
Monthly Performance Incentive	5334	64008
Annual Bonus	1333	15996
Medical Benefits (See notes)		
Mediclaime	130	1560
Retirements Benefits (See notes)		
Provident Fund (Company Contribution)	1800	21600
Gratuity	722	8664
Total CTC	33333	399996

Important Terms with respect to your CTC:

a. Shift Allowance:

1. An additional Shift Allowance of Rs. 1,00,000/- Per Annum is applicable for all employees who are working in a Night Shift.



INTERNATIONAL FORENSIC SCIENCES (P) LTD. (IFS)

FORENSIC EXPERTS, SCIENTISTS AND FORENSIC INVESTIGATORS

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Off. No. 51, 'B' Wing, Third Floor, K. K. Market, Near Pune - Satara Road,
Dhanakawadi, Pune, (Maharashtra), Pin- 411 043, India,

Telefax No. 020 412 64 864, www.forensic.co.in support@forensic.co.in



Ms. Aarti Jyotiram Kamble
S.No.47, Jadhav Vasti,
Near Bharat Forz Company,
Mundhawa, Pune - 411036,
Maharashtra

Date: 01 July 2020

Subject: Joining cum Appointment Letter for the post of "Junior Forensic Expert".

Dear Ms. Aarti Jyotiram Kamble,

We are in receipt of your application for the post of Junior Forensic expert. We are pleased to inform you that our organization has found you eligible for the profile described.

You are requested to report at our office as per address given below at 09:30 AM, on 01st July 2020.
IFS, Office No. 30, Sixth Floor, 'C' Wing, K. K. Market, Dhankawadi, Pune - 411043 (Maharashtra)

Regular office timing is from Monday to Saturday, 9.30 AM to 5.30 PM. Due to lockdown in many areas of Pune as well as government GR for private company's, we have to work with restricted staff in office and other staff is working online. In this period your working timing for **first week** would be 11 AM to 4 PM, **then from next week onward till normal office work resume**, working timing would be 10 AM to 5 PM. Please take a note, Once the office will resume with normal working, original working hours (9.30AM to 5.30PM) are applicable.

You will be provided with online training as well as in person training by available staff in this period.

This is to inform you that this letter will be null & void in case you do not report at the date and time specified in this letter.

As per our Company policy, you will be on Probation for a period of 3 Month and then, based on your performance and review you will be taken to the next level of employment in the organization.

During the probation period your services can be terminated with seven days notice on either side and without any reasons whatsoever.

If your services are found satisfactory during the probation period, you will be confirmed in the present position and **thereafter your services can be terminated on one month's advanced notice on either side. No benefits, incentives or bonus etc will be provided if resigned without one-month advance notice period.**

Absence for a continuous period of seven days without prior approval of your superior / management, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During your probation period you are entitled to take 3 leaves excluding Sundays. After contract period / probation period and if your job is confirmed - you are entitled to take 09 leaves (Excluding five compulsory Holidays). In cases of emergency for any extra leave requests however the decision will be upon the management.

During the probation period, you will be entitled to fixed salary of 10,000 Rs. (INR- Ten Thousand Only) per month. Your salary will be revised time to time and will be based on your performance. (Performance

'IFS' is a Legal entity, Regd. with Govt. of India, MCA, Govt. of Maharashtra and ISO 9001-2008 Certified; also Regd. with Dun & Bradstreet, United States Federal Govt. CCR, National Codification Bureau, Defense Logistics Agency, NATO Commercial & Govt. Entity NCAGE Code: P7512, IFS, Govt. of India, (Perspective Plan for Indian Forensics 2010) approved by IFS; Partner Member: Microsoft, Red Hat, CISCO, International Association of Computer Science & Information Technology, Singapore, The SIC Code as per United States Govt. classifying system: SIC Code 8111, 8200, 8734, and Ass. / Regd. with International Organizations & Universities etc...

Monitor Period and Salary revisions after probations: First 6 Month and Completion of One Year, Two Year, Three Year, Five Year, Seven Year and Ten Years etc).

Job Responsibilities & Duties : Forensics Work, Handling clients & phone calls, Education & Forensic Consultancy, All Official Record Keeping, Opinions & Report Writing, Fingerprinting, Cross Examinations, Evidence Collections, Court Visits, Police Station Visits, Govt. Dept. Visits, Forensic Lectures, Participation in Forensic Trainings & Workshops etc, and any other official work assigned from time to time.

Presently the place of work will be in Pune, Maharashtra, but during the course of the service, you shall be liable to be visit / attend courts and police stations anywhere in the India for Court cross examinations, expert testimony, submitting evidences or any other legal purposes. For all your signed reports / opinions you may require to attend courts - even you are not associated with our company in future. After completion of probation period and appointment you will be assigned or promoted for expert position where you have to prepare reports / opinions and sign them.

You will be required to maintain utmost secrecy in respect of Cases, Documents, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile. You will be required to comply with all such rules and regulations as the Company may frame from time to time. If we found any employee breach any of company policy, rules or regulations, a strict action will be taken against that employee.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. You will not engage yourself in any work or profession paid or unpaid or study course either full time or part time without prior written permission of the management.

You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press or any social media, including magazine publication relating to the Company's services / products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance

We hope to have a long successful professional relationship with you and wish you all the very best.

Yours sincerely...

(Authorized Signatory)
For, IFS, Pune, Maharashtra.



Ant:
2/07/2020

