

Novel Institute of Business Management & Research NIBR College of Hotel Management & Catering Technology

Affiliated to Savitribai Phule Pune University & Recognized by Govt. of Maharashtra

Sant Tukaram Sankul, Nigdi, Pune - 411 044, Maharashtra, INDIA, Tel.: 020-27659910 , 020-65335585 Fax : 020-27640182 Email : nibrindia@gmail.com Website : www.nibrindia.com

Metric No. 7.2.1: Describe two best practices successfully implemented by the Institution as per the NAAC format provided in the Manual.

Response:

Best Practice-I

Title of the Practice: Mentor-Mentee System for Skill Enhancement in Hospitality Studies

Objectives of the Practice: The primary objective of the Mentor-Mentee System is to motivate and enhance the skills of students in the B.Sc. Hospitality Studies program. This system provides personalized guidance, supports academic and personal growth, and fosters professional development. By creating a structured mentorship environment, the college seeks to bridge the gap between theoretical knowledge and practical application, preparing students for successful careers in the hospitality industry.

The Context: The hospitality industry requires technical, interpersonal, and hands-on experience. One primary challenge is ensuring students are prepared for the industry upon graduation. The mentor-mentee system addresses various contextual aspects:

Diverse Student Backgrounds: Students come from varied educational and socioeconomic backgrounds, leading to different levels of preparedness and expectations.

Industry Demands: The dynamic nature of the hospitality industry demands continuous learning and adaptability.

Individual Attention: Large class sizes can limit the ability of faculty to provide personalized attention and guidance to each student.

Soft Skills Development: Communication, teamwork, and leadership need focused development beyond traditional classroom teaching.

The Practice

The Mentor-Mentee System at NIBR College of Hotel Management and Catering Technology is a structured program designed to support the holistic development of hospitality students. Key features of the practice include: **Assignment of Mentors:** At the beginning of the program, each student is assigned a faculty mentor. Mentors are selected based on their expertise and experience in the hospitality industry.

Regular Meetings: Mentors and mentees meet regularly, at least once a week, to discuss academic progress, personal development, and career aspirations. These meetings provide a platform for personalized guidance and support.

Skill Development Workshops: The college organizes workshops and seminars on various aspects of hospitality, such as customer service, culinary skills, and management practices. Mentors encourage mentees to participate actively.

Career Counseling: Mentors assist students in identifying career goals and developing action plans to achieve them. This includes resume building, interview preparation, and networking opportunities.

Monitoring and Feedback: Regular assessments and feedback sessions closely monitor each mentee's progress. Mentors provide constructive feedback to help students improve continuously.

Constraints and Limitations:

Time Management: Both mentors and mentees often face challenges balancing regular meetings with their academic and personal commitments.

Resource Availability: Ensuring the availability of industry experts and arranging workshops can sometimes be resource-intensive.

Evidence of Success

Several indicators evidence the success of the Mentor-Mentee System:

Improved Academic Performance: Students under the mentorship program have significantly improved their academic results, with higher pass rates and better grades.

Enhanced Skill Sets: Students' practical and soft skills have significantly improved, as observed in their internships and performance in practical exams.

Higher Placement Rates: Graduates from the program have achieved higher placement rates in reputed hospitality organizations, indicating the effectiveness of the mentorship in preparing them for industry demands.

Positive Feedback: Both students and faculty have provided positive feedback on the mentorship program, highlighting the personalized attention and valuable guidance received.

Problems Encountered and Resources Required

Problems Encountered:

Scheduling Conflicts: Coordinating regular meetings between mentors and mentees can be challenging due to conflicting schedules.

Maintaining Consistency: Ensuring consistent engagement and follow-up from mentors and mentees requires continuous effort.

Resource Limitations: Organizing workshops and additional training sessions demands financial and logistical resources.

Resources Required:

Dedicated Time: Allocating specific time slots for mentorship activities within the academic schedule.

Training for Mentors: Training mentors to equip them with practical mentoring skills.

Financial Support: Securing funds for workshops, guest lectures, and other developmental activities.

Notes (Optional)

Critical considerations for successful implementation include:

Continuous Evaluation: Regularly assess the mentorship program's effectiveness and make necessary adjustments based on feedback and outcomes.

Institutional Support: Ensuring institutional solid support and commitment to provide the necessary resources and recognition for mentors and mentees.

The mentor-mentee system considers mentees' ideas and enhances them properly.

Mentorship Program in Canteen Management:

- Implement a structured mentorship program where each student is paired with a mentor from the food industry.
- Incorporate regular feedback sessions to discuss progress, challenges faced, and areas of improvement.
- Organize workshops and seminars on food safety, marketing strategies, and financial management.
- Encourage students to brainstorm and implement innovative ideas to improve customer experience and operational efficiency.
- Create a platform for alumni who have succeeded in the food industry to mentor current students and share their insights.

#teatalk with Successful Alumni:

- Develop a series of #teatalk sessions focused on different industries to provide students with diverse insights.
- Incorporate interactive elements such as Q&A sessions or panel discussions to encourage active participation.
- Record these sessions and make them available online for students who couldn't attend in person.
- Provide opportunities for students to network with the alumni outside the sessions, such as through social events or industry visits.

Brain Vita - Knowledge Sharing Initiative:

- Expand Brain Vita beyond quizzes and stories to include workshops, guest lectures, and skill-building activities.
- Incorporate technology by creating an online platform where students can access resources, participate in discussions, and collaborate on projects related to their interests.
- Establish a recognition system to acknowledge and reward students who actively contribute to Brain Vita initiatives.
- Partner with local businesses and organizations to provide real-world projects or internships for students based on their interests and skills showcased in Brain Vita activities.
- By enhancing these aspects, you can create a more comprehensive and impactful mentormentee system that fosters student learning, collaboration, and real-world experiences.

Glimpses:

Street-o-Mania...Place for Healthy & Hygienic Food #NIBR







Good orning 10 Rs

#teatalk...Success Stories of NIBR CHMCT





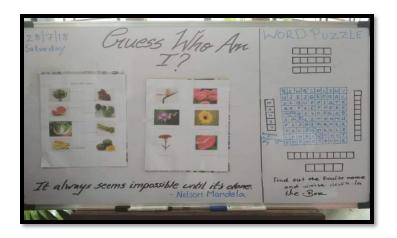




BrainVita...Knowledge Can Win The World!







Principal NIBR College of Hotel Management & Catering Technology



Sulliani IQAC Coordinator



Novel Institute of Business Management & Research NIBR College of Hotel Management & Catering Technology

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Best Practice-II

1. Title of the Practice: Dynamic Placement Cell Initiatives for Enhanced Career Development in Hospitality Studies.

2. Objectives of the Practice: The primary objective of the Placement Cell at NIBR College of Hotel Management and Catering Technology is to facilitate robust career opportunities for students in the hospitality sector. This is achieved by bridging the gap between academic learning and industry requirements. The practice aims to develop industry-ready graduates through strategic partnerships with top hospitality firms, comprehensive career counseling, and targeted skill enhancement programs. Underlying principles include industry collaboration, student-centric support, and feedback-based continuous improvement.

3. The Context: Implementing an effective Placement Cell in the context of Indian higher education, particularly in the hospitality sector, requires addressing several challenges. These include aligning academic curricula with rapidly evolving industry standards, managing the expectations of both students and employers and overcoming geographical and infrastructural limitations. The hospitality industry demands specific soft skills, practical experience, and a deep understanding of customer service, which must be cultivated within the educational framework. Additionally, there is a need to establish strong industry linkages in a competitive job market and ensure continuous engagement from both recruiters and students.

4. The Practice: The Placement Cell at NIBR College is uniquely designed to cater to the dynamic requirements of the hospitality industry. Critical components of this practice include:

Industry Collaboration: Establishing partnerships with leading hotels, resorts, and hospitality firms to provide internships, on-the-job training, and direct recruitment opportunities.

Career Counseling and Development Workshops: Regular workshops and seminars conducted by industry experts to enhance students' understanding of career pathways and required skill sets.

Skill Enhancement Programs: Specialized training sessions focusing on soft skills, customer service excellence, and advanced hospitality management techniques.

Alumni Network: Leveraging the college's alumni network to mentor current students, offer internships, and provide job placement opportunities.

Campus Recruitment Drives: Organizing campus recruitment events where top hospitality recruiters are invited to conduct interviews and hire students directly from the campus.

Feedback Mechanism: Implementing a structured feedback system from recruiters to continuously refine and improve the placement process and student readiness.

Constraints include ensuring the availability of industry experts for workshops, balancing academic schedules with placement activities, and maintaining up-to-date knowledge of industry trends.

5. Evidence of Success: The success of the Placement Cell is evident through several metrics:

Placement Rate: Achieving an 85% placement rate for graduating students within six months of course completion.

Industry Partnerships: Partner with over 50 leading hospitality firms, including five-star hotels and renowned restaurant chains.

Student Feedback: Positive feedback from students on the relevance and impact of training sessions and workshops.

Recruiter Satisfaction: High satisfaction levels reported by recruiters regarding the quality and preparedness of candidates from NIBR College.

These results indicate that the initiatives have successfully met their objectives of enhancing career development and securing employment for students in the hospitality industry.

6. Problems Encountered and Resources Required: Challenges in implementing the Placement Cell initiatives include:

Engagement of Industry Experts: Difficulty in scheduling sessions with busy industry professionals.

Balancing Academic and Placement Activities: Ensuring that placement activities do not disrupt the academic schedule.

Resource Allocation: Adequate funding for workshops, training sessions, and infrastructure to support placement activities.

Resources required include a dedicated Placement Cell team, funding for skill development programs, technology for managing placements, and strong industry connections.

7. Notes (Optional): For other institutions looking to adopt similar best practices, it is crucial to:

Build Strong Industry Relations: Establish and maintain strong relationships with industry partners through regular engagement and collaboration.

Incorporate Feedback: Regularly incorporate feedback from students and employers to refine placement strategies.

Invest in Skill Development: Prioritize skill development programs that align with industry needs to enhance student employability.

Principal NIBR College of Hotel Management & Catering Technology



Kullaine IQAC Coordinator



09/05/2019

Dear: Suraj Bhot

HING Office

It is our pleasure to extend you an offer to join the Clarion Resort Fontainbleau Hotel as a J-1 visa participant in the Rooms Division. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin on 6 WEEKS FROM NOW and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$12.00 per hour and will be training approximately 32-40 hours per week.

We will provide housing for you during your program at cost of \$100 per week. Uniforms will be provided as well as meals during your training hours. Uniforms has a \$40.00 deposit.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than 10/01/2019. We look forward to welcoming you to our team.

Sincerely,

Linda Watson

Human Resources Director

Signature Printed Name Susay. Mudan. Bhot



Fontainebleau Hotel 10100 Coastal Highway • Ocean City, MD 21842 • 410.524.3535 • 800.638.2100 tf • 410.524.4907 fax www.clarionec.com • ClarionHotel.com REBEL FOODS

REBEL FOOD RESTAURANT L.L.C

Fixed Term Contract

Date: 6th June 2019

Dear Aniket,

NEW CARDEN

We're delighted to extend this offer to you for the position of Product Associate - Dubai with Rebel Food Restaurant L.L.C.. On the following terms and conditions:

APPOINTMENT 1.

a. Your date of appointment is 6th June, 2019 and your duties shall commence accordingly. This employment is under fixed term for 2 years and shall be renewed after completion of 2 years from the DOJ.

COMPENSATION 2.

Your monthly compensation is confirmed as "1,250 AED" Please note the following with regard to the components of your compensation.

- Changes in your compensation are discretionary and shall be decided by management on the basis Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutony provisions in force from time to time and subject to deduction of appropriate of your performance, results and other criteria. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate b.

a. You shall also be entitled to medical benefits in accordance with the Company's policy.

a.

c.

3.

Shop No. 14, Churchill Tower, Business Bay, Dubai. www.rebelfoods.co



CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

CONFLICT OF INTEREST 1.

- During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, a. Company or any other legal entity at any place, without the express written consent of the
- As per company policy you would be under probation period of 6 months where your performance and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct b.
- management has all rights to extend your confirmation period. You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any
- reason with a client of the Company, whose assignment, either full time or otherwise for any (twelve) months immediately preceding your constraint from the Company (twelve) months immediately preceding your separation from the Company. c. During your employment and for a period of (6) six Months from the cessation of employment

- Any employee of the Company to associate with, or terminate their employment in order to be Any employee of the company to associate with, or terminate their employment in order to be associated with, you, or any customer, supplier, or competitor with whom you have a connection. d. Any client, customer or vendor of the Company to terminate their business with the Firm.
- i.
- ii.

2.

i.

- You are expected to owe a duty of loyalty to the Company. You must perform your duties towards the Company faithfully, diligently and to the best of your ability. You must refrain from engaging into any conduct that could adversely affect the
- - Company's business or reputation.
- ii.

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CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, tow, techniques, processes, programmes, schematics, sortware source occuments, oata, customer lists, financial information, sales and marketing plans, compilation of clients, market or financial information statistics (company's non-public corporate financial legal and industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, employee information, business model, business ideas, business proposais, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and processes, strategies, business forecasts and competitive concerning the business intellectual processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information (collectivaly (confidential information) Such vering nare copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the public applicable law. This parafraph shall survive any termination of this Letter Agreement. Further, you information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you the law takes and or disclose any of the Confidential Information to any other applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other shall not take any copy, reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and/or disclose any of the confidential Information to any other shall not take any copy reproduce and take any copy reproduce and take any copy reproduce and take any copy reproduce any copy reproduce and take any copy reproduce any c shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any disclose and for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all materials (including all second for any copy of the transformediately deliver to the Company all second for any copy of the transformediately deliver to the Company all second for any copy of the transformediately deliver to the Company all second for any copy of the transformediately deliver to the transformediately deliver to the Company all second for any copy of the transformediately deliver to the Company all second for any copy of the transformediately deliver to the Company all second for any copy of the transformediately deliver to the Company all second for any copy of the transformediately deliver to the transformedia party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all contained to confidential information) in volume confidence which contain or relate to Confidential Information time and for any reason, you shall immediately deliver to the Company all materials (includin soft and hard copies) in your possession, which contain or relate to Confidential Information

You must not use or permit the use of Company's property or resources for anything other than You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in Your possession. The Company has the right to assess and recover from you the You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage if any to all such material. 4. a.

- damage, if any, to all such material.

b.



INVENTIONS AND INTELLECTUAL PROPERTY

- You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. c. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company d. will be considered the owner of such works.

TERMINATION OF SERVICE 5.

The Company reserves the right to pay or recover salary in lieu of the Notice Period. The Company shall have the option to waive the Notice Period partly or fully without paying you any a. salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 30 days.

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- ь. Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or subsequently extended in writing unless you
- i. Return to work within three days of the commencement of such absence and
- ii. Give a satisfactory explanation for such absence in writing.
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- d. In case there is termination of services (voluntary/ involuntary) within 2 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement.
- Since company would pay all your expenses linked to your visa, you undertake to payback your e. visa fees (prorate of your time worked in the company) incase you voluntarily terminate your employment with us during the course of 2 years contract.

6. GENERAL

- Your appointment is subject to the information provided by you. In case these particulars are a. found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof.
- Regular achievement of target as assigned and pre-informed during the term of the employment Ь. is designated prerequisite for continuance of your employment with the Company. You shall
- You will be governed by Company's code of conduct or standing orders as issued from time to c.
- In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be d. liable for any and all damages both direct and consequential, as may have been caused to the
- At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final

The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.

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NEDEL FUUD NEDIMUMATIL You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you. All the above terms and conditions shall be read and construed along with your contract of

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail. Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

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I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same. Associate Vice President – HR







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	Aniket Deshmukh	
Name	Product Associate Operations	
Designation		
Department	Dubai	
Location	A second the second terms of terms	
Salary	1250 AED + Shift time Meal + Accommodation 10 hrs Shift + OT provided for shift extension	
Shift	10 hrs Shift + OT provides 10 Fixed Term	
Employment Status	la company's	
Insurance	Employee would be covered under company's group health insurance policy. Dental & Optical are excluded.	
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once ir 2 years after successful completion of year in the organization.	

Isha Pandit Associate Vice President – HR

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ANNEXURE 1

Nome : Mr. AVINASH LAXMAN HANDE

E. Code : E00599

	Salary Components	Monthly Revised	Annual Revised
	Bosic	8330	99960
	House Rent Allowance	3570	42840
A	Gross Salary	11900	142800
	Provident Fund	1000	12000
	ESIC	387	4644
B	Total Cost to Company	13287	159444

Please Note: Your salary details are strictly private and confidential and must not be disclosed or aiscussed with others. All the above salary components are subject to tax deductions as applicable. The onus of complying with the income tax laws rests with you, if proper bills/ vouchers are not submitted for reimbursement, then the entire amount will be taxable.

Thanking you,

For Courtyard by Marriott Pune Chakan

Amil Kumar General Manager

amishantaran

Rajhi S Sanas Human Resources Manager

Tushar Ghugare Financial Controller

Linereby occept, agree and confirm with the terms and conditions set out herein above. Courtyard by Marriott[®] Pune Chakan Plot P-7, MIDC, Chakan Industrial Area Phase-1, Talegaon Chakan Road, Khalumbre, Pune - 410 501 India. O +9121 3566 6666 F +9121 3566 6669 Name: Unit of Redco Hotels Private Limited. CIN: U55101MH2008PTC183694 COurtyardchakan.com





hrd Jun 5, 2019 to me, hrdm, hrd, Biswajit ~

Dear Mr. Joshi,

Greetings from The O Hotel H.R!!!

With reference to your application and subsequent interviews this is to inform you that you are

been selected for the post of "Guest Service Associate" in the F&B Service Department.

Please find attached scanned copy of your Letter of Intent. We would also request you to confirm the date of joining and revert us back on this email regarding your acceptance.

Warm Regards,



Piu Dey

HR Supervisor The O Hotel | <u>Koregaon Park | North Main</u> <u>Road | Pune:-411001 | India</u> Tel:020-40011000 | Extn. No:-272 | Fax: 020-

40011009

Mob No- 9890800055 |web :-www.ohotelsindia.com

Drama in the Every day Life @ The O Hotel!!!

Disclaimer- The o Hotel accepts no liability for any damage caused by any virus transmitted through this Mail

PUNE

February 08, 2019

Mr Kashid Shahaji

Sub: Offer Letter

Dear Kashid,

Further to your subsequent interviews with us, we are pleased to offer you the position of watter at Hyatt April 01, 2019 at 1000 hrs.

Commisched

The detailed letter of appointment will be issued to you subsequent to your date of joining. Please carry the following documents on your first day of joining, for necessary joining formalities;

- 1. 5 passport size photograph
- 2. Valid ID/Address Proof (PAN Card, Passport, Voter Card, Adhaar Card)
- 3. Educational Certificates (Class X & XII, Diploma / Degree)
- Experience/Relieving Letters from your previous organizations (if applicable)

Please note that this offer is subjected to a medical examination, verification of the documents and other details submitted by you. Management shall have the rights to revoke the same encase any of the above is found to be fraudulent.

Once again, we would like to take this opportunity to congratulate you on the much deserved selection and we wish you good luck for exciting days ahead with Hyatt.

On behalf of Hyatt Pune,

12019

Nikhil Raje 08177 Human Resources Manager



Important Note

Hyatt Pune Adjacent to Aga Khan Palace 88, Nagar Road, Kalyani Nagar Pune 411006

Name	Mr. Kashid Shahaji	С
Job Title	Commis Chef 2 Sous Chef April 01,2019	
Responsibility level		
Reporting to:		
Date Effective		
Salary Head	Per Month	Per Year
Basic Salary	9.500	114.000
House Rent Allowance	950	11.400
Special Allowance	50	600
Conveyance Allowance	500	6,000
A. GROSS SALARY PER MONTH	11,000	132,000
RETIRALS AND OTHER BENEFITS		
PF Contribution @ 12%	1,140	13,680
SIC Contribution @ 4.75%	523	6,270
OTAL OTHER BENEFITS	1,663	19,950
ANNUAL BENEFITS (Pro rated on monthly basis)		
eave Travel Allowance @ 1 Mth basic salary per yr	792	9,500
(Gratia @ 1 Mth basic salary per yr	792	9,500
OTAL OTHER BENEFITS	1,583	19,000
OST TO COMPANY	14,246	170,950
R Manager: ND 21e	Accepted by:	
. 001	Date :	

Salary & Benefits Offer Terms

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organization will be considered as a gross misconduct.

The above offer should be accepted within three working days until unless mutually agreed upon in writing. In the absence of the same, the offer shall stand revoked.



29th April, 2019

Sandesh Landge Pune

Dear Sandesh,

On behalf of Redco Hotels Pvt. Ltd. as owner of Courtyard by Marriott, Chakan, we are pleased to offer you the position of "Guest Service Associate- F&B Service" with the date of joining to be the o2nd May, 2019. However this offer is subject to you being declared medically fit and by a reputed medical practitioner and satisfactory references from your referees.

The break up of your salary and details of benefits are mentioned in the attached 'Details of Compensation & Benefits'.

Your letter of appointment will be issued to you on joining the property.

If the above term is acceptable to you, as a token of acceptance, please send your confirmation.

Yours sincerely,

Aditi Das Human Resources Manager

Candidate's Acknowledgement

Courtyard by Marriott[®] Pune Chakan Plot Agreed & Accepted by Area Phase-1, Talegaon Chakan Road, Khalumbin, Pune - 410 501 India O +91.21.3566.6666 F +91.21.3566.6669

CBF US610; MH2008ant Cristian 1 CBF US610; MH2008ant Cristian 1 counvardchakan.com



EMBASSY SUITES®

Name: Pratik Bhaskar More Date of Birth: 28th October 1998 Telephone/Mobile No: 0091 9822850057 Position Applied for: Food and Beverage Service Email: morepratik2810@gmail.com SKYPE ID: live:morepratik2810

Fayetteville/Fort Bragg 4760 Lake Valley Dr. Fayetteville NC 28303 910-826-3600 PH 910-826-3601 FAX http://fayettevillefortbragg.embassysuites.com

July 15, 2019

Dear Pratik

I am pleased to extend you an offer to join our J-1 program! The terms of our offer follow (dates are tentative due to sponsor arrangements for visa):

Start Date: September 1, 2019 Completion Date: August 31, 2020 Department: Trainee Food & Beverage Service Rate of Pay: \$8.00 Per Hour Plus Tips

Please return this letter via fax or email to nsmehta@5pointsnc.com, indicating whether you will be accepting or declining this offer by 7/20/19. MBM Legacy Inc. DBA: Embassy Suites Fayetteville/Fort Bragg is committed to a drug free work place. As such, all offers of the internship program, the program, are contingent upon your passing a pre-employment screening for the unlawful use of controlled substances.

A packet of information will be sent to you containing need-to-know information about your internship program, the program, housing and our Dress & Grooming Standards.

The success of our J-1 program is the result of teamwork between the J-1 participant and MBM Legacy Inc. DBA: Embassy Suites Fayetteville/Fort Bragg. This is achieved through a "hands-on" training experience and attending our monthly meetings where you have the opportunity to interact with embers of management. The information freely shared throughout the hotel will allow you to gain a full understanding of our hotel during peak and slow seasons. The success of the internship depends upon your curiosity and enthusiasm to learn.

Please feel free to call me at 910-689-0799 or e-mail me at nsmehta@5pointsnc.com if you have any questions. I hope that you will be joining us as a J-1 and I am confident this will be a wonderful experience for you.

Sincerely,

Naynet S. mehte

Naynesh S. Mehta Vice President

Signature if offer accepted:

Signature if offer declined:

Date:



Fixed Term Contract

Date: 4th June 2019

Dear Dnyaneshwar,

We're delighted to extend this offer to you for the position of **Product Associate – Dubai** with Rebel Food Restaurant L.L.C.. On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is 5th June, 2019 and your duties shall commence accordingly. This employment is under fixed term for 2 years and shall be renewed after completion of 2 years from the DOJ.

2. COMPENSATION

Your monthly compensation is confirmed as "1,250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.

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CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

CONFLICT OF INTEREST 1.

- During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall a. not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
- As per company policy you would be under probation period of 6 months where your performance and overall behavior would be evaluated and accordingly the management would decide on your b. confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
- You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any c. reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
- During your employment and for a period of (6) six Months from the cessation of employment d. with the Firm, you shall not solicit, induce or encourage:
- Any employee of the Company to associate with, or terminate their employment in order to be i. associated with, you, or any customer, supplier, or competitor with whom you have a connection.
- Any client, customer or vendor of the Company to terminate their business with the Firm. ii.
- HARM TO BUSINESS REPUTATION 2.
- You are expected to owe a duty of loyalty to the Company. You must perform your duties towards i. the Company faithfully, diligently and to the best of your ability.
- You must refrain from engaging into any conduct that could adversely affect the ü. Company's business or reputation.

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3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information

4. COMPANY'S PROPERTY

- a. You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.

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- 5. INVENTIONS AND INTELLECTUAL PROPERTY
- a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- c. You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE

a. The Company reserves the right to pay or recover salary in lieu of the Notice Period. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 30 days.

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- Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or b. subsequently extended in writing unless you
- Return to work within three days of the commencement of such absence and
- Give a satisfactory explanation for such absence in writing. i. ii.
- Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company c. as to what constitutes misconduct.
- In case there is termination of services (voluntary/ involuntary) within 2 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement. d.
- Since company would pay all your expenses linked to your visa, you undertake to payback your visa fees (prorate of your time worked in the company) incase you voluntarily terminate your e. employment with us during the course of 2 years contract.

GENERAL 6.

- Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof. a.
- Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall h. ensure that you achieve periodical targets set.
- You will be governed by Company's code of conduct or standing orders as issued from time to time; in so far they may be applicable to you. c.
- In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the d. Company on account of your breach.
- At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.
 - The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.

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numate the Company in writing of any change in address; failing which any numerication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.





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Dnyaneshwar Devidas	
Product Associate	
Operations	
Dubai	
1250 AED + Shift time Meal + Accommodation	
10 hrs Shirt + O + F	
Employee would be covered under company's group health insurance policy. Dental & Optical are excluded.	
30 calendar days per year and a round trip economy class air ticket to home country once in 2 years after successful completion of year in the organization.	

Isha Pandit Associate Vice President – HR

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EMBASSY SUITES®

Atlanta - at Centennial Olympic Park

Date: 6/1/2021

Dear: Shoaib Shaikh

It is our pleasure to extend you an offer to join the Embassy Suites Centennial Olympic Park as a J-1 visa participant in the Housekeeping and Front Desk departments. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$12 per hour and will be training approximately 32-40 hours per week.

A uniform shirt will be provided and a discounted meal program is available during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than June 7th, 2021. We look forward to welcoming you to The Embassy Suites Team!

Sincerely,

Katie Line

Complex Director of Human Resources

Printed Name

Signature

Date



Sudevo 25000811/2019/192825 15-May 2019

Mr. Akshay Shivsharan

Offer Letter

Deta Mishay Shivsharan,

I oblewing your recent interview, we are pleased to offer you the position of Assistant - Supervisor on a Enved Tennee Contract within our organization in India for our business activities of Facilities Management and Multi services. Your initial place of posting will be at our site "BAJAJ AUTO LTD -GIL PUNE"

Your Detailed Appointment letter with Salary detail will be offered to you on or before joining

PE, USL Bonus will be paid as per Law and Rules applicable. No other allowance will be paid unless confirmed in writing. You will be liable to be transferred anywhere in our existing or future units.

Your service contract will automatically come to an end on completion of one year from your date of joining. Your contract will automatically get terminated eather in the event our contract with our client comes to an end before the expiry of your service contract, for whatsoever reasons. You will be expected to join the organization on or before 15-May-2019.

Please sign a duplicate copy of this letter as a token of your acceptance of the offer. We look forward to welcoming you to our organization.

Yours Sincerely

Sodexo Facilities Management Services India Pvt. Ltd.

Authorized Signatory

system Generated retter/signature is not required/argitally signed

n-1 stered Office

i siona Unite Hone: Semister Commercial Complex, Ramitharidra Lane Extension, Kanchpada, Malad(West), Mumbai - 400064, India



1 - 1 - 1 days () Heat

August 24, 2019

Dear: Ashish Suryawanshi,

It is our pleasure to estend you an offer to join the Clarion Resort Funtainebleau Hotel asali Visa participant in the Fond and Beverage Department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin on October 22, 2019 and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$12.00 per hour and will be training approximately 32-40 hours per week.

Uniforms will be provided as well as meals during your training hours. "

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than October 07, 2019. We look forward to welcoming you to our team.

Sincerely,

Linda Watson

Human Resources Director

rinda Watson Lind JUits 8/24/19 Printed Name Signature Date Date 13/19



Fontainebleau Hotel 10100 Coastal Highway • Ocean City, MD 21842 • 410 524 3535 • 800 638,2100 ff • 410 524 4907 fax and the telephone strike . Charlen Harrison



Fixed Term Contract

Date: 21th February 2021

Dear Sandeep,

We're delighted to extend this offer to you for the position of Product Associate- **Dubai** with Rebel Food Restaurant L.L.C... On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is 10th March 2021 and your duties shall commence accordingly. This employment is under fixed term for 3 years and shall be renewed after completion of 3 years from the DOJ.

2. COMPENSATION

Your monthly compensation is confirmed as "1,250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- b. Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.

www.rebelfoods.co Shop No. 14, Churchill Tower, Business Bay, Dubai.

REBEL

REBEL FOOD RESTAURANT L.L.C

4. CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

- 1. CONFLICT OF INTEREST
 - a. During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
 - b. As per company policy you would be under probation period of 6 months where your performance and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
 - c. You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
 - d. During your employment and for a period of (6) six Months from the cessation of employment with the Firm, you shall not solicit, induce or encourage:
 - i. Any employee of the Company to associate with, or terminate their employment in order to be associated with, you, or any customer, supplier, or competitor with whom you have a connection.
 - ii. Any client, customer or vendor of the Company to terminate their business with the Firm.
 - 2. HARM TO BUSINESS REPUTATION
 - You are expected to owe a duty of loyalty to the Company. You must perform your duties towards the Company faithfully, diligently and to the best of your ability.
 - ii. You must refrain from engaging into any conduct that could adversely affect the Company's business or reputation.



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3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information
- 4. COMPANY'S PROPERTY
- You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.





5. INVENTIONS AND INTELLECTUAL PROPERTY

- a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- c. You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE

a. The Company reserves the right to pay or recover salary in lieu of the Notice Period. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 30 days.



- b. Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or subsequently extended in writing unless you
- i. Return to work within three days of the commencement of such absence and
- ii. Give a satisfactory explanation for such absence in writing.
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- d. In case there is termination of services (voluntary/ involuntary) within 2 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement.
- e. If you decide to leave the company before completion the 3 year of service, you will be required to pay all the recruitment expenses incurred, which amounting to AED 4,000.

6. GENERAL

- a. Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof.
- b. Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall ensure that you achieve periodical targets set.
- c. You will be governed by Company's code of conduct or standing orders as issued from time to time; in so far they may be applicable to you.
- d. In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the Company on account of your breach.
- e. At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.

The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.

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Shop No. 14, Churchill Tower, Business Bay, Dubai.



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g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.

(





Name	Sandeep Dnyandeo (U2921525)	
Designation	Product Associate	
Department	Operations	
Location	Dubai	
Salary	(9 Hours)1000 AED(200 AED Fix OT)+50 FIX Break Shift =Total 1250 Aed+Accommodation +Shift Time Meal	
Shift	10 -12 hrs Shift(Monthly 4 Days Off)	
	Fixed Term	
Employment Status Insurance	Employee would be covered under company's group health insurance policy. Dental & Optica are excluded.	
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once ir 2 years after successful completion of year in the organization.	

Isha Pandit

Associate Vice President – HR





THE OBEROI, NARIMAN POINT, MUMBA1-400 021, INDIA / TELEPHONE: +91-22-6632 5757, 6632 4343 / WEBSITE: WWW.EIHLTD.COM

Date: 17/9/19 Institute: Dear Mr. / Ms. Pranav Gadgel

This has reference to your bio-data and the subsequent interview you had with us. We are pleased to inform you that you are being offered the position of "_______ in Front Onle Department, at EIH Ltd for Unit - Trident Nariman Point & The Oberoi Mumbai.

You will be governed by the terms and conditions as applicable to employees in your category in our Organisation.

A formal letter of appointment shall be issued to you on joining duty.

You will report to Trident, Nariman Point, Mumbai - Human Resources on May 15, 2020 at 9.00 a.m. for medicals and shall join duty on June 01, 2020 subject to your medical fitness.

You are also requested to bring along the following original documents along with 3 copies:

- 1. Ten passport size and Two Postcard size photographs with Red background.
- 2. Documentary evidence in proof of your date of birth. (Birth Certificate & School Leaving Certificate)
- 3. Documentary evidence in proof of your education & other technical qualifications.
- 4. Three reference letters on the letterhead of your faculty.
- 5. Three reference letters on the letterhead from anyone who has known you for more than 2 years. (Not a relative or a friend)
- 6. Documentary evidence in proof of your residence. (Permanent & Present)
- 7. Passport / Police Verification Certificate from your nearest local police station.
- 8. Pan Card
- 9. AADHAR Card

Should you need any further assistance, please contact Ms. Stefanie D'Costa, Executive-Human Resources. She can be contacted on 022 - 66326060 or email address stefanie.dcosta@oberoihotels.com

We look forward to having you on our team.

Yours faithfully,

EIH LIMITED Unit – Trident Nariman Point The Oberoi, Mumbai

HAN CHITNIS DIRECTOR - HUMAN RESOURCES 30th September 2021

Ketan Rohidas Hase Nigdi Pradhikaran, Pune

Subject: Letter of Intent

Dear Ketan,

This is with reference to your application and subsequent interview with us. We are pleased to offer you the position of F&B Ambassador (FTC for 11 Months) in Food & Beverage Service Department in Level 2 at Raffles Udaipur with effect from 6th October 2021 as per the salary package attached.

A detailed letter of appointment with terms and conditions will be issued to you in due course. Please note that this offer of employment is subject to you accepting terms and condition set out in appointment letter and you being declared medically fit by a Company nominated Hospital/Doctor to discharge the duties and responsibilities inherent in this position.

The Company also undertakes reference checks/background verification and enquiry, as part of due diligence in the recruitment process, and should the Management find any inconsistency or discrepancy in the particulars and supporting credentials provided by you in your application for employment/other related documents or thereafter as the case may be or if reference checks/background verification checks reveal any concern, the Management shall be free to revoke the offer without further reference to you. As part of joining formalities, will be required to submit the following documents:

- Copy of PAN Card .
- Copy of Aadhaar Card(Full Date of Birth to be mentioned)
- Permanent Address proof
- Copies of all Educational & Professional Certificates and testimonials referred in the Employment Application form
- Clearance Certificate from previous employer
- Passport size photographs 5 Nos.
- Copy of Passbook or Cancelled Cheque

Please send us your acceptance of this offer latest by 2nd October 2021 failing which the offer will be deemed to be revoked and null and void.

All disputes shall be subject to Udaipur Rajasthan jurisdiction only. We look forward to a long and mutually rewarding association.

Thanks & regards, For Raffles Udaipur (A Unit Of Vardha Ent. Pvt. Ltd.)

Kiranpreet Kaur **Director of Talent & Culture**

Annexure 1: Total Cost of Employment Statement

Name	Ketan Rohidas Hase F&B Ambassador (FTC for 11 Months)	
Designation		
Job Level	2	
Reporting to	F&B Manager	
Employing Entity	Vardha Ent. Pvt. Ltd 6-Oct-21	
Date of Joining		
Salary & Allowances (A)	Rs / Mth	Rs / Year
Basic Salary and Dearness Allowance	9590	115085
House Rent Allowance	3730	44755
Total (A)	13,320	1,59,840
Retiral Benefits (B)		8
Employer PF Contribution to Provident Fund @ 12% PF Contribution and 1% Administration Charges of Basic & Dearness Allowance	1247	14964
Employer ESIC Contribution @ 3.25% of Gross Monthly Salary	433	5196
Total (B)	1680	20160
Total Fixed Compensation (A+B)	15000	180000

Kiranpreet Kaur Director of Talent & Culture Self and and

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Ketan Rohidas Hase

Date: 21.01.2021

Dear Akhilesh,

Congratulations! It is with great pleasure that we inform you of your selection as a Guest Service Associate in the Housekeeping Department at The Oberoi Udaivilas, Udaipur.

You have successfully completed the selection process. This is a commendable achievement, as The Oberoi Group is known for its exacting selection standards.

You are requested to report on February 2, 2021 at 10:00 hrs. A detailed induction has been planned for you on your arrival, which will give you an understanding of the Oberoi Group and The Oberoi Udaivilas operating philosophy.

Please bring the following documents with you.

- Xth class mark sheet & certificate indicating your birth date.
- XIIth class mark sheet & certificate.
- Graduation / Diploma certificate.
- Character certificate from college / previous employer.
- Address proof Pan Card & Adhar Card (Mandatory)
- Other relevant educational documents if any.58
- Any one address proof (viz. passport, license, Pan Card Etc).
- Certificates for extra-curricular activities.
- Eight color passport size photographs, two stamp size photograph
- Police Verification
- Pre Medical (Mandatory)

Please note that your appointment is subject to a medical examination and certification by the Company Doctor and reference check from your previous employer.

The gross compensation package has been discussed with you. This compensation package is enclosed. You will also be eligible to other applicable benefits. Your detailed appointment letter and other terms and conditions will be given to you when you join.

Should you have any questions prior to joining, please do not hesitate to contact me.

We look forward to welcoming you to The Oberoi Family.

Thank you,

Yours sincerely,

Maryan

Manjari Sharma Head- Human Resource

ANNEXURE: A

Salary Details

S.No.	Description	Amount
		5800
1	Basic	4700
2	Special Allowance	4500
3	HRA Gross Salary - A	15000
1	Performance Award (On Target Rating)	1500
3	Mediclaim & Personal Accident Insurance	438.6
4	Gratuity	278
5	Company Contribution towards PF	1260
	Other Benefits - B	3476.6
1	Employee Contribution towards PF	1260
2	Cafeteria Deduction	150
2	Deductions - C	1410
	Net Salary A-C	13590
	Total Cost to the Company (CTC) A+B	18476.6

Note:-

- * Performance Award will be subjective to the meeting of desired performance targets.
- Provident Fund will be deducted @ 12% of the Basic and Special Allowance.
- There will be nominal charges deducted from the salary for the cafeteria facility.



Salary & Benefits Offer Terms		
Name	:	Samir Kolpe
Job Title	:	Waiter
Responsibility Level	:	Level - 1
Reporting To	:	Team Leader - Outlet
Effective Date	:	July 01, 2021

Per Month	Per year
11,900	142,800
595	7,140
500	6,000
12,995	155,940
992	11,900
991	11,895
1,983	23,795
1,488	17,856
422	5,068
1,910	22,924
16,888	202,659
	11,900 595 500 12,995 992 991 1,983 1,488 422 1,910

Important Note

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organization will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By Deepall Singhal

Director of Human Resources

Accepted By:

Samir Kolpe

Date:

HYATT REGENCY PUNE Weikfield IT Park, Pune Nagar Road, Pune 411 014 India T: +912066451234 P: +912066451255 pune.regency.tyait.com ArrentHousis Pro Lid Regiment Addres 3- On Perior sent Apartments Surger Line Magn. Surgers Magn. Surgers Magn. Minimum. Ch. USE DIMENSION PT0189471 

Fixed Term Contract

Date: 05 th February, 2021

Dear Karan,

We're delighted to extend this offer to you for the position **Product Associate - Dubai** with Rebel Food Restaurant L.L.C... On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is **14stFebruary2021** and your duties shall commence accordingly. This employment is under fixed term for 3 years and shall be renewed after completion of 3 years from the DOJ.

2. COMPENSATION

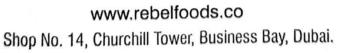
Your monthly compensation is confirmed as "1250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- b. Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.





REBEL FOOD RESTAURANT L.L.C

C

4. CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

- CONFLICT OF INTEREST
 - a. During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
 - b. As per company policy you would be under probation period of 6 months where your performance and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
 - c. You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
 - d. During your employment and for a period of (6) six Months from the cessation of employment with the Firm, you shall not solicit, induce or encourage:
 - i. Any employee of the Company to associate with, or terminate their employment in order to be associated with, you, or any customer, supplier, or competitor with whom you have a connection.
 - ii. Any client, customer or vendor of the Company to terminate their business with the Firm.
 - 2. HARM TO BUSINESS REPUTATION
 - i. You are expected to owe a duty of loyalty to the Company. You must perform your duties towards the Company faithfully, diligently and to the best of your ability.
 - ii. You must refrain from engaging into any conduct that could adversely affect the Company's business or reputation.

3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information
- 4. COMPANY'S PROPERTY
- You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.



5. INVENTIONS AND INTELLECTUAL PROPERTY

a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.

b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.

c. You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.

d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE

a. The Company reserves the right to pay or recover salary in lieu of the Notice Period. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 60 days.



- Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or b. subsequently extended in writing unless you
- Return to work within three days of the commencement of such absence and
- i. Give a satisfactory explanation for such absence in writing. ii.
- Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, c. disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- In case there is termination of services (voluntary/ involuntary) within 3 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at d. the time of joining should be subject to deduction/ recovery along with full-final settlement.
- IF You decide to Leave the company before completion the 3 year of service, you will be required to pay all the recruitment expenses incurred, which amounting to DHS 4000,) e.
- GENERAL 6.
- Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the a. Company may terminate your services at any time without giving any reason or notice thereof.
- Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall b. ensure that you achieve periodical targets set.
- You will be governed by Company's code of conduct or standing orders as issued from time to C. time; in so far they may be applicable to you.
- In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the d. Company on account of your breach.
- At the time of separation from the Company, you must hand over charge and any property or e. material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.

The working hours applicable to you will be the same as observed at your place of posting. You www.rebelfoods.co

Shop No. 14, Churchill Tower, Business Bay, Dubai.



xpected to work extra hours to fulfil your responsibilities or whenever the job so requires.

g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.



Name	Karan Eknath Ohol (U67669969)	
Designation	Product Associate	
Department	Operations	
Location	Dubai	
Salary	(9-Hours) 1000 +2 Hour (200 Aed Fix OT)+50 Fix Break Shift (Total 1250 Aed)+Accommodation +Shift Time Meal	
	10 -12hrs Shift (Monthly 4 Days Off)	
Shift	Fixed Term	
Employment Status		
Insurance	Employee would be covered under company's group health insurance policy. Dental & Optica are excluded.	
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once in 2 years after successful completion of year in the organization.	

Isha Pandit Associate Vice President – HR





Date: 15th January, 2021

Mr. Sanket Page Indira Nagar Pune

LETTER OF OFFER

Dear Sanket,

Thank you for your interest in working with Holiday Inn Express, Pune and Location "Pimpri" (Hereafter "Hotel").

With reference to your application followed by the personal interview dated 15th January 2021 and your meetings with concerned Department Head, Human Resources and the Director of Operations; we are pleased to offer you the position of "**GSA-Front Office**" at the Hotel, on the terms and conditions as set out herein.

For avoidance of doubt, this is an Offer Letter and the employment offered you herein is **subject to** due verification by us of your credentials and requisite background checks from your previous employer(s). Should an adverse finding emerge from said checks and/or verifications, the offer to you herein shall stand withdrawn with immediate effect. Additionally, please note that your appointment would be strictly subject to you successfully clearing the requisite medical tests.

You are requested to kindly meet with the General Manager and collect your formal Letter of Appointment, which shall set out in detail the terms and conditions that will govern your appointment/employment at the Hotel.

At the time of joining, you shall report to the Express Assistant Manager

Your joining date will be 18th January, 2021

We wish you good luck in your endeavors and look forward to an enduring relationship with you.

Please confirm your acceptance of this offer by signing the duplicate copy in writing. Please note if you are unable to sign the Letter of Appointment within the time period that will be communicated to you and/or commence employment on the joining date indicated hereinabove; the offer made herein shall stand revoked and automatically cancelled.

You are required to report at the Hotel on the above stated date at 09:30 A.M. to the General Manager along with mentioned documents as per "Annexure A" of this Offer Letter.

Should you have any questions regarding this offer, please feel free to contact General Manger

Best Regards, For Bargue Hotels Pvt. Ltd.

Accepted

Sanket Page

Nitika Bajaj

Portfolio Director Human Resources

HOTEL IS OWNED BY BARQUE HOTELS PVT. LTD



ANNEXURE "A"

Joining Formalities

At the time of joining you will be required to submit 3 copies of the following documents:

1)Permanent address and age proof – Passport/ Voter ID/ Aadhar Card & PAN Card (mandatory)/ Electricity Bill/ Birth certificate, duly certified as a true copy by you.

2)Experience certificates from the last employer duly certified as a true copy by you.

3)Latest salary slips from your last employer duly certified duly certified as a true copy by you.

4)Academic and educational qualification certificates duly certified duly certified as a true copy by you.

5)Photographs – 9 clear, recent passport size photographs.

6)Police verification.



February 21, 2020

Ms. Ankita Pansare

Sub: Offer Letter

Dear Ankita,

Further to your subsequent interviews with us, we are pleased to offer you the position of Waitress at Hyatt Pune. You would be required to report to the Human Resources Department on April 06, 2020 at 1000 hrs.

The detailed letter of appointment will be issued to you subsequent to your date of joining. Please carry the following documents on your first day of joining, for necessary joining formalities;

- 1. 5 passport size photograph
- 2. Valid ID/Address Proof (PAN Card, Passport, Voter Card, Adhaar Card)
- 3. Educational Certificates (Class X & XII, Diploma / Degree)
- Experience/Relieving Letters from your previous organizations (if applicable)
- 5. One Lock with Two Keys

Please note that this offer is subjected to a medical examination, verification of the documents and other details submitted by you. Management shall have the rights to revoke the same encase any of the above is found to be fraudulent.

Once again, we would like to take this opportunity to congratulate you on the much deserved selection and we wish you good luck for exciting days ahead with Hyatt.

On behalf of Hyatt Pune,

102/2020

Nikhil Raje Human Resources Manager



Hyatt Pune Adjacent to Aga Khan Palace 88, Nagar Road, Kalyani Nagar Pune 411006

Salary & Benefits Offer Terms

Name	Ankita Pansare	
Job Title	Waitress	
Responsibility level	3	
Reporting to:	Food & Beverage Manage	r
Date Effective	April 06, 2020	
Salary Head	Per Month	Per Year
Basic Salary	6,115	73,380
House Rent Allowance	3,058	36,690
Special Allowance	1,835	22,014
Conveyance Allowance	500	6,000
A. GROSS SALARY PER MONTH	11,507	138,084
B. RETIRALS AND OTHER BENEFITS		
PF Contribution @ 12%	1,014	12,167
ESIC Contribution @ 3.25%	374	4,488
TOTAL OTHER BENEFITS	1,388	16,655
C. ANNUAL BENEFITS (Pro rated on monthly basis)		
Leave Travel Allowance @ 1 Mth basic salary per yr	510	6,115
Ex Gratia @ 1 Mth basic salary per yr	510	6,115
TOTAL OTHER BENEFITS	1,019	12,230
COST TO COMPANY	13,914	166,969
HR Manager: Nulet jup 2100	Accepted by:	
General Manager:	Date: 25/02/2	020
Important Note		S Same Case Place

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organization will be considered as a gross misconduct.

The above offer should be accepted within three working days until unless mutually agreed upon in writing. In the absence of the same, the offer shall stand revoked.



February 21, 2020

Mr. Shubham Patil

Sub: Offer Letter

Dear Shubham,

Further to your subsequent interviews with us, we are pleased to offer you the position of **Waiter** at Hyatt Pune. You would be required to report to the Human Resources Department on **April 06**, 2020 at 1000 hrs.

The detailed letter of appointment will be issued to you subsequent to your date of joining. Please carry the following documents on your first day of joining, for necessary joining formalities;

- 1. 5 passport size photograph
- 2. Valid ID/Address Proof (PAN Card, Passport, Voter Card, Adhaar Card)
- 3. Educational Certificates (Class X & XII, Diploma / Degree)
- Experience/Relieving Letters from your previous organizations (if applicable)
- 5. One Lock with Two Keys

Please note that this offer is subjected to a medical examination, verification of the documents and other details submitted by you. Management shall have the rights to revoke the same encase any of the above is found to be fraudulent.

Once again, we would like to take this opportunity to congratulate you on the much deserved selection and we wish you good luck for exciting days ahead with Hyatt.

On behalf of Hyatt Pune,



Nikhil Raje Human Resources Manager

HYATT PUNE

Hyatt Pune Adjacent to Aga Khan Palace 88, Nagar Road, Kalyani Nagar Pune 411006

Salary & Benefits Offer Terms

Name	Shubham Patil	
Job Title	Waiter	
Responsibility level	3	
Reporting to:	Food & Beverage Manager	
Date Effective	April 06, 2020	
Salary Head	Per Month	Per Year
Basic Salary	6,115	73,380
House Rent Allowance	3,058	36,690
Special Allowance	1,835	22,014
Conveyance Allowance	500	6,000
A. GROSS SALARY PER MONTH	11,507	138,084
B. RETIRALS AND OTHER BENEFITS		
PF Contribution @ 12%	1,014	12,167
ESIC Contribution @ 3.25%	374	4,488
TOTAL OTHER BENEFITS	1,388	16,655
C. ANNUAL BENEFITS (Pro rated on monthly basis)		
Leave Travel Allowance @ 1 Mth basic salary per yr	510	6,115
Ex Gratia @ 1 Mth basic salary per yr	510	6,115
TOTAL OTHER BENEFITS	1,019	12,230
COST TO COMPANY	13,914	166,969
HR Manager : 40 101 - 310220	Super! Accepted by: 25/02/2020	
General Manager: Important Note	Date: 25 1021:	2020

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organization will be considered as a gross misconduct.

The above offer should be accepted within three working days until unless mutually agreed upon in writing. In the absence of the same, the offer shall stand revoked.

REBEL

REBEL FOOD RESTAURANT L.L.C

Fixed Term Contract

Date: 09th December 2020

Dear Pavan ,

We're delighted to extend this offer to you for the position **Product Associate - Dubai** with Rebel Food Restaurant L.L.C... On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is 15th December 2020 and your duties shall commence accordingly. This employment is under fixed term for 3 years and shall be renewed after completion of 3 years from the DOJ.

2. COMPENSATION

Your monthly compensation is confirmed as "1,250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- b. Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.

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CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

CONFLICT OF INTEREST 1.

- During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall a. not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
- As per company policy you would be under probation period of 6 months where your performance b. and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
- You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment C. with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
- During your employment and for a period of (6) six Months from the cessation of employment d. with the Firm, you shall not solicit, induce or encourage:
- Any employee of the Company to associate with, or terminate their employment in order to be i. associated with, you, or any customer, supplier, or competitor with whom you have a connection.
- Any client, customer or vendor of the Company to terminate their business with the Firm. ii.
- HARM TO BUSINESS REPUTATION 2.
- You are expected to owe a duty of loyalty to the Company. You must perform your duties towards i. the Company faithfully, diligently and to the best of your ability.
- You must refrain from engaging into any conduct that could adversely affect the ii. Company's business or reputation.



3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information

4. COMPANY'S PROPERTY

- a. You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.



5. INVENTIONS AND INTELLECTUAL PROPERTY

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FOODS

- a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- c. You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE

a. The Company reserves the right to pay or recover salary in lieu of the **Notice Period**. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 60 days.



- b. Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or subsequently extended in writing unless you
- i. Return to work within three days of the commencement of such absence and
- ii. Give a satisfactory explanation for such absence in writing.
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- d. In case there is termination of services (voluntary/ involuntary) within 3 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement.
- e. Since company would pay all your expenses linked to your visa, you undertake to payback your visa fees (prorate of your time worked in the company) in case you voluntarily terminate your employment with us during the course of 3 years contract. (IF You decide to Leave the company before completion the 3 year of service, you will be required to pay all the recruitment expenses incurred, which amounting to DHS 4000,)

6. GENERAL

- a. Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof.
- b. Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall ensure that you achieve periodical targets set.
- c. You will be governed by Company's code of conduct or standing orders as issued from time to time; in so far they may be applicable to you.
- d. In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the Company on account of your breach.

At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.

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Shop No. 14, Churchill Tower, Business Bay, Dubai.



- f. The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.
- g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.

(_____)



Name	Pavan Eknath Patil (U2915175)	
Designation	Product Associate	
Department	Operations	
Location	Dubai	
Salary	(9 Hours) 1000 AED+2 Hour (200 AED Fix OT)+50 Fix Break Shift (Total 1250 Aed)	
Shift	10 -12hrs Shift	
Employment Status	Fixed Term	
Insurance	Employee would be covered under company's group health insurance policy. Dental & Optical are excluded.	
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once in 2 years after successful completion of year in the organization.	

Isha Pandit

Associate Vice President – HR



Initial Offer - Rohit Shivajirao Thaware- Waiter

1 message

Saniya Khanum (Rixos Hotels - Dubai) <saniya.khanum@rixos.com>

Fri, 11 Feb 2022 at 6:08 pm

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To: rohitsthaware@gmail.com <rohitsthaware@gmail.com> Cc: Celil Olam (Rixos Hotels - Dubai) <celil.olam@rixos.com>, Mustafa Kemal (Rixos Hotels - Dubai) <mustafa.kemal@rixos.com>, Ertugrul Yildirim (Rixos Hotels - Dubai) <ertugrul.yildirim@rixos.com>, Yasin Keskin (Rixos Hotels - Dubai) <yasin.keskin@rixos.com>, Eugene Kamanga (Rixos Hotels - Dubai) <eugene.kamanga@rixos.com>, Joemarie Susvilla (Rixos Hotels - Dubai) <joemarie.susvilla@rixos.com>

Dear Rohit,

Greetings from Rixos The Palm Dubai!

We are delighted to confirm our intent offer to you for full time employment as Waiter with Rixos the Palm Dubai Hotel & Suites.

For clarity and transparency reasons, we would be in a position to offer the following remuneration and benefits;

Position	Waiter
Expected joining date	7 March 2022 (depending on visa issuance)
Reporting to	Team Leader
Employment Status	Single status
Monthly basic salary	AED 1,300 /-
Grade	1
Service Charge	You will be eligible after successful completion of probation period
Accommodation	You will be provided by the company suitable accommodation on sharing basis as per policy
Transportation	Provided by hotel
Duty Meals	Up to 3 meals per day in the colleague cafeteria
Vacation ticket	Economy ticket for yourself to your home destination every 24 months
Annual leaves	30 calendar days + public holidays
Working week	6 days a week
Medical insurance	Health Insurance will be provided for yourself as per company policy.
Notice Period	1 month
Others	Should you resign before the completion of the 24 months, all costs incurred to secure your

employment visa / work permit will be deducted from your final dues. These costs being: • Medical charges

Processing of residence visa and labour card costs

Travel costs related to visa change, if applicable

Please confirm your acceptance no later than 13 February.

Requested Documents for Employment to be provided to us within 3 days:

- Colour scan of your passport (all important pages & validity should be minimum of 6 months) in JPG format only
- Coloured passport size photograph (with WHITE background ONLY) in JPG format only (Check attachment for specifications)
- Colour copy of Tourist Visa
- Education Certificate
- Previous employment experience certificate
- Covid Vaccination Certificate (if any)

Forms to be filled and provided

- Personal Information Sheet
- Visa application form
- Visa EID Application
- Beneficiary Form
- Measurement Form
- Job Application

**Please note that your employment with us will depend on clear/fit to work medical results, reference check and successful visa approval.

Thank you and looking forward to your confirmation.

Regards,

Saniya Khanum

RIXOS

Rixos The Palm Dubai Hotel & Suites Saniya Khanum Human Resources Executive Mobile : +971 (55) 876 5133 Rixos The Palm Dubai Hotel & Suites The Palm Jumeirah Crescent East, P.O. Box: 18652 Dubai UNITED ARAB EMIRATES Phone : +971 (4) 4575555 Fax: +971 (4) 368 6697 https://thepalmdubai.rixos.com



Dear Akanksha,

Greetings from Hyatt Punel

Congratulations! This is to inform you that you have been selected for a 6 months Training Program at Hyatt Pune.

You would be required to report to the Human Resources Department on 21st December, 2020 at 10:00 am.

Also written below is the Training Policy of the hotel which you have to abide by

- 1. The Industrial trainees must bring along with them Original hard copy of College No Objection Certificate informing us of the official commencement and end date for their training.
- 2. The Industrial trainee must bring with him/her 2 passport size photographs & details of his/her local guardians/parents.
- 3. The Industrial trainee must furnish a Medical Fitness Certificate (from an MBBS Doctor only): Any previous medical history or prevailing medical concerns must be clearly stated on this Certificate.
- 4. The Industrial Trainees have to manage accommodation on their own; the hotel shall not provide any lodging facilities. The following documents with regards to Residential Address Proof-
- Permanent residence photocopy of Passport or Electricity Bill or Ration Card
- Temporary residence in Pune photocopy of lease agreement
- 5. The Industrial Trainee will be provided a fixed stipend of Rs.5000/-(Rupees Five thousand only)
- 6. The Industrial Trainee shall carry their own uniforms, namely, white full sleeve shirts -2, Black trousers-2, black shoes -1, black tie-1, and Chef uniform- 2 sets.
- 7. A Police Clearance Certificate will be required or its application receipt for our documentation purpose.
- 8. It is advisable that the out station selected candidates reach Pune two to three days prior to the beginning of the training period in order to settle their own accommodation.

Thank you. Glymelle de Souza Tearning Officer

Apogdarikas



REBEL FOOD RESTAURANT L.L.C

Letter off Employment

Date: 05 September 2021,

Dear Prasad,

We're delighted to extend this offer to you for the position of **Product Associate - Dubai** with **Rebel Food Restaurant L.L.C...** On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is **15thSeptember**, **2021** and your duties shall commence accordingly. This employment is under fixed term for **2** years and shall be renewed after completion of **2** years from the DOJ.

2. COMPENSATION

Your monthly compensation is confirmed as "1250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- b. Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.





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REBEL FOOD RESTAURANT L.L.C

4. CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

- CONFLICT OF INTEREST
- a. During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
- b. As per company policy you would be under probation period of 6 months where your performance and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
- c. You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
- d. During your employment and for a period of (6) six Months from the cessation of employment with the Firm, you shall not solicit, induce or encourage:
- i. Any employee of the Company to associate with, or terminate their employment in order to be associated with, you, or any customer, supplier, or competitor with whom you have a connection.
- Any client, customer or vendor of the Company to terminate their business with the Firm.
- 2. HARM TO BUSINESS REPUTATION
- i. You are expected to owe a duty of loyalty to the Company. You must perform your duties towards the Company faithfully, diligently and to the best of your ability.
- ii. You must refrain from engaging into any conduct that could adversely affect the Company's business or reputation.

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REBEL FOOD RESTAURANT L.L.C

3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information

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- a. You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
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5. INVENTIONS AND INTELLECTUAL PROPERTY

- a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- c. You hereby represent and warrant that you shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE .

- a. The Company reserves the right to pay or recover salary in lieu of the **Notice Period**. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.
 - **Notice Period: You need to serve a notice period of 60 days.

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REBEL FOOD RESTAURANT L.L.C

Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or b. subsequently extended in writing unless you

Return to work within three days of the commencement of such absence and

- i. Give a satisfactory explanation for such absence in writing. ii.
- Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company c. as to what constitutes misconduct.
- In case there is termination of services (voluntary/ involuntary) within 2 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at d the time of joining should be subject to deduction/ recovery along with full-final settlement.
- IF You decide to Leave the company before completion the 2 year of service, you will be required to pay all the recruitment expenses incurred, which amounting to DHS 4000,
- GENERAL 6.
- Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the a. Company may terminate your services at any time without giving any reason or notice thereof.
- Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall b. ensure that you achieve periodical targets set.
- You will be governed by Company's code of conduct or standing orders as issued from time to c. time; in so far they may be applicable to you.
- In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the d. Company on account of your breach.
- At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final e. settlement of dues.

The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.

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REBEL FOODS

REBEL FOOD RESTAURANT L.L.C

g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.

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REBEL

REBEL FOOD RESTAURANT L.L.C

Name	PRASAD SUHAS DALE
Designation	Product Associate
Department	Operations
Location	Dubai
Salary	1250 AED+Accommodation +Transportation+Shift Time Meal
Shift	10- hrs Shift (Monthly 4days Off)
Employment Status	Fixed Term
Insurance	Employee would be covered under company's group health insurance policy. Dental & Optical are excluded.
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once i 2 years after successful completion of year in th organization.

Isha Pandit

Associate Vice President – HR

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THE OBEROI, NARIMAN POINT, MUMBAI-400 021, INDIA / TELEPHONE: +91-22-6632 5757, 6632 4343 / WEBSITE: WWW.EIHLTD.COM

18th October, 2021

Mr. Pratik Narayan Dhaigude 2406, Girni Kamgar Vasahat, R.B. Marg, New Hind Mill Compound, Mazgaon, Mumbai- 400010

FTC - 73174

Dear Mr. Dhaigude,

Sub.: Contract for engagement as an "Assistant Steward" in the "Food and Beverage Department" at EIH Ltd. for Unit - Trident Nariman Point & The Oberoi Mumbai.

We are pleased to engage your services on contractual basis as an "Assistant Steward" in the "Food and Beverage Department" based at our hotel at EIH Limited - Trident, Nariman Point and The Oberoi, Mumbai on the following terms and conditions:

1. Tenure of the contract

This contract is for a fixed period of twelve months commencing 18th October, 2021 which shall automatically terminate on efflux of time on close of working hours of 17th October, 2022.

2. Remuneration:

You will be paid a monthly remuneration of Rs.13,000/- (Rupees Thirteen Thousand Only), the breakup of which is as follows:-

Decia Dav	:	Rs. 5200.00
Basic Pay		Rs. 2600.00
House Rent Allowance	•	
Special Allowance	:	Rs. 5200.00
Total	:	Rs. 13,000.00

3. Provident Fund, Employee State Insurance and Bonus You will be covered under the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, and Employee State Insurance Act 1948, as applicable from time to time.

- Also, you shall be eligible for Bonus payment subject to the provisions under payment of Bonus Act, 1965 and as amended from time to time
- You will be entitled to leave @ 21 days per annum (all inclusive) and you will be eligible to 4. Leave avail of it on a prorata basis as available at the time of taking such leave. Please note that the grant of leave will be subject to approval and to exigencies of work in the establishment. You will also be entitled to 7 Paid Holidays in a Calendar Year.

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REGISTERED OFFICE: 4, MANGOE LANE, KOLKATA - 700 001, INDIA CIN: L55101WB1949PLC017981

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5. You are liable to be transferred or deputed from one post (role) to another, from one job to another, or from one department to another and your services are liable to be transferred to any of the Hotels or project operated by the Oberoi Group, whether within or outside India. The Oberoi Group of Hotels shall include all Hotels owned, managed or operated by EIH limited, or any other corporate body/project under to the same group or you may be assigned duties at the discretion of the management. You will be required to render your services in such Institutions or projects/residences in which the Oberoi group has interest and/or occupation either in India or abroad.

6. Your appointment on contractual basis is subject to: a. You being found medically fit by the Company's Doctor.

- b. Appropriate reply from your references.
- c. Clearance from police department.

7. Other Benefits

a. You will also be covered under Hospitalization and Personal Accident Policy for self

b. You will be provided Cafeteria facility while on duty and for which appropriate deduction from your salary will be made by the Company.

8. Termination of Contract

In case your contract is terminated before the expiry date, you will be served with one month's notice or paid one month's total salary in lieu of notice. A similar notice in writing or remuneration in lieu of notice will have to be given by you in case you wish to terminate the contract. During the Fixed Term Contract period, your services are liable to be terminated with immediate effect, if you violate any provisions of the Model Standing Orders applicable to you.

9. General

- a. In view of the contractual nature of your employment with us, you will not be eligible for permanent employment in the Company either during the contractual period or on completion of the contractual period.
- b. It is clearly agreed and understood that other than the benefits mentioned above; you will not be entitled to any other benefits or allowances as applicable to other
- employees of the Company. c. Please note that you will be governed by such terms and conditions as may be applicable to you from time to time.

....3/-

REGISTERED OFFICE: 4, MANGOE LANE, KOLKATA - 700 001, INDIA C1N, L55101WB1949PLC017981

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Internal Use

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THE OBEROI, NARIMAN POINT, MUMBAI-400 021, INDIA / TELEPHONE, +91-22-6632 5757, 6632 4343 / WEBSITE, WWW.EIHLTD.COM

:3:

- 10. The management shall have the right to require you to subject yourself at any time during employment with the Company to medical examination. If you are not found medically fit, you may be terminated at any time by giving you one month's notice or salary in licu thereof. The continuation of your service is subject to your being found and remaining medically, physically and mentally fit.
- 11. You will work in shifts and in break shifts as per the requirements of your department in which you are placed or transferred.

12. Reporting

You will report to Ms. Udiksha Panshikar - General Manager or any other official assigned by the reporting authority and will carry out duties as assigned to you from time to time.

13. Acceptance

If the foregoing conditions are acceptable to you, please sign the duplicate copy of this letter in token of your understanding and acceptance of these terms and conditions.

EIH LIMITED Unit - Trident Nariman Point The Oberoi, Mumbai

CHAN CHITNIS DIRECTOR - HUMAN RESOURCES

kc:jfl

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REGISTERED OFFICE: 4, MANGOE LANE, KOLKATA - 700 001, INDIA CIN: L55101WB1949PLC017981



August 3, 2022

Dear Shubham Bhujang Dorage,

It is our pleasure to extend you an offer to join Atlantis Casino Resort Spa as a J-1 visa participant in the Food & Beverage Department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your I-1 program is a paid learning experience. You will receive \$10.50 per hour plus tips and will be training approximately 32-40 hours per week.

Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than September 1, 2022. We look forward to welcoming you to Atlantis Casino Resort Spa.

Sincerely,

lagidi Chira Pagidi

Corporate Director of Food & Beverage

Shubham Bhujang Glorage **Printed Name**

mas Signature

09 08 2022 Date

3800 5. Virginia Street | Reno, NV 89502 | 775.825.4700 | 800.723.6500 | atlantiscasino.com

Hilton Garden Inn

Date: 1/5/2022

Dear: Raj Gaykar

It is our pleasure to extend you an offer to join the Hilton Garden Inn Atlanta Downtown as a J-1 visa participant in the Housekeeping and Front Desk departments. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$14 per hour and will be training approximately 32-40 hours per week.

A uniform shirt will be provided and a discounted meal program is available during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than January 14th, 2022. We look forward to welcoming you to The Hilton Garden Inn Team!

Sincerely,

Katie Line

Complex Director of Human Resources

Raj Gaykar Printed Name

01/12/2022

12/27/21, 1 37 PM

Recruiting - Dayforce



Congratulations Kedar Honap,

I am pleased to present this offer of employment with Pinehurst, LLC as a Temporary, Intern in the Culinary Department. Your internship program will begin on 02/16/2022 and will end on 02/15/2023.

This offer, in its entirety, is contingent on your ability to secure a J-1 Visa, plus the successful completion of a criminal background check and pre-employment drug screen. A credit check and a satisfactory MVR report are required for applicable positions. Following are the terms of this offer:

Onboarding

- You will report directly to Thierry Debailleul.
- Your tentative onboarding appointment is 02/16/2022. This is also your hire date. Your orientation date will be given at your onboarding appointment. This date is tentative due to your preemployment screenings clearance.

Compensation

- You will be paid bi-weekly at the hourly rate of \$15.00.
- Mandatory Direct Deposit: We pay our employees through direct deposit to their bank account; You must have a bank account in order to be paid. You must also complete the Direct Deposit Enrollment Form that is included in your electronic onboarding forms.

Benefits

- · Uniforms will be provided.
- Housing will be provided. You are required to be fully vaccinated due to shared living space. Proof of full COVID-19 vaccination is required.
- If your J-1 Visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.
- You will have use of amenities at Pinehurst, LLC according to the current Amenity Usage Policy.

Next Steps for Accepted Offer:

- 1. Click Accept. If you accept the offer, you will electronically accept the terms of this offer and acknowledge the terms of your job description.
- 2. You will receive an email from HireRight Customer Support for your required free pre-employment screenings. Please note, these required free pre-employment screenings are time sensitive

https://us61 dayforcehcm.com/MyDayforce/u/Cash/Bdl9UmoldZpHDTTFQ/Common/#

12/27/21, 1:37 PM

Recruiting - Dayforce

and will expire.

- 3 After your pre-employment screenings clear, you will receive an email from Dayforce with your electronic onboarding forms.
- 4 You will be contacted by Pinehurst with details for your onboarding appointment and orientation. At this appointment you will provide documents for employment authorization, fingerprint enrollment, photo ID, name tag and orientation date.
- 5. Your onboarding is complete. Please attend your scheduled orientation. Welcome to the Pinehurst Family!

Next Steps for Declined Offer:

1. Click Decline. If you decline, an email window will automatically open, and we request that you let us know why you declined via email.

Please make your selection to accept or decline below.

We believe our internship program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity is to gain valuable experience with our organization and provide you with a well-rounded U.S. hospitality industry experience.

We are excited about the prospect of having you join our Team!

Sincerely,

Pinehurst Hunan Resources

Pinehurst, LLC Human Resources Careers@pinehurst.com (910)-235-8183

Accept

Reject

https://us61 dayforcehcm.com/MyDayforce/u/Cash/Bdl9UmoldZpHDTTFQ/Common/#

Recruiting - Dayforce

12/27/21, 1.40 PM



Congratulations Sumeet Arun Jagdale,

I am pleased to present this offer of employment with Pinehurst, LLC as a Temporary, Intern in the Culinary Department. Your internship program will begin on 02/16/2022 and will end on 02/15/2023.

This offer, in its entirety, is contingent on your ability to secure a J-1 Visa, plus the successful completion of a criminal background check and pre-employment drug screen. A credit check and a satisfactory MVR report are required for applicable positions. Following are the terms of this offer:

Onboarding

- · You will report directly to Thierry Debailleul.
- Your tentative onboarding appointment is 02/16/2022. This is also your hire date. Your orientation
 date will be given at your onboarding appointment. This date is tentative due to your preemployment screenings clearance.

Compensation

- You will be paid bi-weekly at the hourly rate of \$15.00.
- Mandatory Direct Deposit: We pay our employees through direct deposit to their bank account; You
 must have a bank account in order to be paid. You must also complete the Direct Deposit
 Enrollment Form that is included in your electronic onboarding forms.

Benefits

- · Uniforms will be provided.
- Housing will be provided. You are required to be fully vaccinated due to shared living space. Proof
 of full COVID-19 vaccination is required.
- If your J-1 Visa is approved, it is understood that the program offered is for training purposes only
 and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find
 secondary employment outside of our organization.
- You will have use of amenities at Pinehurst, LLC according to the current Amenity Usage Policy.

Next Steps for Accepted Offer:

- 1. Click Accept. If you accept the offer, you will electronically accept the terms of this offer and acknowledge the terms of your job description.
- 2. You will receive an email from HireRight Customer Support for your required free pre-employment screenings. Please note, these required free pre-employment screenings are time sensitive

https://us61 dayforcehcm com/MyDayforce/u/CashfBdi9UmoldZpHDTTFQ/Common/#

12/27/21, 1 40 PM

Recruiling - Dayforce

and will expire.

- 3 After your pre-employment screenings clear, you will receive an email from Dayforce with your electronic onboarding forms.
- 4. You will be contacted by Pinehurst with details for your onboarding appointment and orientation. At this appointment you will provide documents for employment authorization, fingerprint enrollment, photo ID, name tag and orientation date.
- 5. Your onboarding is complete. Please attend your scheduled orientation. Welcome to the Pinehurst Family!

Next Steps for Declined Offer:

1 Click Decline. If you decline, an email window will automatically open, and we request that you let us know why you declined via email.

Please make your selection to accept or decline below.

We believe our internship program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity is to gain valuable experience with our organization and provide you with a well-rounded U.S. hospitality industry experience.

We are excited about the prospect of having you join our Team!

Sincerely,

Pinehurst, LLC Human Resources Careers@pinehurst.com (910)-235-8183

Pinehust Human Resources

Reject Accept

https://us61.dayforcehcm.com/MyDayforce/u/CashfBdl9UmoldZpHDTTFQ/Common/#



Date: August 10, 2022

Dear: Prashant Pratap Kambale,

It is our pleasure to extend you an offer to join Grand Galvez Hotel & Spa as a J-1 visa participant in the Culinary Dept. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive minimum \$<u>10.00</u> per hour, and will be training approximately 32-40 hours per week.

We will provide housing for you during your program at cost of \$_400.00 per month. Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than <u>August 20, 2022</u>. We look forward to welcoming you to the Grand Galvez!

Sincerely,

Lanell Gueydan

Corporate Director of Human Resources

Printed Name

ALC: NOT

Signature

Date

Grand Galvez Hotel & Spa • 2024 Seawall Blvd. • Galveston, TX 77550 • 409-765-7721

Pre - Offer Letter

Date: 30-08-2021

Shubhangi Kamble 8/31, Shraddha Garden, Gawade Park, Opp Tata Motors, Chichwad Pune -411033

Dear Shubhangi Kamble,

With reference to your application and subsequent interview you had with us we are pleased to inform you that we have decided to employ you as "Steward" at Miadiamante Food & Beverages Pvt. Ltd located at Mumbai.

Compensation for your services is detailed in the annexure attached. You are requested to report on or before 06-08-2021 at the address mentioned below:

Miadiamante Foods Beverages Pvt Ltd, Park Grandeur, Shop No 14 & 15, S No 19, Pune, Maharashtra 411045, India

At the time of your Joining please ensure that following document are submitted to the HR department.

- 1. Photo ID Proof (Pan Card/ Aadhar Card/ Passport)
- 2. Address Proof (Passport/ Aadhar Card/ Electricity Bill/ Rental Agreement)
- 3. Education Certificates
- 4. Proof of Birth (Passport/ School Leaving Certificate)
- 5. Experience Letter / Relieving letter/ Acceptance of Resignation Letter
- 6. Last 3-month Salary Slips
- 7. 3 recent size photographs

One copy of this offer should be duly signed in token of your acceptance within 2 days of receiving this letter failing which this offer stands canceled. Detailed appointment Letter will be provided on the day of your joining.

Please note that this offer is subject to verification of your credentials, a satisfactory medical clearance & reference check.

In case of any further clarifications or assistance please do not hesitate to contact the Human Resources Department.

We welcome you onboard and look forward to your long association with us!

Best wishes, For Miadiamante Food & Beverages Pvt. Ltd.

Vighnahar Mohite Manager – Human Resources

Accepted By Employee Name

Salary Annexure :

NAME DESIGNATION DOJ	Shubhangi Steward 06/09/2021	Kamble		
MONTHLY BENEFITS	MONTHLY	ANNUAL	DEDUCTIONS	MONTHLY
BASIC	11400	136800	P.F.	1368
HRA	2600	31200	ESI	105
			Р.Т.	200
			TOT DED.	1673
SUB TOTAL A	14000	168000	NET PAY	12327
PERIODICAL BENEFITS BONUS / EX GRATIA 8.33% SUB TOTAL B	950 950	11395 11395		
STATUTORY BENEFITS				
EMPLOYER PROVIDENT FUND	1482	17784		
EMPLOYER ESIC	455	5460		
GROUP GRATUITY 4.81%	548	6576	н - с. т.	
SUB TOTAL C	2485	29820		
TOTAL CTC (A+B+C)	17435	209215		



August 3, 2022

Dear Ranjith Ravinda Kamthe,

It is our pleasure to extend you an offer to join Atlantis Casino Resort Spa as a J-1 visa participant in the Food & Beverage Department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$10.50 per hour plus tips and will be training approximately 32-40 hours per week.

Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than September 1, 2022. We look forward to welcoming you to Atlantis Casino Resort Spa.

Sincerely,

Mina Kagich Chira Pagidi

Corporate Director of Food & Beverage

Ranjit Ravindra Kamthe Printed Name

p. Kouth Signature

10 08 2022 Date

Tom Chiawourd (4) (4) (4)

3800 S. Virginia Street | Reno, NV 89502 | 775.825.4700 | 800.723.6500 | atlantiscasino.com

Gene Roche Human Resources Director

Hyatt Regency Tamaya Resort & Spa 1300 Tuyuna Trail Santa Ana Pueblo, NM 87004 Direct Line: 505.771.6106 Fax: 505.771.6191



January 5, 2023

Shreyash Umesh Kanse T5 Exchanges J-1 Intern Culinary

Dear J-1 Participant,

It is our pleasure to extend you an offer to join the Hyatt Regency Tamaya Resort & Spa as a J-1 visa participant in the Culinary department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$15.00 per hour. Training will be approximately 32-40 hours per week.

We will provide housing for you during your program at cost of \$600.00 per month. Uniforms will be provided as well as meals, during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible. We look forward to welcoming you to the Hyatt Regency Tamaya Resort & Spa.

Sincerely Tasha Gunn

Assistant Director of Human Resources

KANASE SHREYASH Printed Name

No-

11-01-2023 Date

Signature

October 07, 2021



Mr. Dhananjay Sondeep Khöt F8/E Monika Garden Ramgar Nagar, Pimpri Pune-411018

Dear Dhananjay

Congratulations! It gives us great pleasure to inform you that you have been selected as a Guest Service Associate in the Front Office department at Trident, Hyderabad.

You have successfully completed the selection process. This is a commendable achievement. We are known for exacting selection standards.

You are requested to report to the General Manager, Trident, Hyderabad or any other official assigned by the reporting authority at 10.00 am on October 11, 2021 at Trident, Hyderabad.

Please bring the following documents with you:

- Class X certificate indicating your age
- Graduation / IHM Diploma / No Objection Certificate
- Relevant education and experience certificate
- Eight colored, passport-sized photographs on a red background and two colored, stamp-sized photographs
- Proof of identity (Copy of PAN Card (Mandatory) and Passport / Voter Identity Card / Driving License)
- Police Verification (Mandatory)**
- Proof of address Copy of Aadhar Card to open Bank Account (Mandatory)
- Two reference letters (other than your relatives)

Your gross compensation package is enclosed as an annexure to this letter. You will be eligible for other, benefits, as applicable. A letter detailing the terms and conditions of your appointment will be given to you when you join us.

This offer is subject to a medical examination and certification by the company doctor and positive reference feedback.

Should you have any questions prior to joining, please do not hesitate to contact Mr. Mohammed Uvais, Head-Human Resources at +91-8886048460.

We look forward to welcoming you to our team!

Sincerely Dhiraj Mehta

General Manager

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Perelación activitado batello



Hyderabad

November 13, 2021

Mr. Pintu Kushwaha Shiva Shankar Nagar Bilosari Pune-411039

Dear Pintu

Congratulations! It gives us great pleasure to inform you that you have been selected as a Guest Service Associate in the Housekeeping department at Trident, Hyderabad

You have successfully completed the selection process. This is a commendable achievement. We are known for exacting selection standards.

You are requested to report to the General Manager, Trident, Hyderabad or any other official assigned by the reporting authority at 10,00 am on November 22, 2021 at Trident, Hyderabad.

Please bring the following documents with you:

- Class X certificate indicating your age
- Graduation / IHM Diploma / No Objection Certificate
- · Relevant education and experience certificate
- Eight colored, passport-sized photographs on a red background and two colored, stamp-sized photographs
- Proof of identity (Copy of PAN Card (Mandatory) and Passport / Voter Identity Card / Driving License)
- Police Verification (Mandatory)**
- · Proof of address Copy of Aadhar Card to open Bank Account (Mandatory)
- · Two reference letters (other than your relatives)

Your gross compensation package is enclosed as an annexure to this letter. You will be eligible for other benefits, as applicable. A letter detailing the terms and conditions of your appointment will be given to you when you join us.

This offer is subject to a medical examination and certification by the company doctor and positive reference feedback.

Should you have any questions prior to joining, please do not besitate to contact Mr. Mohammed Uvais, Head-Human Resources at +91-8886048460.

We look forward to welcoming you to our team!

Sincerely Dhiraj Menta

General Manager

OPPO A96

Pristan on all of the second

HITEC City, Near Cyber Towers, Machapur, Hyderabad - 500 081, India

T+914066237323 F+914066737333 E reservations@tridenthole.s.com www.tridentholes.com A Unit of Octden Jubilee Hotels Private Limited Registered Office Survey No.64, Besice On Ipoka, avecina, Madhapur Hyderabad 500.081

CIN U45100T01936P10025984

PINTU | Bengaluru,Bangalore Division | 2024.05.17 22:16



November 22, 2021

Mr. Pintu Khushwahá Sr No: J Gáikwad Nagar Dighi, Near Parande Gotha Dighi Camp Pune-411015

Sub: Appointment as "Guest Service Associate in Housekeeping"

Dear Pintu

Plankal in Micropol encor Congratulations! With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected for the position as mentioned above on the following terms and conditions.

1. Your appointment will be in Responsibility Level 09, with effect from November 22, 2021. Your monthly emoluments are as follows:

a) Basic Salary	1	Rs.	5600/-	
b) House Rent Allowance	:	Rs.	4900/-	
c) Special Allowance	:	Rs.	4500/-	
Total	•	Rs.	15000/-	ė.

2. You will be eligible for the benefits of ESI (based on applicability), Provident Fund and Gratuity as per law and appropriate deductions will be made from your salary in this regard. Similarly, the Company will also make appropriate contributions under ESI and PF schemes. You shall be eligible for Bonus payment subject to the provisions under payment of Bonus Act, 1965 and as amended from time to time.

3. You will be on probation for a period of six months from the date you report for duty. After expiry of the probationary period, it is open for the management to either confirm your services or extend your probationary period. Such an extension may be granted for a maximum of 6 months, in two consecutive periods of 3 months each. During the probationary period, or the extended probationary period, the services may be terminated by either party without assigning any reason, without any notice or salary in lieu thereof.

HITEC City Hear Cyber Towers, Madhapur, Hyderabad - 500 081, Tislia T -9, 40 6623 7323 - F -93 40 6623 2333 - E-resorvationsqlittidenthatols.com - www.tridenthatels.com A Unit of Baldien Juddee Hotels Private Limited Registered Office: Sorvey No. B4: Heade Shilpakalavedika, Madhapur, Hyderabad-500 080,

CIN DASHERGERSON PROCESSOR

PINTU | Bengaluru, Bangalore Division | 2024.05/17 22:16

- 4. After confirmation, your services may be terminated by the Management subject to one month's notice in writing or payment of one month's salary in lieu of notice. A similar notice of one month's will have to be given by you in case you wish to leave the services of the Company. Keeping in view its interests and the exigencies, the Company may at its sole discretion require you to serve the full notice period or accept salary or adjust leave in lieu of the full or part notice period.
- For purpose of discipline and conduct, you will be governed by the relevant Standing. Orders, terms and conditions and house rules that are currently in force or may become applicable in future.
- 6. You will be entitled to Privilege Leave, Casual Leave and Sick Leave as per the Leave Rules currently in force or which may become applicable in future.
- 7. The following facilities will be provided to you:

ww)Cafeteria for which there will be monthly deduction of Rs. 150/- from your salary. xx) Uniforms

yy) Locker facilities

- The Management, however, reserves the right to provide / make any modifications to any of the above facilities / recovery amounts, as it deems fit.
- 9. You will be governed by the various labour / establishment / social welfare laws that are currently in force or may come in force in the future and are applicable to your category of employees, not-withstanding the terms and conditions contained in this letter of appointment.
- 10. You will retire on attaining the age of 58 years or on being declared medically unfit for services by the Company's medical board.
- 11. Your services are liable to be transferred to or deputed to any of the hotels belonging to Oberoi Group of Hotels in India or abroad. For purposes of Gratuity, your services will be deemed continuous from the original date of your joining. Oberoi Group of Hotels will include all hotels owned, managed or operated by EIH Ltd. or Oberoi Hotels Private Ltd. or Indus Hotels Corporation Ltd. or any other corporate body belonging to the same group of companies.
- 12. In case of transfer, it is clearly understood and agreed that you will be governed by the relevant terms and conditions, standing orders and house rules applicable to the staff of the unit to which you are being transferred.

Mr. Pintu Khushwaha

- 13. The Company attaches considerable importance to a high level of physical fitness, personal grooming, dress and deportment. You will be required to ensure that you achieve and maintain the required level of physical fitness by following the physical fitness program prescribed by the Company from time to time. Periodic medical examination will also be taken to assess the state of your physical fitness, medical fitness. Failure to clear any of the above will result in discharge from service.
- 14. The Organization's "people philosophy" places considerable importance on individual career growth and personal development. We expect you to perform with the highest level of dedication and sincerity at all points of time, in whichever position or function deemed fit for you by the Management.
- 15. You are required to maintain confidentiality at all times regarding your job and Company policies so as not to harm the interests of the Organization. You will also not take up any activities prejudicial to the interests of the Company or conduct any business or professions without the written consent from the Company.

Please confirm the acceptance of this offer by signing the duplicate copy of this letter and return it to us at the earliest. We are happy to welcome you to our Organization and look forward to a long and mutually rewarding association.

Sincerely,

For Trident, Hyderabad

Dhiraj Mehta General Manager

I have understood the above Mentioned terms and conditions And I accept the same. Name: Mr. Pintu Khushwaha

Signature:

NTU | Bengaluru, Bangalore Division | 2024.05.172



Letter of Intent

2 messages

Suresh Raju <hrm@rdhyderabad.com> To: omkarmali411@gmail.com Cc: ddabholkar@radisson.com, Thevar, Murugan <murugan.thevar@radisson.com>

Dear Omkar,

Congratulations!

We take pleasure to intimate you of your selection as **Guest Service Associate** – **F&B Service** , **Radisson Blu Plaza Hotel Banjara Hills**.

Mon, 23 Aug 2021 at 8:50 pm

This Letter of Intent (email) is being issued in lieu of your assignment at the hotel which commences w.e.f Monday – 30th August 2021 on the salary as mutually agreed. Your Letter of Appointment, with all details, shall be given to you upon joining the **Radisson Blu Plaza Hotel Banjara Hills**. We request you to provide us

with a confirmation on the above latest by **Thursday – 26th August 2021.**

You will be required to contact Human Resources Department for all your joining formalities.

Please produce the following documents in original and one photocopied set prior to the joining on or before **30th August 2021**.

- 1. 10th and 12th standard certificates (for proof of Date of Birth)
- 2. Proof of qualifications (Certificate, Degree, Diploma etc)
- 3. Passport size photographs 8 nos
- 4. Proof of permanent and local address
- 5. ID Proof (Passport, Driving License, Voter Card etc)
- 6. Relieving letter from present employer
- 7. Pay slips of present employer
- 8. Experience Certificates
- 9. Copy of Pan Card
- 10. Copy of Aadhar Card

Also please note that you are required to report to the hotel to work in white shirt, Black trousers, black shoes /black socks & black leather belt.

Radisson Hotel Group is one of the world's premier hotel companies with a portfolio of extraordinary brands & we aspire to be the company of choice for our guest, talent & partners. I urge you to revisit our brand website www.radissonhotels.com at regular intervals, which shall also familiarize you with more global updates.

Wishing success ahead!

Thanks & Regards,

Suresh Raju

Manager Human Resources

T: +91 406 733 1133, D: +91 404 911 1133

F: +91 406 733 1122, M: +91 80080 28886

hrm@rdhyderabad.com

https://www.radissonhotels.com/en-us/hotels/radisson-bluhyderabad-banjara-hills

Radisson Blu Plaza Hotel Hdyerabad Banjara Hills 8-2-409, Rd No. 6, Banjara Hills, Hyderabad 500034, India

Radisson

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Celebrate your love. We'll make it possible!

For more information or to know about our special packages call +91 87908 88365, 40 6733 1133 or email events@rdhyderabad.com



Please consider the environment before printing this e-mail.

The information contained in this email is intended only for the person or the entity to which it is addressed and may contain confidential and/or privileged material. If you are not the intended recipient of this e-mail, the use of this information or any disclosure, copying or distribution is prohibited and may be unlawful. Email transmission cannot be guaranteed to be secure or error free. Therefore, we do not represent that this information is complete or accurate and it should not be relied upon as such. If you received this in error, please contact the sender and delete the material from any computer. Although the sender endeavours to maintain a computer virus free network, the sender does not warrant that this transmission is virus free and will not be liable for any damages resulting from any virus transmitted.

OMNI & RESORTS the homestead | virginia

April 1, 2022

Monica Pawar

Dear Monica:

It is our pleasure to extend you an offer to join The Omni Homestead as a J-1 visa participant in the Front Office department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$12.00 per hour wage. You will be training approximately 32-40 hours per week.

We will provide housing for you during your program at cost of \$80.00 per week. Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating, and returning this letter to us as soon as possible, no later than April 15, 2021. We look forward to welcoming you to The Omni Homestead.

Sincerely,

Wally Robeson

Wally Robeson Director of Associate Services

Pawar Monika

Printed Name

Judar.

Signature

06 May 2022 Date



Date: August 9, 2022

Dear: Shriya Rajesh Purandare,

It is our pleasure to extend you an offer to join Grand Galvez Hotel & Spa as a J-1 visa participant in the Culinary Dept. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive minimum \$_10.00_per hour, and will be training approximately 32-40 hours per week.

We will provide housing for you during your program at cost of \$_400.00 _____ per month. Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than <u>August 20, 2022</u>. We look forward to welcoming you to the Grand Galvez!

Sincerely,

Lanell Gueydan

Corporate Director of Human Resources

Printed Name

Signature

Date

Grand Galvez Hotel & Spa • 2024 Seawall Blvd. • Galveston, TX 77550 • 409-765-7721



16 December, 2021

Bhagyashri Raut Mumbai

Dent Bhagyashri,

Congratulations! Based on your application and the interview, we are pleased to offer you the position of "Hostess" on Fixed Term Contract in Food & Beverage department with effect from 20 December 2021, as operators of Pallazzio Hotels & Leisure Ltd., The St. Regis Mumbai.

STREGIS

MUMBAI

However, this offer is subject to you being declared medically fit by the company's Doctor, satisfactory references from your referees, as well as background checks by our authorized partner.

The break-up of your salary and details of benefits are mentioned in the attached 'Details of Compensation & Benefits'.

Please report to the Human Resources Department at 09.30 hrs. with photocopies of the following documents:

- Proof of Date of Birth (Birth certificate or Passport or Ration Card)
- Educational Qualifications
- All Experience certificates of previous employment
- Experience certificates or Resignation acceptance letter of Previous/immediate employment
- Marriage Certificate (if married)
- PAN Card (Compulsory)
- Aadhaar Card (Compulsory)
- 4 passport-sized photographs
- Universal account number of previous employment(if applicable)or cancelled cheque (New P.F enrollment)

If the above terms are acceptable to you, Please revert with your acceptance to this LOI by sending us a signed copy of the same within seven (7) days of the date of issuance of this letter, failing which this offer shall stand cancelled.

on

Welcome aboard!

S. David Naidu Director of Human Resources

Candidate's acknowledgement: Agreed & Accepted by _____

462 Senapati Bapat Marg Lower Parel, Mumbai 400013



STREGIS MUMBAI

Details of Compensation & Benefits

Salary	<u>Bhagyashri Raut – Hostess</u>	
	As per property monthly pay slip and subject to statutory deductions & income tax:	
	Basic	9,450/-
	House Rent Allowance	4.050/-
	Gross Salary	13,500/-
_	Employer's PF Contribution	1,134/-
Benefits	ESIC	439/-
M. J. J	Total Remuneration (Cost to the Company)	15,073/-
Medical:	You will be eligible to participate in the Hotel's health insura	nce scheme :
A	 Mediciaim Insurance of Rs. 2,00,000/- (for sell children) 	f, spouse & up to 2
Annual Leave, Holidays and Days Off:	revised from time to time based on business needs. However, if you leave the organization, then any un-availed PL will be en-cashed on gross salary (on basic if duration of service is less than a year) up to a maximum of 30 days. Leave entitlement will be 24 privilege leaves (PL) and 08 Casual Leaves per annum. Apart from the above, you will be also entitled to National and Festival Holidays as per the list issued by the Hotel at the beginning of each maximum Year.	
Gratuity:	and to the (o) days on in a month, as per Marriott India policy	
Other Benefits	Is applicable in accordance with the Act. You will also be entitled to the following benefits:	
Room Rate Discount	Discounted F&B and room rates at all Marriott hotels worldwide, for friends and family.	
Confidentiality:	You shall not disclose, divulge or communicate in any manner, any information regarding your compensation to any employee of the Company, or anyone outside the Company, except your Department Head or Director of Human Resource.	
Duties & Responsibilities:	You shall devote your working time of 1 ff	in itesource.
Loyalty Program	You shall devote your working time and effort to the business of the Hotel. In general, you are eligible to participate in the Marriott Bonvoy loyalty program through Associate Membership. Activated associate membership may be able to earn points on qualifying stays, achieve Marriott Bonvoy Elite status, and redeem points. Associate rules for participation "Activation to the status"	
This attachment is and f	points. Associate rules for participation, "Associate Mem Stay", "Qualifying Charges", "Qualifying Rate" and other re- are defined by Loyalty Program Terms & Conditions as a time. Please contact EmployeeAccounts@marriott.com for e	lite status, and redeem nbership", "Qualifying strictions or exclusions

This attachment is and forms part of the offer letter dated 16 December 2021.

on_

6

S. David Naidu Director of Human Resources

Candidate's acknowledgement: Agreed & Accepted by _____

462 Senapati Bapat Marg Lower Parel, Mumbai 400013



March 2, 2022

Dear Akhil subhash Rode:

On behalf of Davidson Hospitality Group, I am pleased to confirm your internship at the following hotel:

Position Title: Hourly wage:	Hotel Intern – Culinary Rotation
Location:	\$17.00 average Margaritaville Resort Palm Springs
	1600 N Indian Canyon Drive
	Palm Springs, CA 92262
Primary Supervisor:	
competvisor.	Cameron Petrelli – Director of Food and Beverage
Training Dates	May 23, 2022 – May 22, 2023
Primary Supervisor: Training Dates	Palm Springs, CA 92262 760-327-8311 tel Cameron Petrelli – Director of Food and Beverage cpetrelli@margaritavilleresortpalmsprings.com

To begin the application process, you will first need to obtain the application documents from your sponsor. You must submit your completed application directly to your local representative. Davidson Hospitality will work with your sponsor and provide you with a completed DS-7002 to submit along with your application.

Your hourly rate is noted above. This rate may be considered an average of several different positions. Please note that when you are working in a tipped position, you will be paid a lower hourly rate. You will be scheduled an average of 32-40 hours per week. There will be some weeks that are more or less, based on business levels. Overtime is paid if you work over 40 hours.

Travel expenses to and from the United States, as well as application fees are your responsibility. To ensure a smooth start in this country, we recommend that you plan to arrive Friday or Saturday of the week as your orientation will start the following Tuesday.

The cost and application for your J-1 Visa is also your responsibility. Please keep us informed of any problems or delays you may encounter in getting your Visa. Please communicate your travel arrangements and any other needs via email to <u>vjovanoski@davidsonhospitality.com</u> and your supervisor. We will need advance notice of **30 days** to ensure availability of temporary housing.

Davidson Hospitality Group One Ravinia Drive, Suite 1600 Atlanta, GA 30346 678-349-0909 www.davidsonhospitality.com



The hotel will offer temporary housing for up to **2 weeks** in your sponsor hotel. This offer is dependent on availability and you may be asked to share a room with another intern. The company will offer a meal plan while you are living in the hotel. Each hotel handles this differently, so be sure to find out how your property manages the expenses first.

Your Supervisor and the hotel staff will help you with the search for housing. We will have some recommendations for you in advance, but we recommend that you do some research prior to arrival to get a perspective on housing costs. Housing expenses will be your responsibility. It is also highly recommended to have a roommate to keep your housing costs as low as possible. Please be aware that many apartments may require a security deposit of up to 2 months rent. We typically advise a student to have at least \$2000 - \$2500 US dollars in start-up cash for deposits, groceries, etc.

The property will provide the main components of your uniform which will include shirt, jacket, and vest if needed. You will need to supply the following: black comfortable, non-skid shoes (preferable not tennis shoes), black pants (no jeans or stripes), and a black belt. It is also recommended that you bring a white business shirt and tie, although not required.

Finally, our company has a drug-free workplace policy. Upon arrival you must submit to a drug test immediately. Your manager will provide instructions on the procedure. Failure of the drug test or failure to take the test will result in immediate termination of your internship.

Should you accept our offer, please sign and return a copy via scanned e-mail to <u>vjovanoski@davidsonhospitality.com</u> within **7 days**. Please note that this letter does not constitute an employment contract and that your training with Davidson Hospitality Group is at will.

If you have any questions, please do not hesitate to ask. We look forward to having you at the

Margaritaville Resort Palm Springs!

Warm regards,

Venesa Jovanoski Talent Acquisition and Visa Specialist Davidson Hospitality Group 219-629-4543 tel

Name

Internship offer confirmed this ____/ ___, 20____

Signature

Davidson Hospitality Group One Ravinia Drive, Suite 1600 Atlanta, GA 30346 678-349-0909 www.davidsonhospitality.com

Mansi Avadhut Shabaskar Spirit Cultural Exchange Austin Marriott Downtown - White Lodging, Austin, TX 6/1/2023 - 5/31/2024 Internship Program 2023 Housing Options Cost of Housing: \$1,000+ per month See attachment for long-term housing recommendations Penalties for early move out of housing: Varies by location Varies by location Number per room: Co-ed Housing: Yes Deposit Amount: Varies by location Deposit Due: Depends on Location Deposit Terms: Varies by location Includes: Varies by location Total Amount Due Upon Arrival: Varies by location Furniture Included: Varies by location Bed Linens Included: Varies by location Utilities Included: Varies by location Physical address of housing: Varies by location Housing distance from worksite: Varies by location Transportation Cost To Training Site: Varies by location Transportation To Training Site: Varies by location Additional Host Company and Area Information Total Number of Employees: 350 Number of International Employees: 12 Public Transportation: CapMetro (www.capmetro.org) offers services throughout the city from \$1.25-\$3.50 per ride. Community Type: City Community Info Website: http://www.austintexas.org Other: Cultural Activities: Austin is home to a variety of neighborhoods, each of which offers unique experiences! Visitors can listen to live music, try new foods, and visit exciting shops. For more information, visit www.austintexas.org/things-to-do/entertainment-districts/. Each year, the Circuit of the Americas hosts a FormulaOne car race! For more information, visit www.austintexas.org/things-to-do/attractions/cota/. A variety of famous music festivals occur each year in Austin, including Austin City Limits and the South by Southwest Festival! Each event hosts different music types and experiences. For more information, visit www.austintexas.org/music-scene/festivals/. Volunteering is a great way to meet new friends and learn more about your community. Volunteer ATX offers a variety of activities based on your interest and you can sign-up at https://volunteeratx.com/. Social Security Information (also see www.ssa.gov) Participant can apply for Social Security Number after arrival. Nearest Social Security Office to Employer: 1029 Camino La Costa, Austin, Texas, 78752 May participants start working before their Social Security Number is issued?: Yes Are participants able to receive a paycheck before their Social Security Number is issued?: Yes Travel Instructions to Host Company Participant must contact Cameron Carlin at 1-512-457-1111 or cameron.carlin@whitelodging.com to confirm arrival plans at least before arrival. Closest Airport to Employer. Austin-Bergstrom International Airport Airplane: Airport Code: AUS Suggested Arrival Time: Flexible Willing to Pick Up?: Yes Arrival Instructions: Host Company will provide pick-up from Austin-Bergstrom International Airport if a minimum of 2 weeks notice is provided. Closest Bus Station to Employer: 916 E Koenig Lane, Austin, Texas Bus: Bus Company: Greyhound Suggested Arrival Time: Flexible (also see www.greyhound.com) Willing to Pick Up?: No Arrival Instructions: Upon arrival in Austin, participant is responsible for arranging taxi or rideshare transportation to their housing location. Closest Train Station to Employer: 250 N Lamar Boulevard, Austin, Texas Train: Train Company: Amtrak Suggested Arrival Time: Flexible (also see www.antrak.com) Willing to Pick Up?: No Arrival Instructions: Upon arrival in Austin, participant is responsible for arranging taxi or rideshare transportation to their housing location. Spirit Cultural Exchange, 137 North Oak Pack Avenue, Suite 304, Oak Pack, Illinois 60301 USA Tel 708 763,8940 Fax 708 763 8949 Web www.spintewhange.com/inul-intem@spintewhange.com Page 2 of 3

S.	SPIRIT Spirit Cultu	ural Exchange - Internship Program	Constant of the second s		5.5	104.24
		The Internship Program Program Offer must be signally the participant and return	ed to Spirit via criteri in	han April 12, 2023. Iship/Training:	6/1/2023	to 5/31/2024
		Education Pvt Ltd				((6))))
	Spirit Representative Signature: 🖌	manne Kolasa	Printed Name:	Suzanne Kolasa	Date:	4/5/2023
	Host Company Representative Signature	e Cand				20.
	These electronic signatures indicate that the Host	st Company has given Spirit verbal or written consent to offer a Offer.	position to the above named p	articipant within the te	ms of this Inte	mship Program
		Host Company Inform	nation			
	Host Company Name: Austin Marri	iott Downtown - White Lodging				
	Type of Business: Hotel					
	Street Address: 304 East Ces	sar Chavez Street City:	Austin S	tate: TX	Zip:	78701
	Mailing Address: 304 East Cos	sar Chavez Street City:	Austin S	tate: TX	Zip:	78701
	Phone: 1-512-457-1111 Fax: N	Not Available			•	
	Website: http://www.mprriott.com/e	m-us/holels/ausmel-austin-marriott-downtown/			<u>.</u>	
	Toll Free Number in the USA: Not	t Available Emergency Phone:	1-800-390-0978 (Spin	it)		
	Employer Contact Name: Can	meron Carlin Contact Email:	cameron.carlin@white	lodging com		
		See the following pages for housing options, area infor-	nation and available positions.			
		Acceptance of Internship P	rogram Offer		National States	Sala and

ngree to the following: (please initial each point):

I agree to accept this Intenship ProgramOffer from the Spirit cooperating Host Company listed above for my entire programperiod. I plan to arrive on time, and understand that in order to ensure a timely start date, I must communicate my final travel plans directly to my Host Company at least two weeks before arrival

- MS I understand that by accepting this Intenship ProgramOfer, I amagreeing to train at the above named Host Company per the terms listed on the following pages of this document. I understand that I must contact Spirit in case I have any trouble with my Host Company or housing that I cannot reconcile on my own.
- M5 I understand that housing deposits may be required before or upon arrival at the Host Company, and I accept and will abide by the housing terms listed on the following pages. I have enough nuncy available to me to cover these deposits, ground transportation to the Host Company and daily living expenses for at least two weeks after arrival in the USA, up to or exceeding \$1000.
- MS I understand that if business is slow, the Host Company may need to reduce my hours and that I may be laid off after arrival for unforeseen business reasons. In case of such layoff, Spirit will assist me to identify an alternative training position, per the terms listed on ny Participant Agreement. If amfired for insufficient performance, unprofessional behavior, or breaking Host Corpany rules or US law, ny program will be ended or terrinated if warranted.
- M5 I understand that I must validate my programby checking in with Spirit after arrival at my Host Company in the U.S.A. I understand that fulure to arrive to my Host Company and contact Spirit within 7 days of my arrival in the U.S. will result in termination of my program
- MS I agree to provide fight information to ny sending office and arrival information to ny Host Company no later than two weeks prior to ny arrival in the USA I agree to return to ny home country no later than 30 days after the end date listed on my DS-2019 form shabaskar

Participant Signature:

Decline of Internship Program Offer

I decline the above listed Internship ProgramOffer fromSpirit Cultural Exchange and its cooperating Host Company. (Please choose one option below.) 1 amcanceling my programparticipation and understand I may be subject to cancelation fees.

I amrequesting a replacement Internship ProgramOffer for an additional fee.

Participant Signature:

Dates

Date: Apr6,2023

Spirit Cultural Exchange 137 North Ouk Park Avenue: Suite 304. Oak Park. Illinois 60301 USA Tel. 708.763.8940 Fax: 708.763.8949 Web, www.spiriteschange.com/Enail.interu/@spiriteschange.com

Page 1 of 3



Spirit Cultural Exchange Internship Program 2023

Mansi Avadhut Shabaskar Austin Marriott Downtown - White Lodging, Austin, TX 6/1/2023 - 5/31/2024 「日本」のあるで

inary Training	kilitional information regarding your position may be found on the EN-7092 forms if applicable.
ee DS-7002 for specific position	Average hours per week: 32
B de la specific position	internation.
Required Qualifications:	Previous Culinary experience and excellent English are required.
Starting Wage:	\$16.00 per hour
Overtime Rate/Terms:	1.5x wage after 40 hours per week. Overtime hours may not be available.
Uniform Requirements:	The participant is responsible for providing non-slip black shoes. Shoes can also be ordered through the hote

Spirit Cultural Exchange, 137 North Oak Park Avenue, Suite 304, Oak Park, Illinois 60301 USA. Tel. 708.763.8940 Fax, 708.763.8949 Web, www.spiriteschange.comErnal.interr@spiriteschange.com

Page 3 of 3

WHITE LODGING

March 17, 2023

Dear Mansi,

On behalf of White Lodging Services, I am pleased to confirm your student internship at the following hotel:

Position Title:	Hotel Intern – Culinary Trainee
Hourly Wage:	\$16.00
Company:	White Lodging/Austin Marriott Downtown
Location:	304 East Cesar Chavez Street
	Austin, Texas 78701
	512-457-1111
Primary Supervisor:	Abner Benitez, Executive Banquet Chef
	Abner.Benitez@whitelodging.com
Supervisor Background:	Cameron Carlin, Director of Human Resources
Training Dates	June 1, 2023 to May 31, 2024
Associate/Intern Ratio	50:2

To begin the application process, you will first need to obtain the application documents from your sponsor. You must submit your completed application directly to your local representative. White Lodging will work with your sponsor and provide you with a completed DS-7002 to submit along with your application. We recommend you use the following sponsor:

Spirit Cultural Exchange

Your hourly rate is noted above. This rate may be considered an average of several different positions. Please note that when you are working in a tipped position, you will be paid a lower hourly rate. If your reasonable declared tips and your hourly rate total is less than your quoted hourly rate, the hotel will compensate the difference. In food and beverage, declared tips are generally a minimum of 10% of sales. You will be scheduled an average of 32-40 hours per week. There will be some weeks that are more or less, based on business levels. Overtime is paid if you work over 40 hours.

Travel expenses to and from the United States, as well as application fees are your responsibility. To ensure a smooth start in this country, we recommend that you plan to arrive Thursday or Friday of the week as your orientation will start the following Monday.

The cost and application for your J-1 Visa is also your responsibility. Please keep us informed of any problems or delays you may encounter in getting your Visa. Please communicate your travel arrangements and any other needs via email to Cameron Carlin at Cameron.Carlin@whitelodging.com and to your supervisor. We will need advance notice of 30 days to ensure availability of temporary housing.

The hotel will offer temporary housing for up to 2 weeks in your sponsor hotel. This offer is dependent on availability and you may be asked to share a room with another intern. The company will offer a meal plan while you are living in the hotel. Each hotel handles this differently, so be sure to find out how your property manages the expenses first. You will be allowed to make one free phone call home upon arrival.

White Lodging Services Corp. 701 E. 83rd Avenue | Merrillville, Indiana 46410 | 219. 472-2900 | www.whitelodging.com

WHITE LODGING

We recommend you purchase an international dialing card or use your cell phone to manage your calls after that. Many students buy a pay as you go cell phone.

Your Supervisor and the hotel staff will help you with the search for housing. We will have some recommendations for you in advance, but we recommend that you do some research prior to arrival to get a perspective on housing costs. Housing expenses will be your responsibility. It is also highly recommended to have a roommate to keep your housing costs as low as possible. Please be aware that many apartments may require a security deposit of up to 2 months rent. We typically advise a student to have at least \$2000 - \$2500 US dollars in start-up cash for deposits, groceries, etc.

The property will provide the main components of your uniform which will include shirt, jacket, and pants. You will need to supply the following: black comfortable, non-skid shoes (preferably not tennis shoes), and a black belt. We do work with a vendor that provides non-skid shoes at a discounted price that you can purchase through payroll deductions when you arrive.

Finally, our company has a drug-free workplace policy. Upon arrival you must submit to a drug test immediately. Your manager will provide instructions on the procedure. Failure of the drug test or failure to take the test will result in immediate termination of your internship.

Should you accept our offer, please sign and return a copy via scanned e-mail to Cameron.Carlin@whitelodging.com within 7 days. Please note that this letter does not constitute an employment contract and that your training with White Lodging is at will.

If you have any questions, please do not hesitate to ask. We look forward to having you at the Austin Marriott Downtown in Texas!

Warm regards,

David Meisner VP/General Manager White Lodging www.whitelodging.com

Student's Name:

Mansi Avadhut Shabaskar

Internship offer confirmed this:

March 17, 2023

Student Signature

White Lodging Services Corp. 701 E. 83rd Avenue | Merrillville, Indiana 46410 | 219. 472-2900 | www.whitelodging.com

Long-Term Housing Recommendations Austin, Texas

1. Apartments Experts Apartment Locators - https://apartmentexperts.com Phone Number - (512) 945-2532

Apartment Experts | Austin Apartment Locator | Free Apartment Finder

Call or TXT! | South Office 512-416-8100 | North Office 512-441-3399

apartmentexperts.com

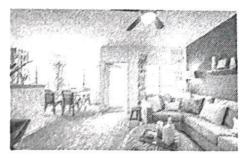
- 2. Smart City Apartment Locator Austin https://smartcitylocating.com/austin-apartments/
 - Phone Number (512) 815-2317
 - Email austin@smartcitylocating.com

Austin Apartments | Smart City Apartment Locating Austin

There are over 229,000 units in Austin. We connect you with your one, for free.

smartcitylocating.com

Austin Area Apartment Locators, Inc. - <u>http://austinaalocators.com</u>
 Phone Number: (512) 494-4343



Home | Austin Area Apartment Locators | Austin, Texas

At Austin Area Apartment Locators, we have many years of experience and offer free apartment locating service in the greater Austin, TX Areas.

austinaalocators.com



PRIVATE & CONFIDENTIAL

November 8, 2021

CONRAD

Akash Prakash Shedge B 104 Darpan Housing Society, 1st Floor, Tinhewad Road, Near Krida Sankul Ground, Rajgurunagar, Khed, Maharashtra -410505

Dear Akash,

On Behalf of Palm Grove Beach Hotels Pvt Ltd. [the "Company"], it is my pleasure to offer you employment at Conrad Pune [the "Hotel"] which is/will be under operations by Hilton (the "Operator") on the following terms and conditions.

1. POSITION AND REPORTING STRUCTURE

Your position is Guest Service Agent - F&B Service (Grade F). You will directly report to the Director of Food & Beverage, or any person authorized by him/her, who will assign to you, your duties & responsibilities from time to time.

2. COMMENCEMENT, PROBATION AND CONFIRMATION

Your employment shall commence on November 08, 2021 or before. Your employment is subject to the satisfactory performance during your probation period of three months starting from your joining date. The period of probation can be extended by another three months at the discretion of the Company.

3. MEDICAL CHECK

You are required to complete a mandatory Medical Check with an Operator nominated doctor prior to signing the contract.

4. WORK DAY & HOURS

The workdays & the hours of work, holidays and other applicable rules will be as per the policies of the Company.

5. SALAY

- 5.1 Your CTC (Cost to the Company) is attached as annexure to this appointment letter. All payments will be subject to applicable taxes.
- 5.2 All future increase in salary shall be based on your performance as assessed at the time of your annual performance review that will be communicated from time to time.
- 5.3 The monthly/annual allowances, reimbursements, benefits & perquisites applicable to you are described in the ANNEXURE to this letter. Detailed policies/procedures, rules & regulations governing the monthly/annual allowances, reimbursements, benefits & perquisites will be provided to you.

6. TAX RESPONSIBILITY

All taxes are at the responsibility of the employee.

7. EXPENSES

Reasonable expenses incurred in the course of normal company business will be reimbursed through the expense procedure. This requires back-up documentation, receipts and authorisation General Manager of the hotel or any other person authorised by him / her.

7 Mangaldas Road, Pune, Maharashtra 411 001

Unit of Palm Grove Beach Hotels Pvt. Ltd.

Registered Office : Ramada Plaze Palm Grove, Juhu Tara Road, Juhu, Mumbai 400 049 1 Phone +91 20 6745 6745.

8. STATUTORY BENEFITS

You will be entitled to receive such statutory benefits as may be applicable from time to time for the grade of your posting.

TRANSFER 9.

Your services can be transferred at the discretion of the management, to any office, units and sites either in existence or which may come into existence in future. There will be no additional remuneration payable to you in case of any transfer, unless otherwise decided by the management. As transfer is a term and condition of employment it is understood and agreed that hours of work, holidays and other applicable rules shall be based on your place of posting and therefore not to that extent be an exclusive term and condition of employment.

10. POLICIES, RULES AND REGULATIONS

You will observe and be bound by all the policies, rules and regulations of the Company, as may be amended from time to time. The policies, rules and regulations are available with Human Resources Department. The policies, rules and regulations of the Company are by reference included as terms of this letter and acceptance of the terms of this letter will be deemed to imply acceptance of the terms of the policies, rules and regulations of the Company. Accordingly, you will be held responsible for all acts, omissions and non- compliance of rules and regulations, policies, procedures, norms and systems laid down by the Company from time to time.

11. RELOCATION COSTS

You will be reimbursed for your 2nd AC Train Fare (According to Benefit Matrix) to Pune to take up your assignment.

The Company shall observe the relocation cost to Pune by road transportation of personal effects for a maximum of 250 cubic ft. up to Rs. 15,000 including two wheeler. You should obtain three quotations for the removal of your personal effects for review and send them to the General Manager/ Human Resources Manager for approval.

Should you resign from the position within one year of employment, the original relocation costs will be charged back to you pro-rata of uncompleted service. All final relocation and repatriation will then be at your expense.

12. UP-KEEP & PERSONAL CONDUCT

You will ensure proper maintenance and up-keep of the area of job allocated to you by following the instructions / directions that may be given from time to time in this regard.

As a Team Member of the Conrad Pune, you are expected to maintain proper decorum at all times. Personal conduct is particularly important towards fellow Team Members and superiors. You are expected to comply with all instructions and directives and faithfully observe all rules and regulations of the Conrad Pune.

13. HEALTH AND MEDICAL EXAMINATION

During the course of your employment, the Company has the right to subject you to further Medical examination and in the event you are found medically unfit, your services in the company are liable to be terminated on medical grounds.

14. RANDOM TEST FOR DRUG AND/OR ALCOHOL ABUSE

The Hotel places high value on drug free work environment. Team Members are also prohibited from being under the influence of alcohol during their hours of work.





At any time during the course of your employment, the Hotel reserves the right to require you to undergo a random sampling and/or test for alcohol and/or drug abuse. Any failure to comply with this instruction would result in disciplinary action being taken against you. In addition, should you be tested positive for alcohol and/or drug abuse, the Hotel reserves the right to summarily dismiss your employment without notice.

15. CONSOLIDATED LEAVES

You will be entitled to Twenty One (21) days of Annual Leave, Six (06) days of sick and Six (06) days casual leave as applicable in your respective State as per Law. This entitlement must be taken as per the company leave policy.

This entitlement is in addition to the gazetted Public Holidays.

16. EXCLUSIVITY/CONFLICT OF INTEREST

You will be expected to devote your entire time and attention to the service of the Company and the Hotel and may not be or become involved in any other service, occupation or business without prior written consent.

a) Restriction on other activities

During your employment, you must obtain the written consent of the Company before engaging in any business, activity or occupation outside your normal working duties.

In the event that any restriction defined in the sub-clauses below shall be found to be void, which would be valid if some part thereof were deleted, such restrictions shall apply with such modification as may be necessary to make them valid or effective.

b) Outside Business Interests

During your employment, you may not undertake any other paid employment within or outside working hours without the prior written permission of the Company.

You are not permitted to have any interest in any business or undertaking that might interfere with the performance of your duties or cause a conflict of interests. If you are uncertain whether or not this may be the case, you must seek guidance from your line manager.

c) Customers

You agree that you will not, on your own account or for any other person, firm, corporation or company, for a period equal to your notice period after date of termination of your employment, however caused, directly or indirectly solicit or attempt to solicit business from or engage in business with any individual, firm or company who, within the period of one year before the termination of your employment, had been a customer and/or business partner whom you had introduced to the Company or any associated or subsidiary company or with whom you had were actively engaged or involved by virtue of your duties at any time within that period. Nor during this period will you interfere or attempt to interfere with the existing business or trade relations between any client, customer or supplier and the Company or any associated or subsidiary company.

d) Competition

In order to protect the legitimate business interest of the Company, you agree that you will not, for a period equal to your notice period after date of termination of your employment (less any time paid in lieu of notice), however caused, on your own account or for any other person, firm, corporation or company and in competition with the Company or any associated or subsidiary company directly or indirectly engage in or be concerned with any business carried on by the Company or any associated or subsidiary company as at the date of termination of your employment and in which you were involved on behalf of the Company at any time within the period of one year before the termination of your employment without the express permission of the Company, which will not be unreasonably withheld.

You agree that you will not, for a period equal to your notice period after date of termination of your employment, however caused, directly or indirectly approach (i) any secretary, personal assistant or administrative assistant who in the last 12 months has reported directly to you or (ii) any employee of the Company or any associated or subsidiary company of "a management grade" or above who is personally known to you, in either case with a view to him or her ceasing to be employed with the Company.

Any invention, design, trade mark or copyright work made, discovered or produced by you in the course of your employment in connection with or that is capable of being used in connection with the business of the Company, or any associated or subsidiary company, shall forthwith be disclosed to the Company and will belong to the Company. You agree that you will, at the request and reasonable expense of the Company, sign all such documents and perform all such acts as may be required fully to vest all such rights in the Company or its nominee.

g) Employing Relatives

Close relatives should not be employed in any situation where one would be responsible for managing, auditing or authorizing the work of the other. This also applies to personal relationships that may develop in the work place; here the Company reserves the right to transfer one or both of the employees to suitable alternative places of work. Except in the proper performance of your duties, you will not, either during your employment or at any time after, use or communicate to any person any information of a confidential nature. This covers the business of the Hotel, of Hilton, their respective affiliates or any persons having dealings with any of them; in particular, any information relating to a guest staying at the Hotel at which you are based, and which comes to your knowledge during the course of your employment.

17. REPRESENTATION

Your appointment is on the basis of the representation made and particulars furnished in your resume /employment form. In case any representation and/or information provided by you are at any time found to be incorrect, your employment is liable to be terminated.

You hereby specifically represent and warrant that (i) you have the full power and authority to execute this letter; and (ii) execution of this letter shall not breach the terms and conditions of any agreement/arrangement entered into by you.

18. RESPONSIBILITY

You will have the responsibility for efficient, satisfactory and economical operation in the area of job assignment that may be entrusted to you from time to time.

19. INSTRUCTIONS/DIRECTIONS

You will adhere to such instructions and directions issued to you in connection with the performance of your duties assigned to you from time to time in the interest of the Company.

20. RETIREMENT

You are liable to retire on you attaining the age of 58 years.

21. INTELLECTUAL PROPERTY

In consideration of the Company entering into this contract with you, you hereby agree and acknowledge that (i) the Company or the Operator as the case may be, shall be the sole and exclusive owner of any and all intellectual property developed by you during the subsistence of this agreement



either alone or with others pertaining to the operations of the Hotel and (ii) you shall have and shall make no claims in respect thereto.

You hereby irrevocably and unconditionally waive any and all moral rights or any rights of similar nature under any law in any jurisdiction in and to any and all material written created or devised by you, whether solely or jointly and pertaining to the operations of the Hotel.

You shall not without prior written permission of the Company or the Operator as the case may be, disclose to anyone outside of the Company or use either during or after the termination of the contract any confidential information or material received from the Company or the Operator (including any information or material received in confidence from a third party by the Company or the Operator).

On the termination of the contract, you will return all property of the Company and/or the Operator in your possession including all confidential information or materials such as drawings, notebooks, reports or any other documents in any form, electronic or otherwise.

22. CONFIDENTIALTY/SECRECY CLAUSE

For the purpose of this clause, "Confidential Information" includes (but shall not be limited to) trade secrets, technical know-how, information relating to customers, operations, financial information and commercial methods of the Hotel and / or the Company.

Except in carrying out your duties for the Company, you must keep confidential and must not either during the course of your employment or at any time thereafter directly or indirectly disclose, publish or use for your own benefit or for the benefit of others either:

- Any of the Company's and / or Hotel's confidential information or that of its customers without first having obtained the Company's and / or Hotel's written consent to such disclosure, publication or use; or
- Any information, which has been disclosed to the Company and / or the Hotel by others under an agreement, which requires the Company, and / or the Hotel to keep such information confirmation.

This restriction also applies after the termination of your employment without time limit but will cease to apply to information that may come legitimately into the public domain.

Except as may be necessary for the proper performance of your duties, you must not make contact with or communicate with any members of the press or media or anyone so connected on behalf of the Company unless you have obtained prior written permission from your line manager.

These confidentiality requirements do not apply to information that has become public knowledge without fault on your part.

23. DATA PROTECTION

The Company holds information relating to you. By signing this Contract you consent to the Company or any Group Company, to process manually or electronically your personal data off shore, in the UK, US and/or in your country of employment for the purposes of the administration and management of your employment and/or the Company's business.

"Processing" includes obtaining, recording, holding or disclosing information or data and carrying out operations on the information or data.

"Personal data" includes information held by the Company as to your physical or mental health, the commission or alleged commission of any offence by you and any proceedings for such an offence



(including the outcome or sentence in such proceedings), your political opinions, religious or similar beliefs, sexual orientation.

You acknowledge that such Group Companies and business entities and persons may be required to process personal data by law or other applicable regulations, as well as for the purposes of the Company's business. You should be aware that by virtue of the transfer, you may no longer have the same rights to which you are entitled to under the data protection laws of your country of employment.

You consent to the Company monitoring its communication and electronic equipment including, without limitation, the Company's telephone, facsimile and e-mail systems, information stored on the Company's computer equipment (including all electronically stored information that are the property of the Company) and recordings from the Company's closed circuit television cameras.

To ensure that these records are accurate you are required to notify your Human Resources department of any changes to personal information as soon as possible, i.e. change of address, bank details, marital status etc. The Company cannot accept liability where no written notification of a change has been received.

24. JURISDICTION

In case of any dispute arising out of your employment, Local Courts will have the sole and exclusive jurisdiction in the matter.

25. TERMINATION/RESIGNATION

The Company is entitled to terminate your services without assigning any reason, by giving one {1} month notice in writing or payment of salary in lieu thereof, except in case of a serious misconduct {as solely determined by the Company} where the company has the right to immediately terminate your services without any notice in lieu thereof. You will not leave the employment without giving one {1} month notice or paying the Company. However, the Company may at its discretion relieve you of your duties anytime during the notice period. Upon leaving employment, you must return all items or property belonging to the Company, the Hotel or the Operator that may be in your possession or under your control. All other company benefits will cease on your last working day.

Company reserves the right to terminate your appointment forthwith at any time without notice or compensation in lieu thereof, if:

- (A) You are found guilty of breach of any of the conditions of your employment with the Company, inclusive of gross insubordination, insolence, neglect of duty & dishonesty.
- (B) During the course of your employment, it is found that the data given by you in your Employment Application form is incorrect.

Your absence from work and/or not reporting for seven consecutive days without obtaining prior permission shall entitle the Company to treat the absence as abandonment resulting in termination of your service.

During the probationary period, either side can terminate the relationship at any time by serving seven (07) days' notice.

In the event that you are no longer **Conrad Pune** Team Member, you are required to cooperate fully and provide assistance to **Conrad Pune** in any legal or other proceedings which may be required, including any litigation or potential litigation or administrative, regulatory or investigatory matter in which you, or may be, a witness, or as to which you possess, or may possess, relevant information.



Your cooperation and assistance may include, but is not limited to, meeting or consulting with the representatives and/or attorneys of a Released Party when and as requested, appearing voluntarily at any interview, hearing, trial or similar proceeding, as requested by a Released Party or its attorneys, providing truthful testimony or statements, and attending court or other administrative hearings, or providing to any of the Released Parties any documents in your possession or under your control relating to the litigation, administrative, regulatory or investigatory matter, and providing truthful sworm statements in connection with the litigation, administrative, regulatory or investigatory matter.

26. OTHERS

You will communicate to us your mailing address for correspondence & any change therein in writing. Any communication sent to you at the address last communicated to us shall be deemed to be duly served on you.

In addition to the assignments given to you, you will also have to carry out any other job assigned to you depending upon emergencies of work.

We may clarify that terms and conditions of employment are confidential and should not be discussed with anyone. Any violation would be viewed seriously and would give the Company a right to terminate your employment.

In the matters not herein specified, you will be governed by such rules of the Company as are in force from time to time.

We hope that your association with **Conrad Pune** will continue to be a most rewarding and challenging one.

Yours sincerely, **Conrad Pune** on behalf of Palm Grove Beach Hotels Pvt Ltd.) (For and Director of Operat Director of Finance Resources Director

I, Akash Prakash Shedge, hereby accept the terms and conditions stated in this letter.

Signature

Date



	ANNEXURE			
Name	Akash Prakash Shedge			
Position	Guest Service Agent – F&B Service			
Grade	F			
Hotel	Conrad Pune			
Department	F & B Service			
Date of Joining	November 8, 2021			
Currency	INR			
	Monthly (In INR)	Annual (In INR)		
Basic Salary	6,338	76,056		
HRA	3,169	38,028		
Special Allowance	4,113	49,360		
Gross Salary	13,620	163,444		
ESIC Employer Contribution	443	5,312		
Provident Fund Contribution	1,254	15,050		
Performance Linked Award/Bonus *	528	6,335		
Total CTC	15,845	190,140		

Other Benefits:-

• Performance Linked Award/Bonus*: Performance linked award is based on individual performance and the performance of the company. It will be released on an annual basis subject to the condition that the employee should be on the rolls and should not have resigned as on date of disbursement of the PLA/Bonus.

• Gratuity : Is payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of 5 years of continuous employment with Conrad Pune.

Important Note

Please note that this salary information is confidential and an agreement between the company and you. Divulging this information to any third party or any other employee within this organization will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Yours sincerely, **Conrad** Pune m Grove Beach Hotels (For and on behalf Pvt Ltd.) Director of Hum **Director of Financ** Resources Director of Opera

I, Akash Prakash Shedge, hereby accept the terms and conditions stated in this letter.

Signature

Date



TEAM POWER

Appointment Letter

Date: 07/09/2021.

To

Pratik Shinde.

Address: Tanaji Nagar, Link Road, Chinchwad, Pune.

Dear Pratik Shinde,

With reference to your application and subsequent interview with us we are pleased to appoint you as <u>Front Office Associate</u> in our organization on the terms and conditions given below.

Your appointment is being made on contractual basis which commence from 12 September 2021 and valid with M/s Team Power.

Your present place of work will at: -Le MeridienResort & SPAMahabaleshwar

Your monthly salary would be Rs 17340/-

You will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. During the course of the service, you shall be liable to be posted/Transferred any time in future anywhere to serve any other client's establishment in Maharashtra.

Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As an employee of this organization, you will maintain a high standard of loyalty, efficiency, integrity and will liaise with employees/ workers in the hotel.

You will devote your whole time and attention to the interest of the client and will not engage yourself in any other work with paid or in honorary capacity during service period.

Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information is given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu thereof.

Your permanent address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you at the given address shall be deemed to have been served upon you.

You will be bound by the certified rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your terms of employment.

In case there is any change in your residential address, you will intimate the same in writing to the Personnel Department within three days from the date of such change and get such change of address recorded. If the above term and conditions are acceptable to you, please sign the token of its acceptance and return the same for our record.

M For. PUNE Signatory Declaration by the employee

I accept the offer and the terms and conditions mentioned in the aforesaid letter.

Date:

Place: _____

Signature of the Applicant.

At.Post Urawade, Tal. Mulshi, Dist Pune - 412 115. Mob.: 88888833313



Letter off Employment

Date: 05 September 2021,

Dear Rahul,

We're delighted to extend this offer to you for the position of **Product Associate** - **Dubai** with **Rebel Food Restaurant L.L.C...** On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is 15thSeptember, 2021 and your duties shall commence accordingly. This employment is under fixed term for 2 years and shall be renewed after completion of 2 years from the DOJ.

2. COMPENSATION

Your monthly compensation is confirmed as "1250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- b. Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.



CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

CONFLICT OF INTEREST

- a. During the term of employment, you must engage yourself exclusively to work for the Company or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the Company's Partner.
- b. As per company policy you would be under probation period of 6 months where your performance and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
- c. You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
- d. During your employment and for a period of (6) six Months from the cessation of employment with the Firm, you shall not solicit, induce or encourage:
- i. Any employee of the Company to associate with, or terminate their employment in order to be associated with, you, or any customer, supplier, or competitor with whom you have a connection.
- ii. Any client, customer or vendor of the Company to terminate their business with the Firm.
- 2. HARM TO BUSINESS REPUTATION
- i. You are expected to owe a duty of loyalty to the Company. You must perform your duties towards the Company faithfully, diligently and to the best of your ability.
- ii. You must refrain from engaging into any conduct that could adversely affect the Company's business or reputation.

REBEL

REBEL FOOD RESTAURANT L.L.C

3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information
- 4. COMPANY'S PROPERTY
- a. You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.





5. INVENTIONS AND INTELLECTUAL PROPERTY

FOODS

- a. You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- b. You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- c. You hereby represent and warrant that you'shall not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

5. TERMINATION OF SERVICE

a.

The Company reserves the right to pay or recover salary in lieu of the **Notice Period**. The Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 60 days.

www.rebelfoods.co Shop No. 14, Churchill Tower, Business Bay, Dubai.



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- b. Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or subsequently extended in writing unless you
- i. Return to work within three days of the commencement of such absence and
- ii. Give a satisfactory explanation for such absence in writing.
- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- d. In case there is termination of services (voluntary/ involuntary) within 3 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement.
- e. IF You decide to Leave the company before completion the 3 year of service, you will be required to pay all the recruitment expenses incurred, which amounting to DHS 4000,

6. GENERAL

- a. Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof.
- b. Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall ensure that you achieve periodical targets set.
- c. You will be governed by Company's code of conduct or standing orders as issued from time to time; in so far they may be applicable to you.
- d. In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the Company on account of your breach.
- e. At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.

The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.

www.rebelfoods.co

Shop No. 14, Churchill Tower, Business Bay, Dubai.



g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.



REBEL FOODS

REBEL FOOD RESTAURANT L.L.C

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Name	RAHUL RAJENDRA SHINDE		
Designation	Product Associate		
Department	Operations		
Location	Dubai		
Salary	1250 AED+Accommodation +Transportation+Shift Time Meal		
Shift	10- hrs Shift (Monthly 4days Off)		
Employment Status	Fixed Term		
Insurance	Employee would be covered under company's group health insurance policy. Dental & Optical are excluded.		
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once in 2 years after successful completion of year in the organization.		

Isha Pandit Associate Vice President – HR





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Letter off Employment

Date: 05 September 2021,

Dear Roshni,

We're delighted to extend this offer to you for the position of **Product Associate** - **Dubai** with **Rebel Food Restaurant L.C..** On the following terms and conditions:

1. APPOINTMENT

a. Your date of appointment is **15thSeptember**, **2021** and your duties shall commence accordingly. This employment is under fixed term for **2** years and shall be renewed after completion of **2** years from the DOJ.

2. COMPENSATION

Your monthly compensation is confirmed as "1250 AED"

Please note the following with regard to the components of your compensation.

- a. Basic Salary is fixed as per your grade.
- Changes in your compensation are discretionary and shall be decided by management on the basis of your performance, results and other criteria.
- c. Salary, allowances and all other payments/benefits shall be governed by the Company's policies as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.

3. OTHER BENEFITS

a. You shall also be entitled to medical benefits in accordance with the Company's policy.



CODE OF CONDUCT

You are expected to comply with the Code of Conduct of the Company. During joining or at any time after joining you can request the HR / SPOC to share the Code of Conduct with you. Company reserves a right to amend the Code of Conduct from time to time at its sole discretion and without any prior intimation to any employees.

Below are the major points of Code of Conduct:

1. CONFLICT OF INTEREST

- During the term of employment, you must engage yourself exclusively to work for the Company a, or to such other places where you are deployed by the Company, and during such term you shall not take up any employment or assignment (whether part time or full time) with any other person, Company or any other legal entity at any place, without the express written consent of the
- As per company policy you would be under probation period of 6 months where your performance b. and overall behavior would be evaluated and accordingly the management would decide on your confirmation. In certain circumstances related to performance, discipline & code of conduct management has all rights to extend your confirmation period.
- You shall also be prohibited, for a period of 6 (Six) Months from the cessation of your employment c. with the Company, from taking up any job or assignment, either full time or otherwise for any reason with a client of the Company, whose assignments you have handled directly in the 12 (twelve) months immediately preceding your separation from the Company.
- During your employment and for a period of (6) six Months from the cessation of employment d. with the Firm, you shall not solicit, induce or encourage:
- Any employee of the Company to associate with, or terminate their employment in order to be i. associated with, you, or any customer, supplier, or competitor with whom you have a connection.
- Any client, customer or vendor of the Company to terminate their business with the Firm. ii.
- HARM TO BUSINESS REPUTATION 2.
- You are expected to owe a duty of loyalty to the Company. You must perform your duties towards i. the Company faithfully, diligently and to the best of your ability.
- You must refrain from engaging into any conduct that could adversely affect the ii. Company's business or reputation.



3. CONFIDENTIALITY

- a. You recognize that you have been hired in a position of trust and confidence with the Company and you will in the course of your employment with the Company, be exposed to various items of secret and Confidential Information (as defined below) that are proprietary to the Company. You covenant to hold all such information in trust for the Company and not to disclose such information to any third party.
- b. You shall perpetually treat as strictly confidential all records, data and other information that comes within your knowledge during your employment with the Company or provided to you during the course of discussions, negotiations and carrying of the Business, Directly or Indirectly, orally or by inspection of tangible objects (including documents/ e-mails), irrespective of whether it is marked "confidential" or not including but not limited to all intellectual property rights, knowhow, techniques, processes, programmes, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilation of clients, market or industry specific demographics and statistics, Company's non-public corporate, financial, legal and employee information, business model, business ideas, business proposals, corporate plans, processes, strategies, business forecasts and competitive analysis, customer names and prospective names, investor information and all information concerning the business, intellectual property, trade secret, interior designs, recipes and business ideas, irrespective of whether the Intellectual Property is pending registration or registered under applicable Law, irrespective of it being hard copy form and any other information which Company knows or has reason to know is confidential, proprietary or trade secret information (collectively 'Confidential Information'). Such Confidential Information shall, at any time during the Term or thereafter, not be disclosed or be used without the prior written consent of the Company. This provision shall not apply to the information already in the public domain; and mandatorily required to be disclosed under the applicable law. This paragraph shall survive any termination of this Letter Agreement. Further, you shall not take any copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. Upon the request of the Company, at any time and for any reason, you shall immediately deliver to the Company all materials (including all soft and hard copies) in your possession, which contain or relate to Confidential Information

4. COMPANY'S PROPERTY

- a. You must not use or permit the use of Company's property or resources for anything other than approved Company business or activities.
- b. You shall be responsible for the safe keeping and return in good condition of all the properties of the Company in your possession. The Company has the right to assess and recover from you the damage, if any, to all such material.



EREPERT CHERT

REBEL FOOD RESTAURANT L.L.C

INVENTIONS AND INTELLECTUAL PROPERTY 5.

- You hereby agree and confirm that to the extent that you (i) have created post to the date of appointment, and (ii) will create during the Term of your employment with the Company, any and a. all intellectual property rights relating to the business operations of the Company in any manner whatsoever, you hereby unconditionally and irrevocably assign unencumbered full legal title in that intellectual property to the Company. You further agree to execute a formal assignment of all such intellectual property in favour of the Company, if required as the cost and expense of the Company but without any additional consideration.
- You hereby agree and acknowledge that ownership of, and all right, title, and interest in, all the b. trademarks, trade names, brand names, patents, designs, domain names and other intellectual property rights in any product, software, methodologies, systems, processes, inventions, and works, made or conceived or first reduced to practice or created, either alone or jointly with others, during the period of your employment with the Company, whether or not in the course of your employment and whether or not such intellectual property rights are patentable, copyrightable or protectable as trade secrets, shall vest in the name of the Company at any stage i.e. whether they are complete or in work in progress.
- You hereby represent and warrant that you shall not use or integrate any third party materials or c. data that are not validly licensed to the Company unless previously authorized by the Company. You represent and warrant that you have not violated the intellectual property rights of any third party, and covenants that you shall not violate the intellectual property right of any third party in the course of your employment with the Company. In case any such third party intellectual property is integrated in any intellectual property rights created by you, then you agree to grant or procure the grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third party intellectual property integrated. You shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to effect the foregoing.
- d. You hereby expressly agree that all intellectual property created by you within the scope of employment shall be a "work for hire" under the laws of any jurisdiction and that the Company will be considered the owner of such works.

TERMINATION OF SERVICE 5.

The Company reserves the right to pay or recover salary in lieu of the Notice Period. The a. Company shall have the option to waive the Notice Period partly or fully without paying you any salary or compensation for the Notice Period so waived.

**Notice Period: - You need to serve a notice period of 60 days.



- b. Your employment shall be considered to have been terminated without giving any notice in case you are absent without leave, or remain absent beyond the period of leave originally granted or subsequently extended in writing unless you
- Return to work within three days of the commencement of such absence and
- II. Give a satisfactory explanation for such absence in writing.
- E. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Misconduct may involve, among other things, reasonable suspicion of misconduct, disloyalty, moral turpitude, indiscipline, or inefficiency. It shall be at the discretion of the Company as to what constitutes misconduct.
- d. In case there is termination of services (voluntary/ involuntary) within 2 year of employment with the organization, any kind of bonus or notice-period buy-out amount that you are entitled to at the time of joining should be subject to deduction/ recovery along with full-final settlement.
- e. IF You decide to Leave the company before completion the 2 year of service, you will be required to pay all the recruitment expenses incurred, which amounting to DHS 4000,

6, GENERAL

- a. Your appointment is subject to the information provided by you. In case these particulars are found to be false or unsatisfactory or if it is found that you had suppressed any material facts, the Company may terminate your services at any time without giving any reason or notice thereof.
- b. Regular achievement of target as assigned and pre-informed during the term of the employment is designated prerequisite for continuance of your employment with the Company. You shall ensure that you achieve periodical targets set.
- c. You will be governed by Company's code of conduct or standing orders as issued from time to time; in so far they may be applicable to you.
- d. In the event of breach of the obligations of point no. 4 of this letter of employment, you shall be liable for any and all damages both direct and consequential, as may have been caused to the Company on account of your breach.
- e. At the time of separation from the Company, you must hand over charge and any property or material of the Company that may be in your possession, failing which the Company can defer final settlement of dues.

The working hours applicable to you will be the same as observed at your place of posting. You may be expected to work extra hours to fulfil your responsibilities or whenever the job so requires.

www.rebelfoods.co

Shop No. 14, Churchill Tower, Business Bay, Dubai.



REBEL FOOD RESTAURANT L.L.C

g. You must intimate the Company in writing of any change in address; failing which any communication sent to your last recorded address shall be deemed to have been served on you.

All the above terms and conditions shall be read and construed along with your contract of service

Agreement signed with the Company which will be handed over to you pursuant to you signing this Acceptance Letter. In the event of conflict of any provisions of the Letter of Intent and this Letter of Employment, provisions of Letter of Employment shall prevail.

Please sign on a copy of the employment letter as a token of your acceptance.

Yours sincerely,

For Rebel Foods Private Limited (Formerly Faasos)

Isha Pandit

Associate Vice President – HR

I have read the contents of the above employment letter and I have fully understood the meaning and content thereof including the legal and binding effect of the same.

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Name	Roshni	
Designation	Product Associate	
Department	Operations	
Location	Dubai	
Salary	1250 AED+ 800 HRA (Accommodation +Transportation)+Shift Time Meal	
Shift	10- hrs Shift (Monthly 4days Off)	
Employment Status	Fixed Term	
Insurance	Employee would be covered under company's group health insurance policy. Dental & Optical are excluded.	
Vacation	30 calendar days per year and a round trip economy class air ticket to home country once in 2 years after successful completion of year in the organization.	

Isha Pandit Associate Vice President – HR



February 24, 2022

Twinkle Zope Panchwati Soc, Lane 2, Nr Hanuman Mandir, Sharadnagar, 412114 twinkledigambarzope@gmail.com

Dear Twinkle:

It is with great pleasure that we confirm your internship with Hyatt Hotels and Resorts. For your information, the specific terms of the offer are as follows:

Your position will be Hotel Intern- Front Office, Hyatt Regency Columbus and you will report directly to Yhola Noriega, Assistant Director of Operations. Your primary supervisor will be Jamle Franchi, Director of Human Resources. Your base salary will be paid at an hourly rate of \$14.00 per hour. The dates of your internship will be March 2022 to March 2023.

Travel expenses to and from the United States, as well as application fees are your responsibility. To ensure a smooth start in this country, we recommend that you plan to arrive Thursday or Friday of the week as your orientation will start the following Monday.

The cost and application for your J-1 Visa is also your responsibility. Please keep us informed of any problems or delays you may encounter in getting your Visa. Please communicate your travel arrangements and any other needs directly to me at Jamie.franchi@hyatt.com. We will need advance notice of 15 days to ensure availability of temporary housing.

The hotel will offer temporary housing for up to two weeks in the hotel. This offer is dependent on availability and you may be asked to share a room with another intern. Your meals will also be provided while you are in the hotel during working hours. Once you move to an apartment, the hotel has a complimentary meal program that is available during your working hours. Details will be communicated upon arrival.

You may do some research prior to arrival to get a perspective on housing costs. Housing expenses will be your responsibility. Typical housing costs can range anywhere from \$400-\$600 per person. It is also highly recommended to have a roommate to keep your housing costs as low as possible. Please be aware that many apartments may require a security deposit of up to 2 months' rent. We typically advise a student to have at least \$2000-\$2500 US dollars in start-up cash for deposits, groceries, etc.

Jamle Franchi Director of Human Resources Hyatt Regency Columbus 350 North High Street Columbus, Oli 43215 USA

Tel: 614.280.3012 Pax: 614.280.3036 hyattrogencycolumbus.com



should you accept out offer, please sign and return a copy via scanned e-mail within 7 days. Please not constitute an employment contract and that your training with us is at will

If you have any questions, please do not hesitate to ask. We look forward to having you at the Hyatt Regency Columbus!

Warmest regards,

June Formetin

Jamie Franchi Director of Human Resources

STOBLE ZOPLE Name

8/2/2020 Date



EMBASSY SUITES

Embassy Suites by Hilton Charleston 300 Court Street | Charleston, West Virginia 25301 Phone: 304.347.8700 | Fax: 304.347.8737

July 12, 2022

Dear Kiran Kisan Bharade:

It is our pleasure to extend you an offer to join Atrium Hospitality at the Embassy Suites Charleston as a J-1 visa participant in the Rooms Department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$12.00 per hour and will be training approximately 32-40 hours per week.

Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than 7/20/22. We look forward to welcoming you to Charleston, West Virginia

Sincerely,

David Hicks **General Manager**

Printed Name

Signature

Date

Crowne Plaza 30,000 sq. ft. Meeting Space MacKenzie's Restaurant Great Room Bar Indoor Pool Whirlpool Fitness Room Business Center



Lake Placid Club 2 Championship Golf Courses Pristine Nine Driving Range Cross-Country Ski Center Golf House Restaurant Boat House Residence Residential Properties

Date: Tuesday, August 15, 2023

Harshal Sunil Kalaskar harshalsunilkalaskar@gmail.com

It is our pleasure to extend to you an offer to join the Crowne Plaza Lake Placid as an Exchange Visitor/Cultural Exchange participant as a Front of House Food & Beverage Intern. This offer is contingent upon your ability to secure a J-1 visa. The target start date for your program is December 2023 but the official date will be confirmed upon approval of your visa. The duration of your program will be 12 months.

Your J-1 program is a paid learning experience. You will receive \$10.00 per hour plus tips when working a tipped position (\$14.20 minimum wage), and \$15.00 per hour when working in a non-tipped positon. You will be training approximately 32-40 hours per week.

The Crowne Plaza Lake Placid will provide your uniform shirts.

Housing will be offered during your program at a cost of \$250.00 per month. You will be required to pay a security deposit of \$250.00 upon your arrival should you elect to utilize the offered housing. The cost of housing includes internet, table, chairs, microwave, couch, bed, dresser, bedding, towels, heat, electricity and garbage removal. Security deposit, less \$50.00 for cleaning services, is returned at end of J1 program if housing unit is in good condition with no damage, no evidence of cigarette smoking in the unit, and all uniforms returned.

You will be required to provide your own meals; a meal plan is not currently being offered.

If your J-1 visa is approved, it is understood that the program offered is for intern training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our intern training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible but no later than Tuesday, September 5, 2023. We look forward to welcoming you to Lake Placid, New York.

Sincerely,

Jesse Quonce Human Resources Manager Lake Placid Vacation Corporation Crowne Plaza Lake Placid 101 Olympic Drive Lake Placid, NY 12946 T: 518-523-2556 x481 F: 518-523-9410 jesse@lakeplacidcp.com https://www.lakeplacidcp.com

Printed Name

Signature

Date

101 Olympic Drive, Lake Placid, NY 12946 Phone: (518) 523-2556 Fax: (518) 523-9410 www.lakeplacidcp.com



Ms. Rutuja Chikhale Duraphe Building Hutatma Chowk, **Opp SBI Bank Alandi Road**, Pune - 39

TRIDENT Bandra Kurla, Mumbai

Dear Rutuja,

Congratulations!

It gives us great pleasure to inform you that you have been selected as Guest Service Associate in the Housekeeping department at Trident, Bandra Kurla, Mumbai.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

You are requested to report to the General Manager, Trident Bandra Kurla, Mumbai or any other official assigned by the reporting authority at 9.00 a.m. on 17th May, 2022 at Trident, Bandra Kurla, Mumbai.

Please bring photocopy of the following documents with you:

- Class X, XII, Graduation / Diploma / Provisional Certificate & Character Certificate from college (Carry original documents for verification)
- Eight coloured, passport-sized photographs on a red background
- PAN card, AADHAR card, (Mandatory) 3 colour photocopy & POLICE VERIFICATION (Mandatory) (Please note we will not be able to process your salary, if photo copy is not submitted.)
- We would also be requiring a copy of your valid passport.
- Work experience certificate(s), if any.

Your gross compensation package is enclosed as an annexure to this letter. You will be eligible for other benefits, as applicable. A letter detailing the terms and conditions of your appointment will be given to you when you join us.

This offer is subject to a medical examination and certification by the company doctor and a positive reference feedback. Should you have any questions prior to joining, please do not hesitate to contact -Ms. Manjari Sharma Head -Human Resources at 022-66727500.

We look forward to welcoming you to our team!

Yours sincerely, **David Mathews General Manager**

Classification | Recent C-56, G Block, Bandra Kurla Complex, Mumbai 400 098, India T +91 22 6672 7777 F +91 22 6672 7788 www.tridenthotels.com Registered Office: ETH LIMITED 4. Mangoe Lane, Kolkata 700 001 Website: www.eihltd.com CIN: L55101WB1949PLC017981

Sr.no	Description	Amount
	Earnings	
1	Basic	6600
2	Special Allowance	5300
3	House Rent Allowance	5100
	Gross Salary – A	17000
4	Company's contribution towards PF/EPS	1428
5	Performance Award	1250
6	Company's contribution to Mediclaim and Personal Accident Policy	565
7	ESIC	553
8	Gratuity	317
	Other Earnings – B	4113
	Total Cost-To-Company (CTC) A+B	21113
	The second de	1428
1	Employee's contribution towards P/F	250
2	Subsidised rate for meals in the Employee Dining Room	128
3	ESIC	200
4	Professional tax	2006
	Total Deductions - C	14994
	Net take home per month A - C = D (WithoutAccommodation) Net take home per month D - $2300 = E$ (With Accommodation)	12694

Compensation of Rutuja Chikhale

Benefits :-

Uniforms are provided by the company. 1

- The Employee Dining Room deduction includes all duty meals 2
- Transportation to & from the nearest railway station is provided at fixed timings. Optional semi furnished accommodation at Rs 2,300/- per month can be provided on sharing 3
- 4 basis.

Notes :-

The "Performance Award" amount is based on base ratings.

- Gratuity will be payable as per the Payment of Gratuity Act, 1972. 1
- All Gross Salary on or below Rs. 21000 are subjected to ESIC deduction 2 Provident Fund & ESIC deductions are subjected to Provident Fund & ESIC Act
- 3
- 4

Classification | Internal

APPOINTMENT LETTER

REF : SODEXO/25003911/2023/869219

sodex

Printed On :20, March 2023

Dear Rohit Popat Dhope (Emp Code : S00141912)

- A. We are engaged in the business of serving our client/s by providing man power and or rendering certain maintenance, cleaning, catering & housekeeping service contracts awarded to Sodexo India Services Private Limited (here in after referred to as "the Company"). We have a temporary vacancy of Steward at present. Continuation of this vacancy is uncertain, depending upon the status & duration of various contracts received by us from time to time.
- B. Pursuant to your application for employment with us, and subsequent discussion between company officials and you, we are pleased to inform you that you have been selected for the appointment of the post of "Steward " on the following terms and conditions at our clients place BAJAJ AUTO LTD PUNE in their premises. This appointment with the Company will commence / has commenced on 18-03-2023 and is for a period of one year till 17-03-2024. This contract of fixed term employment shall stand terminated by efflux of time.
 - 1. Your total remuneration and other details are as mentioned below

Particulars		Per month	
BASIC SALARY		₹ 10,856.00	
DEARNESS ALLOWANCE		₹ 2,444.00	
HOUSE RENT ALLOWANCE	1	₹ 2,112.00	
GROSS TOTAL	i.	₹ 15,412.00	

Your above wages will not be less than the minimum rate of wages fixed as per the enactment applicable to your employment in the respective State where you will be required to work and suitable adjustments will be made, if contingency so demands

- 2. The vacancy in which you are being appointed is not a permanent vacancy & has arisen only because of certain additional contracts obtained by the Company, which are for the time being to be fulfilled by the company. Hence, your services shall stand automatically terminated in accordance with this clause in the event of the said additional contracts, or any of the existing contracts being cancelled or withdrawn either fully or partially or otherwise coming to an end in normal course or prematurely during the tenure of your employment. In such event, you shall be informed in writing that your employment stands terminated due to any of the aforesaid circumstances. You shall not be entitled to any compensation if your employment is terminated under this clause.
- 3. During this contract of employment, your services are liable to be terminated at any time by giving one month notice by either side, or without any notice by the company upon payment of one month wages (Basic + DA) in lieu of notice.
- 4. You are liable to be transferred to another branch, shift, post, place, city anywhere in India or to sister concern whether in existence or which may come into existence hereafter. When required to work in the sister concern during your normal working hours, no additional payment will be made for such work. In case of such transfer, you will abide by the working hours of the shift, department, office or establishment etc. concerned without demanding any compensation or extra remuneration. On transfer you shall be governed by the conditions of service or rules and regulations that may be prevailing in the place to which you may be transferred. If you fail to report to the transferred location for duties within 7 days of the date you were supposed to report for duty, your services are liable to be terminated and any appeal against the order of termination may be made to the authority appointed who is authorised to rescind, modify or confirm the said order of termination after providing an opportunity to you to be heard.

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sodexo

- 5. You will be eligible for Privilege / Earned leave and compulsory holidays as per the law applicable to the State. Grant ofeave will depend on the exigencies of work and shall be at the discretion of the Management
- 6. During the period of your contract with our Company you shall be bound by the Sodexo Code of Conduct, Ethics and the rules and regulations of the Company which are as per the Model Standing Orders applicable to the state.
- 7. Besides above conditions, you will abide by the Rules and Regulations of the Client where you will be posted
- 8. You shall devote full time and energy in the interest of the Company. You shall not, while on contract with the Company concern yourself directly or indirectly with any other work or outside duties whether for gain or not without the express written permission from the Management.
- 9. You shall be responsible for the safe keeping and returning in good order of all the properties belonging to Sodexo and / or Client such as tools, equipment, instrument, uniform etc., which may be in your possession, custody, care or charge. The management shall have the right to deduct the money value of such thing/s from your dues and take such other action as it deems fit in the event of your failure to account for such properties whether during the course of service or otherwise. You are also responsible to inform the HR department of your region and particularly your Site Manager in the event of any change in your temporary and / or permanent address, telephone number, mobile number, personal email id etc.
- 10. During your employment with the Company, management may use your personal Email id / Phone no for any official communications which will be deemed lawful communication to you.
- 11. You shall not disclose or divulge any secret or confidential information of the Company which may come to your knowledge directly or indirectly as an employee or otherwise to any one whether an employee of the Company or an outsider while in the service of the Company or otherwise unless compelled to do so by law.
- 12. It will be mandatory for you to attend Training Programmes to which you are nominated and your services are liable to be terminated without any notice or notice pay in lieu of notice if you fail to attend a training programme, when you have been deputed to attend the same.
- 13. During the subsistence of this contract of employment, you shall at all times, work solely for the business and benefit of the company, and whether assigned to work in the company's own establishments or in the establishment, factory or office of any other principal employer, you shall at all times remain an employee of the company only. You shall not at any time during the subsistence of this contract of employment, claim direct employment or absorption in the services of any of the company's principal employer's or client's or of any establishment factory or office to which you are assigned, you shall maintain complete fidelity, trust and faithfulness towards Sodexo (Sodexo India Services Private Limited.) and any breach of this clause shall entitle the company to automatically terminate this appointment without any notice or pay in lieu thereof.
- 14. You will be abiding with all Safety rules and regulations of the Company and the client where you will be posted. Any violation of Safety rules and regulations by you, will be treated as gross negligence on your part and for such violations you will be eligible for suitable disciplinary action/s.
- 15. The company will not be responsible for any compensation on account of death or injury resulting in partial or total disablement, which is directly attributable to your negligence, disobedience, working under the influence of the alcohol or drugs or not following the safety instructions.
- 16. If you remain absent from duty without prior written permission of the management for 9 consecutive days or more, and have not responded to any further communication sent by company for joining your duties, after three such reminders at an interval of 3 days after first 9 days through an acceptable mode by law such as Whatsapp, Registered AD, you shall be deemed to have voluntarily terminated employer employee relationship from your side this contract with the Company at your free will. Your services will be automatically terminated without notice. However, if you are aggrieved by an order under this clause, you may make an appeal to the manager within 15days of receipt of any order under this clause. The manager or any person authorized in this behalf will give an opportunity to give an explanation if any and may rescind, modify or alter the order of discharge under this clause. However, this benefit will not be available to any person who has already availed of this clause in his employment with the company. For valid reasons, where an order is entered, the manager or authorized person shall treat the period of absence as leave without wages.

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- 17. This appointment is based on the information given by you to us in your employment / personal data form and otherwise, and shall be considered and the information given by you to us in your employment / personal data form and otherwise. In that shall be considered null and void if a material error / suppression or false details are discovered therein at any time. In that eventuality the manual and void if a material error / suppression or false details are discovered therein at any time. In that eventuality, the management can terminate your appointment forthwith without any notice or notice pay in lieu of notice.
 - i. Your services are liable to be terminated without any notice if you engage in any acts of insubordination, misconduct defined in the Model Standing Orders or acts prejudicial to the interests of the company and / or Client where you are posted. You will endeavor to also ensure that your personal habits, grooming and hygiene are as per the organizational requirements and you will consistently maintain this during your employment tenure
 - ii. Your services can be also discharged on grounds of loss of confidence if by your action/s or conduct/s you have forfeited the confidence or trust of the company or the client where you are deputed to work. The company will pay you one month's notice in lieu of notice if it decides to discharge you under these circumstances.
 - iii. If for any reasons such as riots, earthquake, floods, civil commotion, medical exigency, Act of God or any other reasons whatsoever beyond the control of the company, the contract with the company is terminated by the customer, this fixed term employment will also come to an end automatically on payment of one-month's notice to you by the company.
- 18. Your appointment and continuance in employment will always be subject to your being found medically fit for performing your normal duties and the management will have the right to get you examined / re-examined from any Registered Medical Practitioner / Surgeon /Specialist, whose finding shall be final and binding upon you. Your non-appearance for medical examination will treated as non -cooperation to the management and your services are liable to be terminated without any notice or notice pay in lieu of notice.
- 19. Your contract of employment shall be liable to be terminated without notice or payment in lieu of notice at any time during the period of your employment :
 - i. As and when the Company comes to know of your any previous conviction by a court of law or if you are convicted by a court of law at any time before the expiry of the stipulated period or any ongoing criminal case going on against you which you have not informed us during the process of hiring, joining or thereafter.
 - ii. If you are found staging, encouraging or instigating any forms of coercive actions as wilful "go-slow", squatting on the work premises during or after working hours or "gherao" of any of the members of the management at Site / Office / Location or other officials at these places.
 - iii. Indulging in act of force & Violence or to hold out threats of intimidation with an intention to illegally strike work or using force, violence or intimidate non striking workmen and or against managerial or other staff.
- 20. Any dispute in respect of any issues arising out of this contract will be taken up only with the judicial or quasi-judicial authorities within the territorial jurisdiction of the city of Mumbai in Maharashtra.
- 21. Any notice, request, consent, waiver or other communication required or permitted hereunder by either party shall be effective and shall be deemed to be received
 - i. upon delivery when delivered by hand,
 - ii. upon delivery, if sent by an express courier with a reliable system for tracking delivery to the address mentioned hereinabove
 - iii. sent by certified or registered mail, postage prepaid, return receipt requested, to the address as mentionedhereinabove
 - iv. upon delivery if sent to the email address mentioned on the application form of the candidate
 - v. upon verbal communication or SMS or WhatsApp sent on the mobile contact number provided by the parties
 - vi. When transmitted, if sent by confirmed facsimile.

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sodexo

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of the contracts? yntremployment will, sa

Per and en hehalt et

Sudern India Services Private Limited.

Authorized Signatory

The terms and conditions of contract of my appointment hereinheitore mentioned is read and explained to me in Hindi / Local language and understand by me and I accept the said terms and conditions of my contract of employment.

Employee's Signature_

Date

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May 18, 2022

Ms. Ankita Suryakant Gathadi Survey Number 28/2 Pune City-411033



Dear Ankita

Congratulations! It gives us great pleasure to inform you that you have been selected as a Guest Service Associate in the Front Office department at Trident, Hyderabad

You have successfully completed the selection process. This is a commendable achievement. We are known for exacting selection standards.

You are requested to report to the General Manager, Trident, Hyderabad or any other official assigned by the reporting authority at 09.30 am on July 04, 2022 at Trident, Hyderabad.

Please bring the following documents with you:

- Class X certificate indicating your age
- Graduation / IHM Diploma / No Objection Certificate
- Relevant education and experience certificate
- Eight colored, passport-sized photographs on a red background and two colored, stamp-sized photographs
- Proof of identity (Copy of PAN Card (Mandatory) and Passport / Voter Identity Card / Driving License)
- Police Verification (Mandatory)**
- Proof of address Copy of Aadhar Card to open Bank Account (Mandatory)
- Two reference letters (other than your relatives)

Your gross compensation package is enclosed as an annexure to this letter. You will be eligible for other benefits, as applicable. A letter detailing the terms and conditions of your appointment will be given to you when you join us.

This offer is subject to a medical examination and certification by the company doctor and positive reference feedback.

Should you have any questions prior to joining, please do not hesitate to contact Mr. Mohammed Uvais, Head-Human Resources at +91-9884301247.

We look forward to welcoming you to our team!

Sincerely

Dhiraj Mehta

General Manager

HITEC City, Near Cyber Towers, Madhapur, Hyderabad - 500 081. India T +91 40 6623 2323 F -91 40 6623 2333 E rescrvations ptridenthotels com www.tridenthotels.com A Unit of Golden Jubilee Hotels Private Limited Registered Office. Survey No. 64. Beside Shilbakalavedika, Madhapur, Hyderabad-500 081 CIN U45180161996PTC025984

		INEXURE	an a			
Name		Ms. Ankitha Gathadi				
Grade	RL9					
Design		Guest Servi	ice Associate			
Locatio		Trident, Hy	yderabad	1		
Date of Joining		July 04, 202	July 04, 2022			
A)	Monthly Benefits:		Per Month (Rs.)	Per Annum (Rs.)		
	Basic		5,600	67,200		
	Special Allowance	:		58,800		
	HRA		4,900	1		
		TOTAL	4,500	54,000 1,80,000		
-				, , , , , , , , , , , , , , , , , , , ,		
B)	Annual Benefits:					
	Company's Contribution to	:				
	Provident Fund	:		15,120		
	Premium towards Hospitalization	:		3,190		
	Personal Accident	:		150		
	Gratuity	:		3,23		
	ESIC			5,85		
	Indicative Performance Award* (Ind		15,00			
	Performance Award based on 'A' Rat		10,00			
	Target Performance) as applicable in					
	depending upon your individual perf					
	performance rating below "B+" does					
	performance award. The indicative F					
	Award amount at 'A' Rating (Above					
	18000/- and the same at 'A+' Rating					
	is Rs. 22000/-					
-	Cost 10 Company (CTC)	Cost To Company (CTC)				

* Indicative Performance Award: Payable on prorata basis from the date of joining as per the Company Policy.
(i) Complete Hospitalization for Self and Family upto Rs. 2.5 lacs per annum.
(ii) Personal Accident Insurance for Self upto Rs. 5 lacs per annum.



Mr. MAHESH SHIVAJI KADAM, At post Maltban, Shirut, Shirut - 412218.

Phone 9881913203

Dear Mr MAHESH SHIVAJI KADAM,

Subject: Appointment as PART TIME TRAINEE CREW MEMBER

We are writing with reference to your recent discussions, and are pleased in offering you appointment with Hardcastle Restaurants Private Limited as PART TIME TRAINEE CREW MEMBER on the terms and conditions set out below:

1 Your appointment with the company shall be with effect from 11-Oct-2021.

Not will be on training for a period of three months from the date mentioned in the clause 1 above, and show the successful completion of the training to the satisfaction of the company, the company may at it's discretion offer you employment with the company as PART TIME TRAINEE CREW MEMBER. In the even the company decides to offer you employment it shall be intimated to you at the time the offer of employment is extended to you.

3. Your period of training, may be extended at the discretion of the Company, for an additional period of one month. At any time during the period of training (including any extension) or at the end of such period, if your work or conduct is not found satisfactory, your training may be terminated by the Company without notice.

4 During the period of your employment with the Company, you shall be required to report for work and perform your duties at the time and hours intimated to you by the management. In view of the nature of the work and your responsibilities, the Company shall have the right to change your work timings, as considered appropriate by the Company. The Company also reserves the right to post you at an McDonald's restaurants operated by it or it's affiliated companies.

5 You will be entitled to the following emoluments:

Remuneration Components	Amount (INR)	
BASIC	31 25	
HRA	2.46	
SPECIAL ALLOWANCE	19 66	
FLEXIPAY	5	
MEAL DEDUCTION	40	
DATE PER HOUR	58.37	

CIN U55101M[1195PFC091422 There will be a meal deduction of Rs 40 for every day worksd&2-4913 5000

westhife

F + 91-22-4913 5000 F + 91-22-4913 5001 E - info@ inclandsindia.com W www.inclandsindia.com www.westille.co.in Hardcastle Restaurants Pet-Ltd Regd-Office - 1001, Tower-3, 10th Floor, One International Center, Senapati Bapat Marg, Prabhadevi Mumbar - 400013, India Crowne Plaza 30,000 sq. ft. Meeting Space MacKenzie's Restaurant Great Room Bar Indoor Pool Whirlpool Fitness Room Business Center

CROWNE PLAZA

Lake Placid Club 2 Championship Golf Courses Pristine Nine Driving Range Cross-Country Ski Center Golf House Restaurant Boat House Residence Residential Properties

Date: Tuesday, August 15, 2023

Harshal Sunil Kalaskar harshalsunilkalaskar@gmall.com

It is our pleasure to extend to you an offer to join the Crowne Plaza Lake Placid as an Exchange Visitor/Cultural Exchange participant as a Front of House Food & Beverage Intern. This offer is contingent upon your ability to secure a J-1 visa. The target start date for your program is December 2023 but the official date will be confirmed upon approval of your visa. The duration of your program will be 12 months.

Your J-1 program is a paid learning experience. You will receive \$10.00 per hour plus tips when working a tipped position (\$14.20 minimum wage), and \$15.00 per hour when working in a non-tipped positon. You will be training approximately 32-40 hours per week.

The Crowne Plaza Lake Placid will provide your uniform shirts.

Housing will be offered during your program at a cost of \$250.00 per month. You will be required to pay a security deposit of \$250.00 upon your arrival should you elect to utilize the offered housing. The cost of housing includes internet, table, chairs, microwave, couch, bed, dresser, bedding, towels, heat, electricity and garbage removal. Security deposit, less \$50.00 for cleaning services, is returned at end of J1 program if housing unit is in good condition with no damage, no evidence of cigarette smoking in the unit, and all uniforms returned.

You will be required to provide your own meals; a meal plan is not currently being offered.

If your J-1 visa is approved, it is understood that the program offered is for intern training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our intern training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible but no later than Tuesday, September 5, 2023. We look forward to welcoming you to Lake Placid, New York.

Sincerely,

Jesse Quonce

Human Resources Manager Lake Placid Vacation Corporation Crowne Plaza Lake Placid 101 Olympic Drive Lake Placid, NY 12946 T: 518-523-2556 x481 F: 518-523-9410 jesse@lakeplacidcp.com https://www.lakeplacidcp.com

Printed Name

Signature

Date



Trainee and Internship Programs

Placement Offer Letter

April 11, 2023

Dear Brahma Shivajirao Kale,

We are pleased to inform you that you have been confirmed for a front office internship program with The Westin New Orleans. Please see program details below:

Host Company Name: The Westin New Orleans Host Company Address: 100 Iberville St, New Orleans, LA 70130 Program Dates: June 5, 2023 – June 4, 2024 Hours: 32-40 hours per week Compensation: \$15.00 per hour Housing: 30-day temporary housing upon arrival

As an applicant for sponsorship with Council for Educational Travel, USA Training and Internship Programs, I acknowledge that I have conducted sufficient research regarding my host company, the training provided, and the surrounding community where I will live. I am familiar with my program location, climate, public transportation options, and points of interest. I have carefully reviewed and understand the housing terms (if provided), arrival instructions, training schedule, uniform, pre-training requirements (if any). I am confident that the placement I have accepted is appropriate to advance my knowledge and skills in my chosen area of study and profession.

I have asked all questions that I have regarding my host company, my position duties, and the surrounding community, and my questions have been sufficiently addressed to my satisfaction. I confirm that all conditions of this program and my living community appear comfortable, affordable, safe, and according to my liking. Therefore, I understand that request for a relocation to a different host company or a different location will not be granted by CETUSA unless the host company is unable to continue with their training commitment or my health, safety, or well-being is in question.

I have been notified that upon the signing of this document, a cancellation fee will apply. I acknowledge that my application for J-1 visa sponsorship has not yet been finalized and is subject to further review and CETUSA approval.

(signature) Offer Acceptance by Brahma Shivajirao Kale

Council for Educational Travel, USA (CETUSA) 678 Front Avenue NW, Suite 091ª, Grand Rapids, MI 49504 Tel: (949) 940-1140 • E-mail: internship@cetusa.org • trainee@cetusa.org

"Reaching out to encourage a lifelong journey of global peace and understanding"





State Common Entrance Test Cell, Maharashtra State, Mumbai Sth Floor, New Excelsior Building, A.K. Nayak Marg,Fort,Mumbai-400001.(M.S.)

Receipt-cum-Acknowledgement of Institute Level Admission as for Admission to First Year Post Graduation Technical Course in Management Admissions (MBA/MMS) for the year 2022 - 2023 Application ID : H822157902



Personal Details

VAISHNAVI AJAY KALORHE Full Name Date of Birth 26-10-1999 Nationality Indian **Annual Family** 1,00,001 -Gender Female Income (?) 1,50,000 Category-Caste OPEN Applied For EWS N.A РН Туре N.A. Type of Maharashtra State Candidate - Type A Candidature Institute Level Fee is filled by online payment of Rs. 1000/-Transaction Paid Amount (₹) Successful ₹ 1000/-**Payment Status** order Khokx30zCUld19 14 Institute Details : 6812 - Progressive Education Society's Modern Institute of Business Studies, Nigdi, Institute Name Pune(Un-Aided - Non-Autonomous - Non-minority) Tution Fees (?) 0/-Course Name 681210110-M. B. A. Development Fees (2) 01-**Admission Date** 19-11-2022 Other Fees (₹) Institute Level Seat 01-Admission Type Total Fees (₹). 01. Remark Admitted institutes level merit no 5 Declaration by Candidate : I hereby agree to conform to rules, acts and laws enforced by Government. I hereby undertake that so long as I

Declaration by Candidate : I hereby agree to conform to rules, acts and laws enforced by Government. I hereby undertake that so long as 1 am student of College/ Institute, I will not behave in a manner which may result in compelling the authorities to take disciplinary action against me. I fully understand that the Principal/Director of the institute/college will have rights to expel, rusticate me from the institute, for any infringement of the rules prescribed by the college/institute/university/Government and the undertaking given above

Date: 19-11-2022

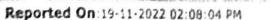
Place : 20181: , Ju



INSTITUTE USE ONLY

Declaration by the College/Institute : We hereby declare that, we are admitting this Candidate to our College / Institute for First Year Post Seraduation Technical Course in Management Admissions (MBA/MMS) for the year 2012 and the verification of Candidate's Identity The candidate has paid the Fees mentioned in this receipt. We also declare that the administration of candidate is confirmed in presence of the Candidate.

Seal of Progressive Education Society's Modern Institute of Business Studies, Nigdi, Pune



Printed On : 19-11-2022 02:08:37 PM

Last Modified On 119-11-2022 02:08:04 PM

Signature of Institute Officer (6812)

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Printed By: 6812

Last Modified By:6813

COURTYARD

23th February 2022

Trupti Niman Shraddha Saburi Apt, Near Govt Godawon, Civil Court Tal-Roha, Dist-Raigad-402107

Dear Trupti,

On behalf of Redco Hotels Pvt. Ltd. as owner of Courtyard by Marriott, Pune Chakan, we are pleased to offer you the position of 'Guest Service Associate – Front Office' with effect from February 25, 2022.

However, this offer is subject to you being declared medically fit by the Company's Doctor and satisfactory references from your Referees.

The break-up of your salary and details of benefits are mentioned in the attached 'Details of Compensation & Benefits'.

Your letter of appointment will be issued to you on joining the property.

Please report to the Human Resources Department at 10:30 am with the photocopies of the following documents:

- 6 passport-sized photographs
- Proof of Date of Birth (Birth certificate / Passport)
- Proof of address (Ration Card, Voters ID)
- Govt. certified Photo Identification (Passport/ Driver's License / Adhaar Card).
- Photocopies of Educational Qualifications
- Previous work experience (if any)
- Last drawn salary slip (if any)
- Photocopy of Marriage Certificate (if married)
- PAN Card (Compulsory)

If the above terms are acceptable to you, as a token of acceptance, please sign the enclosed duplicate copy of this letter.

Welcome aboard!

Yours sincere

Purnima Kumari

Human Resources Manager

Candidate's acknowledgement:

Agreed & Accepted by

on

Courtyard by Marriott® Pune Chakan Plot P-7, MIDC, Chakan Industrial Area Phase-1, Talegaon Chakan Road, Khalumbre, Pune - 410 501 India. O +91 21 3566 6666 F +91 21 3566 6669

Unit of Redco Hotels Private Limited. CIN: U55101MH2008PTC183694

courtyardchakan.com

DETAILS OF COMPENSATION & BENEFITS Trupti Niman - Guest Service Associate-Front Office

alary	As per property monthly pay slip and subject	t to statutory deductions & income tax:	
	Basic	9,030.00	
	House Rent Allowance	3,870.00	
	Gross Salary	12,900.00	
	Employer's PF Contribution	1,084.00	
	Employer's ESI Contribution	419.00	
Benefits	Total Remuneration	14,403.00	
Probation:	You will be on probation for 3 months. You will be eligible to participate in the Ho		
Annual Leave, Holidays and Days Off:	In accordance with the Leave policy in pract from time to time based on business needs then any un availed leave will be encashe service is less than a year) up to a maximur days per calendar year on pro-rata basis. Apart from the above, you will be also entit per the list issued by the Hotel at the beginn	d on gross salary (on basic if duration on n of 30 days. Leave entitlement will be 3 led to National and Festival Holidays as ning of each year.	
	You will be entitled to six (6) days off in a month, as per Marriott India policy.		
Gratuity:	is applicable in accordance with the Act.		
Staff Accommodation:	Staff accommodation is provided by the hotel, should you choose to stay there will be a monthly deduction of Rs.1,700/-		
	Provident Fund: You will be eligible to participate in the local providen		

Warre

Pipt P-7, MIDC. Chakan Industrial Area Phase-1, Talegaon Chakan Road, Khalumbre, Pune - 410 501 India. O +91 21 3566 6666 1 +91 21 3566 6669

Unit of Redco Hotels Private Limited. CIN U55101MH2008PTC183694

courtyardchakan com

13

Welcome Aboard!

26th June, 2023

Coming together is a beginning, Staying together is progress,

Working together is success... Henry Ford.

Dear Ms. Neha,

We are delighted to welcome you at Radisson Blu Hotel Pune Kharadi. You will be a great asset to our team and we look forward to a positive employment relationship.

There's always a lot to learn on a new job, not only about the work, but also about our work culture and certain organisational procedures especially when you are the part of a team. We are confident that your expertise and dedication can contribute significantly to the organisation.

Radisson Hotel Group is one of the world's premier hotel companies with a portfolio of extraordinary brands & we aspire to be the company of choice for our guest, talent & partners.

At Radisson Hotel Group we believe that people are our number one asset and we thank you for joining us in our mission to make every moment matter for our guests, business partners and ourselves and to be part of the most inspired hotel company in the world.

At Radisson Hotel Group, "YES I CAN!" is the heart of Radisson hospitality and we enjoy serving with our Yes I Can! spirit.

I urge you to visit our brand website <u>www.radissonhotels.com</u> at regular intervals, which shall familiarize you with more global updates.

We wish you good luck on the new job responsibility with Radisson Blu Hotel Pune Kharadi.

Warm Regards

mo

Pankaj Saxena

General Manager

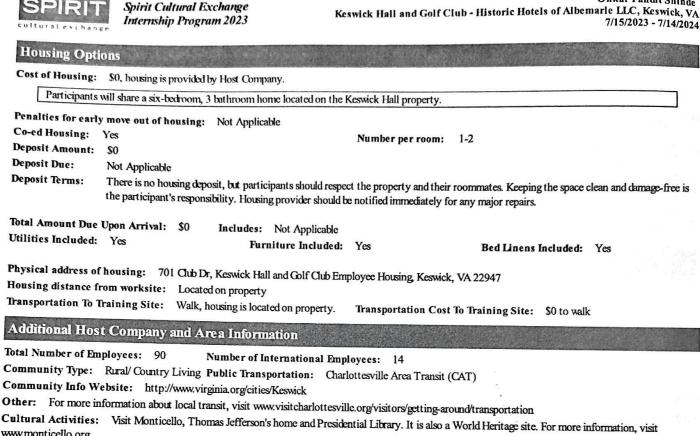
Radisson Blu Hotel Pune Kharadi

Nagar Bypass Road, Kharadi, 411014 Pune, Maharashtra, India T: + 91 20 2706 0606 F: + 91 20 6731 1412 reservations@rdpune.com radissonblu.com/hotel-pune

2 -0				·				
SPIRIT	Spirit Cultural Exchang	ge - Inte	rnship Program 20.	23				
	The Internship Program Offer must		ernship Program O be participant and returned to S		r than April 28, 2023.			
Participant Name:	Onkar Pandit Shinde			Dates of Inter	nship/Training:	7/15/202	3 to 7/14/2024	•
Sending Office:	Wisdom Career Education Pvt Ltd							
Spirit Representative S	ignature: Gzam	re k	olasa	Printed Name:	Suzanne Kolasa	Date:	4/21/2023	
	ignature: Jans entative Signature: (fue de	'						
These electronic signatures	indicate that the Host Conpany has given S	pirit verbal of	r written consent to offer a positi Offer.	on to the above named	participant within the	terms of this]	Internship Progra	m
		Host C	Company Information	D n				
Host Company Name:	Keswick Hall and Golf Club - I	listoric Ho	otels of Albemarle LLC					
Type of Business:	Hotel and Golf Club							
Street Address:	701 Club Dr	City:	Keswick	State:	VA	Zip:	22947	
Mailing Address:	701 Club Dr	City:	Keswick	State:	VA	Zip:	22947	
Phone: 1-434-817-76	99 Fax: Not Available	1						
Website: http://w	ww.keswick.com	÷.,						
Toll Free Number in the	he USA: Not Available		Emergency Phone:	1-800-390-097	78 (Spirit)			
Employer Contact Nan	ne: Kara Comer		Contact Email:	kcomer@kesw	vick.com			
	See the following	pages for hou	using options, area information	and available position	ns.			
	Acce	otance o	of Internship Progr	am Offer				
	initial each point): is Internship ProgramOffer from the Spirit start date, I must communicate my final trav					n tirre, and ur	nderstand that in	order
I understand that b	y accepting this Internship ProgramOffer, ust contact Spirit in case I have any troub	I amagreeing	to train at the above named Ho	ost Conpany per the t	erms listed on the follo	owing pages	of this document.	.1
	ousing deposits may be required before or lable to me to cover these deposits, groun							
will assist me to ide	business is slow, the Host Conpany may antify an alternative training position, per s or US law, my programwill be ended or t	the terms list	ed on my Participant Agreeme					•
	nist validate my programby checking in v n 7 days of my arrival in the U.S. will resu			in the U.S.A. I under	stand that failure to ar	nive to my H	ost Conpany and	d
	ght information to my sending office and a er than 30 days after the end date listed or			later than two weeks	prior to my arrival in	the U.S.A. I	agree to return to) my
Participant Signature:					Date:			
	Dec	line of I	nternship Progra	m Offer		A chains		
	ip ProgramOffer fromSpirit Cultural Exc	nange and its	s cooperating Host Conpany.		ption below.)			
	imparticipation and understand I may be ment Internship ProgramOffer for an addi		ncelation les.					
articipant Signature:	ment internsnip ProgramOtter for an addi				Date:			

Spirit Cultural Exchange, 137 North Oak Park Avenue, Suite 304, Oak Park, Illinois 60301 USA Tel. 708.763.8940 Fax, 708.763.8949 Web, www.spiritexchange.comEmail.interm@spiritexchange.com

Onkar Pandit Shinde Keswick Hall and Golf Club - Historic Hotels of Albemarle LLC, Keswick, VA



Keswick Vineyards has wine tastings and live music throughout the year! A wonderful way to spend a summer evening. For more information, please visit www.keswickvineyards.com

The University of Virginia is home to numerous events, attractions, and activities! From the historic downtown mall to Carter Mountain Orchard, there are many fun things to do! For more information, visit www.vacationidea.com/destinations/best-things-to-do-in-charlottesville-va.html

VOLUNTEER

www.monticello.org

Volunteering is a great way to meet new friends and help the community. To learn more about local volunteering opportunities, please visit www.publicservice.virginia.edu/service-opportunities/volunteer

Social Security Information (also see www.ssa.gov)

Participant can apply for Social Security number after arrival.

Nearest Social Security Office to Employer: 1470 Pantops Mountain Plaza, Charlottesville, VA, 22911

May participants start working before their Social Security Number is issued?: Yes

Are participants able to receive a paycheck before their Social Security Number is issued?: Yes

Travel Instructions to Host Company

Participant must contact Kara Comer at 1-434-817-7699 or kcomer@keswick.com to confirm arrival plans at least two weeks before arrival.



Spirit Cultural Exchange Internship Program 2023

Onkar Pandit Shinde Keswick Hall and Golf Club - Historic Hotels of Albemarle LLC, Keswick, VA 7/15/2023 - 7/14/2024

Airplane: Closest Airport to Employer: Charlottesville-Albemarle Airport, Charlottesville, Virginia Airport Code: CHO Suggested Arrival Time: Monday-Friday, 9:00am-5:00pm Eastern Time Willing to Pick Up?: Yes Arrival Instructions: From city of entry, participants are strongly encouraged to fly to Charlottesville-Albemarle Airport. With at least 2 weeks of advance notice, the Host Company will provide pick-up from the airport within the hours of Monday-Friday, 9:00am-5:00pm Eastern Time. If arriving outside of these hours, participant is responsible for arranging transportation from the airport via taxi or Uber. The drive is 17 miles and takes around 30 minutes by car. A taxi costs around \$40 and an Uber costs around \$30. Prices may vary depending on time of day and demand. To book a taxi, call Yellow Cab of Charlottesville at 1-434-295-4131. There is no public transportation available from the airport to the Host Company. Bus: Closest Bus Station to Employer: 310 W Main Street, Charlottesville, VA, 22903 Bus Company: Greyhound Suggested Arrival Time: Flexible (also see www.greyhound.com) Willing to Pick Up?: No Arrival Instructions: From city of entry, participant can take a Greyhound bus to Charlottesville. Upon arrival in Charlottesville, participant will need to arrange a taxi or Uber to travel to the Host Company. The drive is about 8 miles and takes around 20 minutes. A taxi costs around \$20 and an Uber costs around \$17. Prices may vary depending on time of day and demand. To book a taxi, call Yellow Cab of Charlottesville at 1-434-295-4131. There is no public transportation available to take participants to the Host Company from the bus station. For more information about Greyhound, and to purchase tickets, visit www.greyhound.com. Train Company: Amtrak Closest Train Station to Employer: 810 W Main Street, Charlottesville, VA, 22903 Train: (also see www.antrak.com) Willing to Pick Up?: No Suggested Arrival Time: Flexible Arrival Instructions: From city of entry, participant can take an Amtrak train to Charlottesville. Upon arrival in Charlottesville, participant will need to arrange a taxi or Uber to travel to the Host Company. A taxi costs around \$20 and an Uber costs around \$18. Prices may vary depending on time of day and demand. To book a taxi, call Yellow Cab of Charlottesville at 1-434-295-4131. There is no public transportation to take participants from the Amtrak station to the employer. For more information about Amtrak, and to purchase tickets, visit www.amtrak.com.

Available Position Additional information regarding your position may be found on the DS-7002 form, if applicable.

Culinary	Average hours per week: 32	
For more details, see DS-7002.		
Required Qualifications:	Excellent English and culinary experience is required.	
Starting Wage:	\$15.00 per hour	
Overtime Rate/Terms:	1.5x wage after 40 hours per week. Overtime hours are not available.	
Uniform Requirements:	Participants are responsible for providing black pants and shoes. Host Company will provide chef jacket.	

Page 3 of 3



November 01, 2023

Dear Tejas Avinash Shinde,

Congratulations and welcome to the Chaayos, Sunshine Teahouse Pvt. Ltd. (hereinafter referred to as "Company") We are pleased that you have accepted our offer of employment on the following terms and conditions:

TERMS AND CONDITIONS OF EMPLOYMENT

- 1. Exclusivity and No Bar: By signing this letter, you undertake and confirm to the Company that you are under no contractual and/or any legal obligations that will prohibit or cause any impediments to you from successfully performing your duties/services whole or in part, with the Company.
- 2. Position: You are offered the position of Customer Relationship Executive Cafe in our Company subject to Your acceptance to the terms and conditions of employment mentioned herein.
- 3. Employment Commencement Date: As agreed, your effective date of Employment shall start from November 01, 2023. Please meet with our Human Resources Representative at 10:00 am on that date for a new hire orientation. Please submit your acceptance to the date as mentioned under the terms of this letter
- 4. Probation Period: As agreed, you will be on Probation for a period of 180 days from the date of your joining. The said period of probation will be liable to be extended for a further period of 30 days at the sole discretion of the Management based upon the assessment of your overall performance. Unless confirmed in writing, you will continue to be on probation. During the Probationary Period Your services will be terminated with a 1 months' notice and without assigning any reason.
- 5. Total Employment Cost and Review: Your total employment CTC (cost to company) shall be Rs. 2,21,412.00/- (In Words Rupees Two Lakh Twenty One Thousand Four Hundred Twelve Only) for a complete breakup of the Salary refer to Attached Annexure A. Statutory deductions such as Income Tax, Professional Tax and contributions to the Employee Provident Fund will be deducted as per the prescriptions of the respective Acts. Your compensation will be reviewed as per the Company's annual Compensation Revision program subject to discretion of the Management.

PLI Payout : During the employment, Employee shall be eligible to earn an annual performance linked incentive (if any mentioned in Annexure A), subject to the attainment of Company and/or individual performance and will be paid half yearly / annually.

6. Termination and Notice: On Confirmation, your services are liable to be terminated on 30 days notice or gross salary in lieu of notice. We reserve the right to terminate your employment without any notice or gross salary in lieu for any breach of the Company's regulations, dismissal, discharge or termination for misconduct by you, is declared either temporary or permanently incapacitated due to illness or injury which results in You being absent/incapacitated from work for an unreasonably long period of time or caused any loss to the Company. On the termination of your employment for whatever reason,

Chaeyos is a registered brand of Sunshine Teahouse Private Limited Corporate Identity Number: U55204DI 2012P1C304447 | Registered Office: 382, 1st floor. 100 Feet Road, Ghitomi, New Deihi-110030 | Phone: +91 11 6651 2617 Mumbai Comm. Address: 23/24, Bidg No, 1, Ajay Mittal Ind. Pre. Co-op Soc. Ltd., Marol Naka, Andheri (E), Mumbai - 400069[www.chaayos.com|E:letstalk@chaayos.com

you will return to the Company all property; documents and papers, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs The Company reserves its right to issue the certificate of experience on termination of your employment.

- 7. Medical fitness: Your appointment and continuation in employment of the Company will be further subject to your remaining medically fit. The management shall have the right to get you examined and reexamined from any registered medical Practitioner/ Surgeon / Physician whose advice shall be final and binding on you. .
- 8. Benefits provided by the Company: Company's health insurance program will be effective for you (based on the policy and entitlement only) from the day you report to work. Detailed information on all the Benefits Programs will be provided to you on your first day of employment.
- 9. Code of Conduct: As part of your employment, you will be given a copy of our code of conduct. It outlines many of the details that pertain to standard of business behaviors that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it. You will be required to separately sign a copy of code of conduct as an acknowledgement of having read the same.
- Annual Leaves: You are entitled to the leaves as per the company leave policy.
- 11. Past Record: If any declaration given or information furnished by you to the company proves to be false and/or if you are found to have willfully suppressed any material information, you are liable to be removed from the services of the company with immediate effect without any notice or compensation whatsoever. In addition to the termination, the Company shall reserve its right to take appropriate legal remedy available under the Laws of India, this offer is contingent and valid only upon successful completion of a background verification being conducted by the company on its discretion.

12. Confidential Information and Intellectual Property Right:

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to You or confided in You by any means and You will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business whether in writing, pictorially, in machine readable form, on disc, mail or orally, or by any other means / modes of disclosure and including without limitation any information contained in any written or printed document, hardware, firmware and software, information related to technology and business activities including, but not limited to, the Know-how, preparation techniques for the Consumables, manufacturing processes, tea making secrets, ingredients, ideas, (whether patentable or not), insights, database in print and/or electronic form, Trade secrets, literature, training methods, Marketing methods, products, technology, processes, drawings, specifications, programs, models, financial information and projections, formulae, data Including but not limited to customers' names and telephone numbers, knowhow, developments, designs, improvements, software programs, marketing plans and strategies, pricing customer, distributor, and supplier lists with other details, Sale Summary Reports, third party confidential information and other commercial information of confidential nature. Notwithstanding the provisions of the definition of Confidential Information, any information whose nature makes it obvious that it is Confidential Information.

Chaayos is a registered brand of Sunshine Teahouse Private Limited Corporate Identity Number: U55204DL2012PTC304447 | Registered Office: 382, 1st floor, 100 Feet Road, Ghitorni, New Delhi-110030 | Phone: +91 11 6651 2617 Mumbai Comm. Address: 23/24, Bldg No. 1, Ajay Mittal Ind. Pre. Co-op Soc. Ltd., Marol Naka, Andheri (E), Mumbai - 400059]www.chaayos.com[E:letstalk@chaayos.com

You undertake the duty to safeguard and not disclose Confidential Information to any third person without the written consent of the Company. Breach of the conditions of this clause will render You liable to summary dismissal under the terms of this Agreement in addition to any other remedy the Company may have against You under laws of India. The contents of this letter are confidential in nature and should not be disclosed to others.

- b. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts, which You may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be the sole property of the company and You hereby waive any right, title or interest, if any in the same in favour of the company. Further, it shall be your duty to promptly reduce to writing and to disclose to the company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts, which You may make or conceive. You agree to, at all times, assist the company in every proper way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest title thereto in the company, its successors, assigns or nominees.
- c. Your obligations under this clause will survive the expiration or termination of this Agreement and/or your employment with the company.
- 13. <u>Terms of Employment</u>: The Company retains the absolute discretion to make all other decisions concerning your employment (e.g. mobility, corrective actions, transfers, job responsibilities, compensation, or any other managerial decisions) with or without good cause.
- 14. <u>Other Work:</u> Your work is a whole time employment with the Company and you shall devote yourself exclusively for the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business during the employment with the Company.
- 15. Non-Compete Clause: The Employee shall not directly or indirectly engage in or perform any services or carry on of his own accord under directorship, consultancy or in partnership with others with regards the business at present being carried on by the company. The Employee shall not serve in any capacity, whatsoever or be associated with any person, firm or company carrying on such Food and Beverage business for the remainder of the Employment period and for a period of 12 months after termination of the employment with the Company. Without prejudice to the rights available to the Company, In addition to the same Employee shall also reimburse to the Company an amount of Rs 2,50,000 /- (Rupees Two Lakh Fifty Thousand Only.) as liquidated damages that the Company have incurred on the Employee's training, preparations, job education or practical teaching of the tools of the business. The Employee undertakes that it has read the contents of this clause and with free consent agrees to take the employment of the Company. The Employee agrees to adhere to this Clause without any dispute and demure and waives its right to file any claim against the Company. This clause shall survive the termination of the agreement.
- 16. <u>Non Solicitation Clause</u>: The Employee undertakes that after termination of the Company's employment, Employee shall not offer employment to, nor arrange employment for, nor approach any employee of the Company with a view to offering or arranging employment with any staff member employed by the Company from the date of termination of the Company's employment. This clause providing the undertakings and restraints imposed upon the Employee shall survive the termination of the agreement.

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17. General Duties towards the Company:

- You are required to engage yourself exclusively in the work assigned by the Company and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly a. without the express written consent of a Director of the Company.
- You undertake to work faithfully and honestly and shall not disclose to any person the knowledge that you may acquire regarding the confidential information of the said b. Company and shall not during the Course of employment, shall carry on any business similar to the business of Chaayos engaged in the similar products of the Company or work with any other employer carrying on similar business, either as an employee or on ad hoc basis or partially or otherwise directly or Indirectly. That as regards any other matter not covered herein, the appointment letter read with the relevant Company policies, if any discrepancies, then the Company Policies shall prevail.
- You undertake to be true and faithful to the Company in all dealings and transactions relating to the business and interest of the Company and to use your best endeavours to protect and promote the business, reputation and goodwill of the Company.
- The Company may in its sole discretion require and You undertake to: d.
 - to perform duties which may fall outside of your job title and/or job i. description;
 - to accept any other post or rearrangement of duties; or ii.
 - iii. to perform any other reasonable and lawful additional duties.
 - Obey and comply with all lawful and reasonable instructions given to You by iv. your superior;
 - Submit to the management or to any person nominated by management such V. information and reports as may be required from the You in connection with the performance of the Your duties and the business of the Company and shall devote your whole time and attention during the Company business as the Company may require in terms of your employment with the Company.
- In the event of the termination of your employment for any reason whatsoever, You e. are obliged to return any Company assets or equipment in your possession, including any documentation belonging to the Company.
- You acknowledge that You shall be obliged to perform subsidiary tasks in addition to f. the primary tasks for which you are employed. The Company however undertakes that these subsidiary job tasks will be within the training and experience or occupational capabilities of yourself and that you shall not suffer any loss of remuneration or status for work performed on subsidiary tasks.
- 18. Waiver: Any delay, laches, forbearance by the Company in taking notice and acting on a default of the Employee, the Company shall not be deemed to have waived or acquiesced from or barred from taking mitigate action.
- 19. Jurisdiction: The provisions of this Agreement shall be construed in accordance with the laws of India. All disputes shall be subject to the jurisdiction of Delhi Courts only.
- 20. Indemnity: That You shall duly and faithfully discharge your said duties and shall hereinafter keep the said Company, Directors or their assigns indemnified against all such losses, expenses and damages as the said employers or their assigns may incur by virtue of their having taken You into their service,

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or as may result from, or be due to any act of mismanagement, neglect, default or embezzlement of or any other act(s)/omissions attributable to You during the period of your employment or otherwise.

- 21. You shall be bound by the disciplinary, grievance and retrenchment procedures laid down by the Company from time to time. The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on You.
- 22. The Company collects data from You in order to fulfil its obligations under this agreement and law. You provide express for the collection, storage, use, disclosure, transfer, of yourinformation by the company for the purposes of and in accordance with the Privacy Policy. The data collected by the Company is used protected in accordance with applicable law.
- 23. Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and if sent by registered mail to the Company at its registered office or to the Employee at the last address filed by him in writing with the Company, as the case may be.
- 24. Your interest under this Agreement are not subject to the claims of your creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.
- 25. This Agreement shall be binding upon, and inure to the benefit of, the Company and its successors and assigns and upon any person acquiring, whether by merger, consolidation, purchase of assets or otherwise, all or substantially all of the Company's assets and business
- 26. This Agreement supersedes and replaces any prior understandings or agreements, whether oral or written, between you and the Company regarding the subject matter described in this letter. Any contrary representations which may have been made to you are superseded by this offer. This is the full and complete agreement between you and the Company on this term.

We look forward to welcoming you to Chaayos - A brand of Sunshine Teahouse Pvt. Ltd. and wish you a successful career with the Company.

Please sign and return a copy of this letter to confirm your acceptance of the above mentioned terms and conditions by EOD of Nov 02, 2023. Any violation to the terms mentioned in the appointment letter cum Agreement shall have strict legal implications.

After reviewing the offer as stated here, please sign and return the duplicate of this letter as confirmation. This signature shall be treated as an absolute and unqualified acceptance of the terms and conditions of Employment in mentioned under this Agreement.

For Sunshine Teahouse Pvt. Ltd.

Akash Chauhan People & Culture VP

I accept the offer outlined above

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Page 5 of 6

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- 21. You shall be bound by the disciplinary, grievance and retrenchment procedures laid down by the Company from time to time. The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on You.
- 22. The Company collects data from You in order to fulfil its obligations under this agreement and law. You provide express for the collection, storage, use, disclosure, transfer, of yourinformation by the company for the purposes of and in accordance with the Privacy Policy. The data collected by the Company is used protected in accordance with applicable law.
- 23. Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and if sent by registered mail to the Company at its registered office or to the Employee at the last address filed by him in writing with the Company, as the case may be.
- 24. Your interest under this Agreement are not subject to the claims of your creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.
- 25. This Agreement shall be binding upon, and inure to the benefit of, the Company and its successors and assigns and upon any person acquiring, whether by merger, consolidation, purchase of assets or otherwise, all or substantially all of the Company's assets and business
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For Sunshine Teahouse Pvt. Ltd.

Akash Chauhan People & Culture VP

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(ANNEXURE A)

Name	:	Tejas Avinash Shinde
Date of Joining	:	November 01, 2023
Designation	:	Customer Relationship Executive
Department	:	Cafe

REMUNERATION COMPONENT	Monthly	Annually
(ALL FIGURES IN INR)	Seal States	
Basic	12,699	1,52,388
House Rent Allowance	3,573	42,876
Special Allowance	71 E H	1 65 0/1
Gross (A)	16,272	1,95,264
Car Lease		
LTA		
Other Reimbursements		
Total Reimbursement (B)	44 070	1.05.264
Monthly Total (C) = (A)+(B)	16,272	1,95,264
P.F Employer	1,650	19,800
E.S.I Employer	529	6,348
LWF Employer		
Medical Insurance		
Liabilities (D)	2,179	26,148
Fixed CTC (E) = $(C)+(D)$	18,451	2,21,412
PLI (F)	•	
Total CTC (G) = $(E)+(F)$	18,451	2,21,412
Gross (A)	16,272	1,95,264
P.F Employee	1,524	18,288
E.S.I Employee	123	1,476
LWF Employee		
Professional Tax		
Total Deductions (H)	1,647	19,764
In Hand (Tentative before tax) (A)-(H)	14,625	1,75,500

In Words; Rupees Two Lakh Twenty One Thousand Four Hundred Twelve only.

For Sunshine Teahouse Pvt. Ltd.

Akash Chauhan VP People & Culture

ACKNOWLEDGEMENT

I acknowledge and comply with the Company's Standards of Business Conduct and agree to the Terms and Conditions mentioned above.

I understand that my salary details are confidential and NOT to be share with counterparts.

Employee's Signature

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COURTYARD

Pune Hinjewadi

04th November, 2022

Mr. Sanket Sampat Somuse Mhetrewasti, Chikhali Pune.

Dear Sanket,

We are pleased to offer you the position of 'GSA-Front Office' with Courtyard by Marriott Hotel Pune Hinjewadi as agents of Eon Hinjewadi Infrastructure Pvt Ltd. with effect from 05th November, 2022. However, this offer is subject to you being declared medically fit by a reputed medical practitioner and satisfactory references from your referees.

Your compensation will be **Rupees 14,092/-** per month [Total Remuneration]. The breakdown of your salary is enclosed for your reference.

Please report to the Human Resources Department on 05th November, 2022 at 09:00 hrs with the following documents:

- 6 passport-sized photographs
- Photocopy of proof of Date of Birth (Birth certificate / Passport)
- Photocopy of proof of address (Ration Card, Voters ID)
- Photocopy of any Govt. certified Photo Identification (Passport / PAN Card / Driver's License / Photo Credit Card)
- Photocopies of Educational Qualifications
- Photocopies of letters of previous work experience (if any)
- Photocopy of last drawn salary slip (if any)
- Photocopy of Marriage Certificate (if married)
- Photocopy of PAN Card (Compulsory)

If the above terms are acceptable to you, as a token of acceptance, please sign the enclosed duplicate copy of this letter.

Welcome aboard!

Sanyukta Gholap Human Resources Manager

Signature / Date:

(Signed in acceptance)

COURT YARD

Pune Hinjewadi

DETAILS OF COMPENSATION & BENEFITS

Sanket Sampat Somuse

As per property payslip and subject to statutory deductions & income Salary: tax: 9,100 **Basic Salary** 3,900 House Rent Allowance 13,000 **Gross Salary** 1,092 **Employer's PF Contribution** Benefits: 14,092 TOTAL REMUNERATION You will be part of the property Incentive Scheme based on the **Incentive Scheme** property's balanced scorecard, as and when applicable. You will be on probation for a period of three (3) months. **Probation:** In accordance with the property Leave policy in practice as on your date Annual Leave, Holidays and of joining and revised from time to time based on business needs. Days Off: However, if you leave the organization, then any unavailed leave will be encashed on gross salary up to a maximum of 42 days if worked for more than one year, else on basic salary. Leave entitlement will be 21 days per calendar year. Apart from the above, you will be also entitled to National and Festival Holidays as per the list issued by the Hotel at the beginning of each year. You will be entitled to six (6) days off in a month, as per Marriott India policy. You will be eligible to participate in the local provident fund scheme as **Provident Fund:** per Hotel policy. You will be eligible to participate in the Hotel's health insurance Medical and Insurance: scheme: Mediclaim Insurance of Rs.1,00,000 for self. . Personal Accident Insurance of Rs.5,00,000 for self. Is applicable in accordance with the Act. Gratuity:

COURTYARD

Pune Hinjewadi

Other Benefits:

You will also be entitled to the following benefits :

F&B Discount

Room Rate Discount

Training

Confidentiality:

You shall not disclose, divulge or communicate in any manner, any information regarding your compensation to any employee of the Company, or anyone outside the Company, except your Department Head or Director of Human Resources/Human Resources Manager.

A commitment of a minimum of 80 hours of training per year.

A 50% discount on all food and beverage at any Marriott India hotel

Discounted room rates at all Marriott hotels worldwide, for friends and

Duties & Responsibilities:

You shall devote your working time and effort to the business of the Hotel.

This attachment is and forms part of the offer letter dated 04th November, 2022.

food outlet.

family.

Sanyukta Gholap Human Resources Manager

Candidate's Acknowledgement:

Signature / Date: _

(Signed in acceptance)



May 31, 2023

Dear Akash Hanumant Bagde,

It is our pleasure to extend you an offer to join Atlantis Casino Resort Spa as a J-1 visa participant in the Food & Beverage Department. This offer is contingent upon your ability to secure a J-1 visa. Your program will begin as indicated on your training plan and will be for duration of 12 months.

Your J-1 program is a paid learning experience. You will receive \$10.50 per hour plus tips and will be training approximately 32-40 hours per week.

Uniforms will be provided as well as meals during your training hours.

If your J-1 visa is approved, it is understood that the program offered is for training purposes only and not to be considered as a work permit. Per the J-1 regulations, you will not be eligible to find secondary employment outside of our organization.

We believe our training program will offer you a challenging and rewarding opportunity for personal and professional development. This opportunity to gain valuable experience in our facility will certainly provide you with a well-rounded exposure to the U.S. hospitality industry.

Please confirm your acceptance of our offer by signing, dating and returning this letter to us as soon as possible and no later than June 23, 2023. We look forward to welcoming you to Atlantis Casino Resort Spa.

Sincerely, leg d. ira Pagidi

Corporate Director of Food & Beverage

Printed Name

Signature

Date

20

Four Diamond The Award

3800 S. Virginia Street | Reno, NV 89502 | 775.825.4700 | 800.723.6500 | atlantiscasino.com



23rd September, 2023

Mr. Pratik Bhalerao Maharashtra Greetings from Trident Chennai!!

Congratulations!! It gives us great pleasure in selecting you as Guest Service Associate on fixed term contract and your date of joining will be 03rd October .2023.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

Your appointment will be subject to your clearing a medical examination by the Company Doctor. A formal letter of appointment will be issued to you on your joining duty

You are requested to bring with you the following documents:

- 1. Copies of certificates of the basic, intermediate and the highest degrees obtained.
- 2. 07- passport size, 02- stamp size color photographs and Family photo along with father and mother and ATM card size)
- 3. Police Verification Certificate or Application Copy
- 4. Original Government Identity proof (Passport/Voters ID/Driving License)
- 5. Previous company experience letter or reliving letter (If applicable)
- 6. Last three month pay slip from last worked company. (If applicable)
- 7. Aadhar copy & PAN copy is mandatory
- 8. Bank Account Passbook Or Cheque leaf with account holder name
- 9. COVID vaccination certificate to be submitted

We look forward to having you on our team.

Thank you,

Yours sincerely, For Trident Chennai (A Unit of EIH 1/24 GSTROAD. MEENAMBAKKAM CHENNAI - 600 02 pitha Simon Senior Manager- Horan

1/24, G.S.T. Road, Chennai 600 027, India T+91 44 2234 4747 F+91 44 2234 6699 www.tridenthotels.com

Registered Office: EIH Associated Hotels Limited 1/24, G.S.T. Road, Meenambakkam, Chennai 600 027 Website: www.eihassociatedhotels.in CIN: L92490TN1983PLC009903

	An	nexure			
Name: Grade: Designation: Location: Date of Joining		Mr. Pratik Bhalerao FTC Guest Service Associate Trident, Chennai 03.10.2023			
A)	Monthly Benefits:		Per Month (Rs.)	Per Annum (Rs.)	
	Basic	:	7,000.00	84,000.00	
	FDA	;	6,000.00	72,000.00	
	HRA	:	3,000.00	36,000.00	
		GROSS	16,000.00	1,92,000.00	
B)	Annual Benefits:			2 	
	Company's Contribution to	11			
	Provident Fund	:	1,560.00	18,720.0	
	ESI	:	520.00	6,240.0	
	Premium towards Hospitalization	:	685.83	8,230.0	
	Personal Accident	:	17.58	211.0	
	Indicative Performance Award* (Inc Performance Award based on 'A' Ra (Above Target Performance) as apply your level depending upon your indi performance. Any performance ratin "B+" does not attract performance a indicative Performance Award amon Rating (Above Target) is Rs. 15000/ same at 'A+' Rating (Exceptional) is 18000/-	ating licable in ividual ng below uward. The unt at 'A' /- and the	1,250.00	15,000.0	
	Cost To Company (CTC)		. 20,033.42	2,40,401.0	
Company	ve Performance Award: Payable on pr Policy. will be eligible to participate in the Ho			ing as per the	

Þ

Classification | Internal

Pre - Offer Letter

Date: 27-06-2023

Pankaj Shinde, Pune

Dear Pankaj,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that we have decided to employ you as the "Trainee Steward" with IBC Kalyani Nagar at Miadiamante Food & Beverages Pvt. Ltd located in Pune.

Compensation for your services is detailed in the annexure attached. You are requested to report on or before 03rd July 2023 at the address mentioned below:

Independence Brewing Company (IBC), 16/1, Mulik Palace, Wadgaon Sheri Road, Opposite Trump Tower, Kalyani Nagar, Pune, Maharashtra - 411014.

At the time of your Joining please ensure that the following document are submitted to the HR department.

- 1. Photo ID Proof (Pan Card/ Aadhar Card/ Passport)
- 2. Address Proof (Passport/ Aadhar Card/ Electricity Bill/ Rental Agreement)
- 3. Education Certificates
- 4. Proof of Birth (Passport/ School Leaving Certificate)
- 5. Experience Letter / Relieving letter/ Acceptance of Resignation Letter
- 6. Last 3-month Salary Slips
- 7. 3 recent size photographs
- 8. Covid Vaccination Certificate

One copy of this offer should be duly signed in token of your acceptance within 2 days of receiving this letter failing which this offer stands canceled. Detailed appointment Letter will be provided on completion of 1 month from the day of your joining.

Please note that this offer is subject to verification of your credentials, a satisfactory medical clearance & reference check.

In case of any further clarifications or assistance please do not hesitate to contact the Human Resources Department.

We welcome you onboard and look forward to your long association with us!

Best wishes, For Miadiamante Food & Beverages Pvt. Ltd.

Unatti Pantoji Sr. Manager – Human Resources

Accepted By Pankaj Shinde

Salary Annexure:

Miadiamante Food	& Beverages Private Limite	d		
Name	Pankaj Shinde			
Designation	Trainee Steward	Trainee Steward		
Legal Entity	Miadiamante Food & Beverages Pvt Lt			
Unit:	IBC Kalyani Nagar			
Location	Pune			
Date of joining	03rd June 2023			
Cost T	o Company (CTC)			
Salary Heads	Per Month	Per Annum		
Basic	9,000	108,000		
House Rent Allowance	4,500	54,000		
Other Allowance	1,010	12,120		
Total " A "	14,510	174,120		
ESIC (Employer Contribution)	472	5,664		
Accident Insurance	82	984		
Gratuity*	433	5,192		
Provident Fund	1,301	15,616		
Bonus**	750	9,000		
Total "B "	3,038	36,456		
Total Cost to Company (A+B)	17,548	210,576		
Calcula	tion of Take Home			
Total Gross Salary		14,510		
Total Deductions	PF	1201		
	ESIC	109		
	P.T	200		
Net Take Hom	ne Salary	13,000		
Details	s of Service Charge	3		
Service Charge Point***		3		

* Payable after completion of 5 Years of Service
**Bonus is payable as per Bonus Act
***Service Charge is a variable component. The pay-out is subject to monthly sales achieved.
****New Employees will forfeit service charge for 15 days from the first month's date of joining.

for Miadiamante Food & Beverages Private Limited

Unatti Pantoji Sr. Manager - Human Resources



Trainee and Internship Programs

Placement Offer Letter

July 20, 2023

Dear Manthan Bharati,

We are pleased to inform you that you have been confirmed for a culinary arts internship program at the Hyatt Centric Park City. Please see below details:

Host Company Name: Hyatt Centric Park City Host Company Address: 3551 N Escala Ct, Park City, UT 84098 Program Dates: August 31, 2023 – August 30, 2024 Hours: 32-40 hours per week Compensation: \$16.00 per hour Housing: \$200 per month housing subsidy

As an applicant for sponsorship with Council for Educational Travel, USA Training and Internship Programs, I acknowledge that I have conducted sufficient research regarding my host company, the training provided, and the surrounding community where I will live. I am familiar with my program location, climate, public transportation options, and points of interest. I have carefully reviewed and understand the housing terms (if provided), arrival instructions, training schedule, uniform, pre-training requirements (if any). I am confident that the placement I have accepted is appropriate to advance my knowledge and skills in my chosen area of study and profession.

I have asked all questions that I have regarding my host company, my position duties, and the surrounding community, and my questions have been sufficiently addressed to my satisfaction. I confirm that all conditions of this program and my living community appear comfortable, affordable, safe, and according to my liking. Therefore, I understand that request for a relocation to a different host company or a different location will not be granted by CETUSA unless the host company is unable to continue with their training commitment or my health, safety, or wellbeing is in question.

I have been notified that upon the signing of this document, a cancellation fee will apply. I acknowledge that my application for J-1 visa sponsorship has not yet been finalized and is subject to further review and CETUSA approval.

(signature) Offer Acceptance by Manthan Bharati

Council for Educational Travel, USA (CETUSA) 678 Front Avenue NW, Suite 091ª, Grand Rapids, MI 49504 Tel: (949) 940-1140 • E-mail: internship@cetusa.org • trainee@cetusa.org

"Reaching out to encourage a lifelong journey of global peace and understanding"



Date:

Personal & Confidential

Mr. Dhrupate Nikhil Ganpat

Sub: - Offer & Appointment of Employment

Commencement Date

Your date of commencement shall be 1st of SEPT 2023

2. Job Title

You will be employed by the company as Commis I in food production department.

3. Remuneration

Your total remuneration on Monthly basis is RS. 18000/- .

He will get Net in hand Rs 15,500/- after the deduction of food and accommodation carges.

All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law applicable from time to time.

Please find details of your package attached

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increases will be awarded on the basis of individual performance and achievements of objectives, business profitability and market rates.

4. Place of work

Your employment base location will be Sneh Resort, Pune.

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



6. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of commis I as more particularly laid out in the job description for this position. You will report directly to the HEAD CHEIF

7. Leave Entitlement

The leave entitlement shall be as per the Company policy and applicable laws from time to time.

You are not entitled for the paid leave benefits (except for COFF and RO) during the probation period as well as during the Notice Period.

8. Probationary Period

Your employment will be subject to a Six months' probationary period from the date of joining the Company. At the end of this period an assessment will be made of your work performance and if satisfactory this will be confirmed in writing. If your work performance is not of the required standard the company may extend your probationary period or terminate your employment without assigning any reasons.

9. Notice Period

You are required to provide the company with not less than 60 day's written Notice to terminate this agreement. The company does not encourage adjusting notice period against the either leave or forfeiture of salary. The 60 days' notice period is mandatory even during the probationary period.

You are required to handover all the work related activities before formal relieving.

10. Termination

The Company may elect to terminate your employment without notice or payment in lieu in the following circumstances: -

(a) If you, in relation to your employment:

- (i) Willfully disobey a lawful and reasonable order;
- (ii) Engage in misconduct including, conduct being inconsistent with the due and faithful discharge of your duties;
- (iii) Are guilty of fraud or dishonesty; or

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



(iv) Are habitually neglectful in your duties; or

(b) On any other ground on which the company would be entitled to terminate your employment without notice.

11. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1. Return to work within 2 days from the commencement of such absence subject to informing at least by a message or a call.
- 2. Provide satisfactory explanation to management regarding such absence.
- 12. Non-Disclosure Agreement

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

13. Company Property

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



You shall promptly whenever have requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorized representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the company, any associated Company or any client or agent of the Company.

14. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You shall be liable for employee verification, wherein if any negative feedback is found; your services shall be terminated with immediate effect.
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You shall be abided to perform the task or project assigned to you which is under the scope of your job
 responsibility. The company reserves the right to terminate the employment or take necessary action
 against you for denial to perform the work/ task assigned to you.
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount;
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any
 commission, rebate, discount or profit from any person, company or firm having business transactions
 with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and
- Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



- The Company shall verify the facts stated by you in your resume submitted during the interview process.
 If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your
 manager and others authorized by the company to assign such duties and responsibilities;
- You will be required to apply and maintain highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

15. Retirement

You will automatically retire from the service of the company on attaining the superannuating age of 58 years.

16. Date of Joining

You are required to join on or before Date of joining, following which this offer stands withdrawn. At the time of joining please submit scanned copies of the following documents:

- (i) Identity Proof & Address Proof (Copy of passport / birth certificate / S.S.C)
- (ii) Original Academic Certificates (all from 10th to Highest)
- (iii) Original Resignation Letter with acknowledgement
- (iv) Relieving letter from previous employer (Original)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



- (v) Proof of compensation last drawn (3 Months Original)
- (vi) Recent Passport size Photograph
- (vii) Bank Statements (last 6 months)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



Acceptance

Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a long, successful and mutually beneficial association

Welcome to Sneh Family.

Thanking you,



GENRAL MANAGER

For, Sneh Agri Tourism And Resorts

Declaration:

All the information declared by you being found true and accurate. In the event of any suppression of facts or the falsification of information, dishonesty, disobedience, misappropriation, absence from work without permission or any other act considered detrimental to the interest of the company, or of violation of one or more terms of this appointment, your services are liable to be terminated without notice.

I accept the terms and conditions set out in this contract

Signed.....

Date:

Name:

SNEH Resort

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506





Date:

Personal & Confidential

Mr. Ghodake Mandar Namdeo

Sub: - Offer & Appointment of Employment

Commencement Date
 Your date of commencement shall be 1st of SEPT 2023

2. Job Title

You will be employed by the company as Commis I in food production department.

3. Remuneration

Your total remuneration on Monthly basis is RS. 18000/- .

He will get Net in hand Rs 15,500/- after the deduction of food and accommodation carges.

All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law applicable from time to time.

Please find details of your package attached

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increases will be awarded on the basis of individual performance and achievements of objectives, business profitability and market rates.

4. Place of work

Your employment base location will be Sneh Resort, Pune.

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



6. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of commis I as more particularly laid out in the job description for this position. You will report directly to the HEAD CHEIF

7. Leave Entitlement

The leave entitlement shall be as per the Company policy and applicable laws from time to time.

You are not entitled for the paid leave benefits (except for COFF and RO) during the probation period as well as during the Notice Period.

8. Probationary Period

Your employment will be subject to a Six months' probationary period from the date of joining the Company. At the end of this period an assessment will be made of your work performance and if satisfactory this will be confirmed in writing. If your work performance is not of the required standard the company may extend your probationary period or terminate your employment without assigning any reasons.

9. Notice Period

You are required to provide the company with not less than 60 day's written Notice to terminate this agreement. The company does not encourage adjusting notice period against the either leave or forfeiture of salary. The 60 days' notice period is mandatory even during the probationary period.

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- (iii) Are guilty of fraud or dishonesty; or

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506





(iv) Are habitually neglectful in your duties; or

(b) On any other ground on which the company would be entitled to terminate your employment without notice.

11. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- Return to work within 2 days from the commencement of such absence subject to informing at least by a message or a call.
- 2. Provide satisfactory explanation to management regarding such absence.
- 12. Non-Disclosure Agreement

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

13. Company Property

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506 Tel: +91 80092 52008, +91 80098 02009 Email: sales@snehresort.com You shall promptly whenever have requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorized representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the company, any associated Company or any client or agent of the Company.

14. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You shall be liable for employee verification, wherein if any negative feedback is found; your services shall be terminated with immediate effect.
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You shall be abided to perform the task or project assigned to you which is under the scope of your job
 responsibility. The company reserves the right to terminate the employment or take necessary action
 against you for denial to perform the work/ task assigned to you.
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount;
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and
- Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506

- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities;
- You will be required to apply and maintain highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

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- (ii) Original Academic Certificates (all from 10th to Highest)
- (iii) Original Resignation Letter with acknowledgement
- (iv) Relieving letter from previous employer (Original)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



- (v) Proof of compensation last drawn (3 Months Original)
- (vi) Recent Passport size Photograph
- (vii) Bank Statements (last 6 months)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



Acceptance

Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a long, successful and mutually beneficial association

Welcome to Sneh Family.

Thanking you,



GENRAL MANAGER

For, Sneh Agri Tourism And Resorts

Declaration:

All the information declared by you being found true and accurate. In the event of any suppression of facts or the falsification of information, dishonesty, disobedience, misappropriation, absence from work without permission or any other act considered detrimental to the interest of the company, or of violation of one or more terms of this appointment, your services are liable to be terminated without notice.

I accept the terms and conditions set out in this contract

Signed.....

-Date:

Name:

SNEH Resort

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506

ALLIANCE

J-1 Intern and Trainee Programs

Offer Letter Agreement Form

Exchange Visitor ID number 70291

HOST ENTITY INFORMATION

Host Entity Name: Hyatt Regency Dallas Site of Activity Address: 300 Reunion Blvd, Dallas, TX, 75207, United States

POSITION INFORMATION Position Title Culinary Kitchen Rotation Start date - Earliest 03 January 2023 Latest 15 January 2023 End date - Earliest 02 January 2024 Latest 14 January 2024 Stipend 15.25 \$ per hour Average hours per week 32 hours per week Required Interviews Sponsor Interview, Host Interview

HOUSING INFORMATION Housing Model Participant arranged

EXCHANGE VISITOR SECTION

Exchange Visitor Printed Name	Yash Lokesh Gowda	Date of birth	04 / 18 / 2002
Program Start Date	01 / 14 / 2023	Program End Date	01 / 14 / 2024
Signature		Date	
Sponsor or agency representative	Kareer Krafters LTD		

I confirm that I have read, understood, and agreed to the conditions outlined in this Offer Letter. I agree to adhere to all Alliance Abroad and Department of State program rules regarding employment and program participation, including the Terms and Conditions which were part of my program application. If I change my position title without receiving prior permission from Alliance Abroad, or if I violate other Alliance Abroad rules or J-1 program regulations, Alliance Abroad may end my program early, and I will be required to return home. I understand that if my program ends due to regulation violations it may have a negative impact on future U.S. visa applications.

Section 1

name

HOST ENTITY INFORMATION

Entity name	Hyatt Regency Dallas
Description	Located downtown next to an iconic Dallas landmark Reunion Tower, Hyatt Regency Dallas is a gateway to the best of the city. Live, work and be yourself at our inviting, contemporary hotel near the Dallas Convention Center and within walking distance of many tourist attractions, including Dealey Plaza and the Historic West End. Whether you are here to work or play, Hyatt Regency Dallas is designed to meet all of your needs.
Web site	https://www.hyatt.com/en-US/hotel/texas/hyatt-regency-dallas/dfwrd
Primary contact name	Mark Spinelli

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Title	Director Of Human Resources
Department	Human Resources
Phone 1	(214) 712-7016
Email	mark.spinelli@hyatt.com

Section 2

DETAILED POSITION INFORMATION

Site of Activity address	300 Reunion Blvd, Dallas, TX, 75207, United States
Position Title	Culinary Kitchen Rotation
Special requirements	Housing is participant arranged and must be secured before entering the US.
Position details and description	Culinary Arts rotation
Department	Culinary Arts
Training Schedule	Working hours may vary between 6am - 11pm.
Average hours per week	32 hours per week
Stipend	\$15.25
Is Overtime available	Yes
Overtime wage (if applicable)	Over-time not guaranteed but offered at \$22.87/h
Required skills	Please refer to placement plan
Required experience	A minimum of 3 month of actual culinary experience required, restaurant cooking experience preferred.
English level	Excellent
Supervisor	Jennifer Sanic

Section 3

POSITION REQUIREMENTS

	the supervised to proceed a new supervised to proceed a new supervised to proceed a new supervised to proceed a
Grooming standards	To maintain Hyatt's quality image, it is important for our employees to present a ne
	professional well-groomed
	appearance at all times. Your appearance is an important part of the impression gue
	appearance at all lines. Tour appearance is all important part of the appearance
	have of our hotel. The

Page: 2 of 10 Offer Letter order 8471 11 January 2023 12:03

	following guidelines are to project a consistent and and and
	following guidelines are to project a consistent and professional image to our guests.
	Nametags The proper nametag must be worn in a readable position at all times while working in the hotel. Nametags are to
	be in good condition and worn on the upper left hand side of your sheet
	i ranstyles
	Hair should be clean, presenting a well-groomed appearance at all times. Styles should be appropriate for a
	business atmosphere. Hair accessories are acceptable provided they are professional in appearance and match
	attire. No type of head covering (e.g., scarves, hats, etc.) should be worn unless considered part of your uniform
	or for religious purposes. Hair colors must be of natural hues (black, brown, blonde, gray or reds).
	Facial Hair
	Men must be well groomed at all times. Beards, mustaches and goatees may only be grown during vacation or
и 11 ального ий ального и	leave of absence. Jewelry
	Jewelry for men and women should be kept to a minimum. It is acceptable to wear two earrings in one ear.
	Tattoos
	Your supervisor must approve visible tattoos. Fingernalis
	Nails must be clean, moderate length, and neatly shaped at all times. Nail polish color for women should be
	professional, no decals or ornaments. Hosiery/Socks
	Hosiery is not required. Socks must coordinate with the uniform, suit, and shoe color.
	Shoes Shoes must be kept in good repair. For uniformed employees, your supervisor w
	specify the type and color of shoes you wear. Employees must wear shoes that are practical and safe for their jobs
the second second	Uniformed Employees
	Uniforms must be neat, in good condition and fit properly. T-shirts should not be visible Sweatshirts and/or
	sweaters are not be worn over and/or under the uniform. Business Attire for Non-Uniformed Male Employees
	Suits, sport coats and slacks, shirts and ties should be well coordinated with shoes an
	socks. Business Attire for Non-Uniformed Female Employees
	Suits, pants, sweater sets, blouses, skirts or dresses are appropriate attire, but shou be professional.
Dress code	Proffesional appearance, uniforms will be provided. Black non-skid shoes will need
	be purchased by participants.
Uniform provided?	Yes
Cost to Exchange Visitor	Avg. \$35 for shoes
When is uniform fee due	Upon arrival - No Refunds
Screening	
Host Entity will require a drug test	No
lost Entity will provide the drug test	No
escription of drug screening policy	No drug testing required
/ill Exchange Visitor incur a cost for screening	No
Cost to Exchange Visitor (if applicable) age: 3 of 10 Offer Letter order 8471 11 January 2	N/A

When is screening fee due	N/A
Payment	
Payment schedule	bi_weekly
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	Please refer to placement plan
Will Exchange Visitor be paid during training/orientation	Yes
Length of training/orientation	14 days
Will Exchange Visitor incur a cost for training/orientation	No
Cost to participant	N/A
When is training fee due	N/A

Section 4

HOUSING INFORMATION

If company provided housing or temporary housing is not offered, Exchange Visitors will need to secure housing after they have accepted the Offer Letter.

Does Host Entity provide temporary housing?	Yes
Duration of temporary housing	Up to 2 weeks
Cost of temporary housing	none

Housing Lead 1

Housing model	Participant arranged
Gender requirement	Any
Housing type	Apartment
Housing name	1001 Ross
Contact name	1001 Ross Apartments Office
Address	1001 Ross Avenue, Dallas, TX, 75202
E-mail	1001ross@bhmanagement.com

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Number of bedrooms	2
Number of beds per room	2
	**Utilities are not included - please be advised that participants will need to sign u utilities and internet that will add additional costs to the monthly rent.
	**There will be a limit to two participants per room in each apartment. Participants not be able to request to have three participants per room.
	Monthly Rent listed is only an estimated cost. Costs may vary depending on how n participants there are per unit, utilities, internet, etc.
	updated cost**
	1 bed, 1Bath - 674sqft to 822sqft; \$1,488.00/month (\$744/month for two participan 2 bed, 1 Bath - 895sqft; \$1,733.00/month (\$433.50/month for four participants) 2 bed, 2 bath - 1,094sqft; \$1,662.00/month (\$415.00/month for four participants) 3 bed, 3 bath - 1,456sqft; \$2,223.00/month (\$370.50/month for six participants)
	The cost will be split between participants. 2 participants per bedroom. The cost b is per apartment
	Price Breakdown:
	Our modern floor plans feature an industrial-inspired design highlighted by exp brick and wrought iron spiral staircases. Choose from spacious 1, 2 & 3 bedr apartments for rent in West End Historic District of Dallas, Texas, near the F Museum of Nature and Science, Dallas World Aquarium, Uptown, and Klyde Wa Park. Each of our homes is equipped with the everyday luxuries you need and stylish extras you crave.
Description	Where Urban Sophistication Meets Casual Elegance Your apartment is more than where you live – it's an extension of who you are. At Ross, we get that.
Transportation details	None
Distance between work site and housi	0.3 Miles- 8 minutes walk
Housing amenities	Furnished, Basic utilities
Is renters insurance required	Yes
Can housing be co-ed	Yes
Deposit refund policy	Yes
Is deposit refundable	Yes
Is housing deposit payroll deducted?	No
Housing deposit	500.0
s weekly cost/rent payroll deducted?	No
How often is rent due?	Per month
Cost per participant	433.0
Neb Address	https://www.1001ross.com
Phone	(214) 954-7004

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Exchange Visitors per property	2
Exchange Visitors per room	2
Bathrooms per property	2
Bedding and towels	No
Bedding and towel payment due	Bedding and towels are not provided, Participants should bring these along with them.
Kitchen facilities	Yes - oven, stove, refrigerator, microwave, dishwasher
Additional items must bring	all personal items including bedding, towels and pillows
Additional comments	The cost will be split between participants. 2 participants per bedroom. The cost below is per apartment
	1 bed, 1Bath - 674sqft to 822sqft; \$1,488.00/month (\$744/month for two participants) 2 bed, 1 Bath - 895sqft; \$1,733.00/month (\$433.50/month for four participants) 2 bed, 2 bath - 1,094sqft; \$1,662.00/month (\$415.00/month for four participants) 3 bed, 3 bath - 1,456sqft; \$2,223.00/month (\$370.50/month for six participants)
	Price is subject to change. Check website or contact property to obtain the mos updated cost
	Monthly Rent listed is only an estimated cost. Costs may vary depending on how many participants there are per unit, utilities, internet, etc.
ncluded in cost	n/a
dditional items included in cost	n/a
dministration fee	200.0
dministration fee due	n/a
ousing deposit due	Must have approved credit, if not, Deposit can be up to one months rent.
	 Please note: \$175 application fee for the first participant; \$35.00 per participant per unit after that. \$200.00 administration fee is nonrefundable. \$500 deposit is refundable if left in good condition upon move out. Typically there is a cleaning fee deducted from apartment deposits.
	**Housing deposit is based off of credit history. If participants have applicable cred history in the United States then housing deposit could be less but is typically \$500.00.
pusing deposit refundable	Yes
urther information on housing refund policy	Yes - per the signed lease agreement.
pase required	Yes
ngth of lease	12 Months
rther information on length of lease	12 months (Full duration of the program

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Housing Lead 2

Housing model	Participant arranged
Gender requirement	Any
Housing type	Apartment
Housing name	Manor House Apartments - Dallas
Contact name	Manor House Apartments
Address	1222 Commerce St, Dallas, TX, 75202
E-mail	tweise@harborgroupmanagement.com
Phone	(855) 244-2062
Web Address	https://www.hgliving.com/manor-house-dallas-tx/? utm_source=googlemybusiness&utm_medium=organic&utm_c
Cost per participant	600.0
How often is rent due?	Per month
Is weekly cost/rent payroll deducted?	No
Housing deposit	200.0
Is housing deposit payroll deducted?	Νο
Is deposit refundable	Yes
Deposit refund policy	Yes
Can housing be co-ed	Yes
Is renters insurance required	Yes
Transportation details	Apartment is located downtown Dallas and close to bus and metro station
Description	Manor House high-rise apartments in downtown Dallas will give you front row seats to the most bustling, lively, and scenic area of the city. Gorgeous views from your apartment window let you enjoy the Dallas skyline from a coveted vantage point. 24-Hour Concierge Service
	24-Hour Heated Rooftop Pool With Sundeck Resident Clubhouse 24-Hour Valet Parking Outdoor BBQ & Picnic Area Free Wi-Fi At Pool & Clubhouse
	Controlled Access Fitness Center On-Site ATM On-Site Laundry Facility
이상 중심 성격 위험 방법이 있는 것이 없다.	Near The New Dallas Discovery District Short Term Leases Available On-Site 24-Hour Maintenance Team
Page: 7 of 10 Offer Letter order 8471 11 January 20	Price Breakdown:

Page: 7 of 10 Offer Letter order 8471 11 January 2023 12:03

	The cost will be split between participants. 2 participants per bedroom. The cost below is per apartment
	1 bed, 1Bath - 760sqft; \$1,280.00/month (\$640/month for two participants) 2 bed, 2 bath - 1,051sqft; \$1,565.00/month (\$392.00/month for four participants)
	Price is subject to change. Check website or contact property to obtain the most updated cost
	Monthly Rent listed is only an estimated cost. Costs may vary depending on how many participants there are per unit, utilities, internet, etc.
	**There will be a limit to two participants per room in each apartment. Participants will not be able to request to have three participants per room.
lumber of beds per room	2
lumber of bedrooms	2
exchange Visitors per property	2
exchange Visitors per room	2
Bathrooms per property	1
Bedding and towels	No
Bedding and towel payment due	Bedding and towels are not provided, Participants should bring these along with them.
Kitchen facilities	Yes - oven, stove, refrigerator, microwave, dishwasher
Additional items must bring	all personal items including bedding, towels and pillows
Additional comments	Apartment is not furnished, however, property works with companies that help with furniture rentals.
	Price Breakdown:
	The cost will be split between participants. 2 participants per bedroom. The cost below is per apartment
	1 bed, 1Bath - 760sqft; \$1,280.00/month (\$640/month for two participants) 2 bed, 2 bath - 1,051sqft; \$1,565.00/month (\$392.00/month for four participants)
	Price is subject to change. Check website or contact property to obtain the mo updated cost
	Monthly Rent listed is only an estimated cost. Costs may vary depending on how man participants there are per unit, utilities, internet, etc.
	**There will be a limit to two participants per room in each apartment. Participants v not be able to request to have three participants per room.
Included in cost	Utilities, Cable TV, Internet
Additional items included in cost	tenant does not have to set up utilities, the property provides it.
Administration fee	75.0

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Administration fee due	Prior to Arrival
Housing deposit due	Prior to arrival - participant must leave the space in good condition.
Housing deposit refundable	Yes
Further information on housing refund policy	Yes - Fully Refundable. \$200 for 1b/1bath \$300 for 2b/1bath
Lease required	Yes
Length of lease	12 Months
Further information on length of lease	Lease length: 2-12 months

Section 5

ARRIVAL INSTRUCTIONS

Alliance Abroad provides Orientation to all Exchange Visitors either in the Exchange Visitors home country or in the United States. If Exchange Visitors attend Orientation in their home country, they will travel directly to the Host Entity upon arrival. If Exchange Visitors attend Orientation in the United States of Orientation in the United States of Orientation in the United States. If Exchange Visitors attend Orientation in their home country, they will travel directly to the Host Entity upon arrival. If Exchange Visitors attend Orientation in the United States of Orientation in the United States of Orientation is completed.

Closest port of entry airport	DFW - Dallas/Fort Worth Intl (Dallas-Fort Worth, TX)
Nearest airport to site of activity	DFW - Dallas/Fort Worth Intl (Dallas-Fort Worth, TX)
Airport/bus/train pickup provided	Yes
General arrival instructions	Participant to email Jennifer Sanic - jennifer.sanic@hyatt.com - after travel arrangements have been made ideally 2 weeks before arrival. Hyatt will arrange pick-up from the airport if given enough notice.
an 19-1 - Challas Anno 19-1 1 - Thailes Anno 19-1	The hotel offers up to 2 weeks of temporary housing at the hotel. If participant would like to stay at the hotel the first training week, this needs to be communicated to Jennifer Sanic in initial email.
	In the event transportation and hotel for the first night has to be arranged by participant due to arrival outside the preferred arrival days/ time, please see information below:
	Hotel: Red Roof Inn DFW Airport Address: 8150 Esters Blvd, Irving, TX 75063 Phone: (972) 929-0020
	SuperShuttle Dallas: Address: 1840 W Airfield Dr #300, Grapevine, TX 76051 Phone: (972) 615-2410 https://www.supershuttle.com/locations/dallas-dfw-dal/
Should Exchange Visitor contact Host Entity before arrival	Yes
Upon arrival, Exchange Visitor should report	Company
Phone number	214.712.7017
Preferred arrival days	Monday - Friday

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Preferred arrival times	8 am to 5 pm	

Section 6

ADDITIONAL INFORMATION

Social Security Information	
Address of the nearest social security office	10824 N. Central Expwy, Dallas, TX 75231
Distance of SSO from SOA	10.6 miles
Will Host Entity provide transportation to the nearest Social Security office	No
Will Host Entity help Exchange Visitor make copies of the necessary documents	Yes
Other Social Security assistance provided	N/A

Section 7

POTENTIAL CULTURAL ACTIVITIES

For Intern/Trainees- the activities are outlines in your training plan

Hyatt Regency Dallas Style Guide and Attendance Policy

Fashion will come and go out of style, but style will always be in fashion

To maintain Hyatt's quality image, it is important for our employees to present a neat, professional, well-groomed appearance at all times. Your appearance is an important part of the impression guests have of our hotel. The following guidelines are to project a consistent and professional image to our guests.

Nametags

The proper nametag must be worn in a readable position at all times while working in the hotel. Nametags are to be in good condition and worn on the upper left-hand side of your chest.

Hairstyles

Hair should be clean, presenting a well-groomed appearance at all times. Styles should be appropriate for a business atmosphere. Hair accessories are acceptable provided they are professional in appearance and match attire. No type of head covering (e.g., scarves, hats, etc.) should be worn unless considered part of your uniform or for religious purposes. Hair colors must be of natural hues (black, brown, blonde, gray or reds).

Facial Hair

Men must be well groomed at all times. Beards, mustaches and goatees may only be grown during vacation or leave of absence.

Jewelrv

Jewelry for men and women should be kept to a minimum. It is acceptable to wear two earrings in one ear.

Tattoos

Your supervisor must approve visible tattoos.

Fingernails

Nails must be clean, moderate length, and neatly shaped at all times. Nail polish colors for women should be professional, no decals or ornaments.

Hosiery/Socks

Hosiery is not required. Socks must coordinate with the uniform, suit, and shoe color.

Shoes

Shoes must be kept in good repair. For uniformed employees, your supervisor will specify the type and color of shoes you wear. Employees must wear shoes that are practical and safe for their jobs.

Uniformed Employees

Uniforms must be neat, in good condition and fit properly. T-shirts should not be visible. Sweatshirts and/or sweaters are not be worn over and/or under the uniform.

Business Attire for Non-Uniformed Male Employees

Suits, sport coats and slacks, shirts and ties should be well coordinated with shoes and socks.

Business Attire for Non-Uniformed Female Employees

Suits, pants, sweater sets, blouses, skirts or dresses are appropriate attire, but should be professional.

The hotel reserves the right to determine at any time the practicality and appropriateness of the method or style of dress. The above guidelines will continue to be reviewed each year for their appropriateness and relevance.

PARTICIPANT ARRANGED HOUSING AGREEMENT

This is a legal and binding agreement. The information below serves as an addendum to the terms and conditions of the AAG Work and Travel Application form and must be completed and agreed to prior to DS-2019 issuance.

IMPORTANT: PLEASE READ THOROUGHLY AND SIGN AFTER COMPLETING THIS APPLICATION AND SIGNING YOUR JOB OFFER. If you have any questions, please ask your agency or Alliance Abroad Group (AAG) before you sign these terms and conditions. Claiming you were not aware of this requirement will not release you of your responsibilities.

STUDENT AGREEMENT

- I understand that my AAG job placement does not include housing.
- I understand that AAG will provide me with at least one housing lead, but that I am responsible for securing my housing for the duration of my program.
- I understand that I am responsible for contacting the housing and confirming a reservation with them prior to my arrival into the US. I must provide the housing with my full name (no nicknames), date of arrival to housing, and the expected length of time I will be living at this address.
- □ I understand that I must submit proof of my housing address to my local agency at least 30 days prior to my arrival.
- □ I understand that if I fail to locate my own housing. I will not be accepted at my host company at my time of arrival.
- □ I understand that if I leave my host company because I have not located housing, that I will not be allowed to continue my program and must return home immediately at my own expense.
- □ I understand that any housing I locate for myself must meet the appropriate local standards and housing codes.
- □ I understand that living expenses (housing costs, deposits, etc.) are subject to change at any time.
- □ I understand that I will need to bring at least \$1,000.00 for the start of my program to cover housing expenses upon arrival.
- □ I understand that the housing may have specific days and times that I can arrive and check-in and that if I arrive to the US outside of these hours. I am responsible for securing a hotel or hostel until I am able to move into my housing.
- □ I understand that I am responsible for paying my housing expenses on time and in full. Failure to pay in a timely manner may result in my eviction from housing and could jeopardize my program.
- □ I understand I will be provided with the rules and regulations for housing upon my arrival. I understand I am obligated to follow these rules and regulations and that I jeopardize my program/housing should I not follow these rules.
- I understand that I am financially responsible for any damages that may occur to my housing (including pest treatments).or any excessive utility charges that may be incurred. In addition, if I am sharing housing with other participants and there are damages or excessive utilities. I will be responsible for sharing equal cost of these charges.
- □ I understand that if I do not leave my housing clean and without damages. I may forfeit any pre-paid housing deposits.
- □ I understand that if I have any concerns or questions regarding my housing, I should discuss them immediately with my agency prior to departure.

Participant AAG ID Number: Participant Name (print full legal name): Participant Signature:

Date:

3

ALLIANCE

FOREIGN ENTITY AGREEMENT

- □ I understand that my participants' positions require that they locate their own housing and that it is my responsibility to explain this process to them.
- □ I understand that it is my responsibility to ensure that my participants secure housing.
- I understand that all housing located by participants must meet the following standards: safe, within budget, and nearby worksite or on a reasonable public transportation route.
- □ I understand that it is my responsibility to alert AAG immediately if there is no housing available for my participants.
- I will not allow students to arrive to the U.S. without pre-arranged housing and agree to collect and submit to AAG all proof of housing addresses at least 30 days prior to the date of my participants' arrival to the U.S.

Foreign Entity Name (print): Foreign Entity Signature:

Date:

1645 EAST 6TH STREET, SUITE 100. AUSTIN, TX. 78746. USA I P: (+1) 512.457.8062 I WWW.ALLIANCEABROAD.COM



Date:

Personal & Confidential

Mr. Karim Khan Sameer Rafiq

Sub: - Offer & Appointment of Employment

1. Commencement Date

Your date of commencement shall be 1st of SEPT 2023

2. Job Title

You will be employed by the company as Commis I in food production department.

3. Remuneration

Your total remuneration on Monthly basis is RS. 18000/- .

He will get Net in hand Rs 15,500/- after the deduction of food and accommodation carges.

All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law applicable from time to time.

Please find details of your package attached

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increases will be awarded on the basis of individual performance and achievements of objectives, business profitability and market rates.

Place of work

Your employment base location will be Sneh Resort, Pune.

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



6. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of commis I as more particularly laid out in the job description for this position. You will report directly to the HEAD CHEIF

7. Leave Entitlement

The leave entitlement shall be as per the Company policy and applicable laws from time to time.

You are not entitled for the paid leave benefits (except for COFF and RO) during the probation period as well as during the Notice Period.

8. Probationary Period

Your employment will be subject to a Six months' probationary period from the date of joining the Company. At the end of this period an assessment will be made of your work performance and if satisfactory this will be confirmed in writing. If your work performance is not of the required standard the company may extend your probationary period or terminate your employment without assigning any reasons.

9. Notice Period

You are required to provide the company with not less than 60 day's written Notice to terminate this agreement. The company does not encourage adjusting notice period against the either leave or forfeiture of salary. The 60 days' notice period is mandatory even during the probationary period.

You are required to handover all the work related activities before formal relieving.

10. Termination

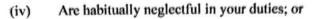
The Company may elect to terminate your employment without notice or payment in lieu in the following circumstances: -

(a) If you, in relation to your employment:

- (i) Willfully disobey a lawful and reasonable order;
- (ii) Engage in misconduct including, conduct being inconsistent with the due and faithful discharge of your duties:
- (iii) Are guilty of fraud or dishonesty; or

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506





(b) On any other ground on which the company would be entitled to terminate your employment without notice.

11. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1. Return to work within 2 days from the commencement of such absence subject to informing at least by a message or a call.
- 2. Provide satisfactory explanation to management regarding such absence.
- 12. Non-Disclosure Agreement

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

13. Company Property

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



You shall promptly whenever have requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorized representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the company, any associated Company or any client or agent of the Company.

14. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You shall be liable for employee verification, wherein if any negative feedback is found; your services shall be terminated with immediate effect.
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You shall be abided to perform the task or project assigned to you which is under the scope of your job responsibility. The company reserves the right to terminate the employment or take necessary action against you for denial to perform the work/ task assigned to you.
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount;
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and
- Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities;
- You will be required to apply and maintain highest standards of personal conduct and integrity and compty with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

15. Retirement

You will automatically retire from the service of the company on attaining the superannuating age of 58 years.

16. Date of Joining

You are required to join on or before Date of joining, following which this offer stands withdrawn. At the time of joining please submit scanned copies of the following documents:

- (i) Identity Proof & Address Proof (Copy of passport / birth certificate / S.S.C)
- (ii) Original Academic Certificates (all from 10th to Highest)
- (iii) Original Resignation Letter with acknowledgement
- (iv) Relieving letter from previous employer (Original)

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- (v) Proof of compensation last drawn (3 Months Original)
- (vi) Recent Passport size Photograph
- (vii) Bank Statements (last 6 months)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506





Acceptance

Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a long, successful and mutually beneficial association

Welcome to Sneh Family.

Thanking you,



GENRAL MANAGER

For, Sneh Agri Tourism And Resorts

Declaration:

All the information declared by you being found true and accurate. In the event of any suppression of facts or the falsification of information, dishonesty, disobedience, misappropriation, absence from work without permission or any other act considered detrimental to the interest of the company, or of violation of one or more terms of this appointment, your services are liable to be terminated without notice.

I accept the terms and conditions set out in this contract

Date:

Signed.....

Name:

SNEH Resort

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506

+91 80098 02009 Tel: +91 80092 Email: sales@snehresort.com





6th Oct 2023

Mr Sahil Sable, Saidham Co op Housing society Spain road, Pradhikaran Chilkhali Pune Maharashtra- 412114

Dear Sahil,

We are pleased to offer you the position of 'Guest Service Associate' in Food & Beverage Service Department with JW Marriott Hotel Pune as operators of ICC Realty India Pvt. Ltd. with effect from aoth October 2023. However, this offer is subject to you being declared medically fit by a reputed medical practitioner and satisfactory references from your referees.

Your compensation will be **Rupees 19000**/- per month [Total Remuneration]. The breakdown of your salary is enclosed for your reference.

Please report to the Human Resources Department on **10th October 2023 with formal attire** at 10:00 hrs. With the following documents:

- 6 passport-sized photographs
- Photocopy of proof of Date of Birth (Birth certificate / Passport)
- Photocopy of proof of address (Ration Card, Voters ID)
- 2 Photocopy of any Govt. certified Photo Identification (ADHAR Card Compulsory)
- Photocopies of Educational Qualifications
- Photocopies of letters of previous work experience (if any)
- Photocopy of last drawn salary slip (if any)
- Previous company UAN number and ESIC number
- Photocopy of Marriage Certificate (if married)
- 2 Photocopy of PAN Card (Compulsory)
- Vaccination Certificate/ RTPCR Report

If the above terms are acceptable to you, as a token of acceptance, please sign the enclosed duplicate copy of this letter.

Welcome aboard!

Amruta Purakkal Assistant Manager Human Resources

Candidate's Acknowledgement:

Signature / Date: _

____(Signed in acceptance)

JW Marriott Pune, Senapati Bapat Road, Pune - 411053, India Tel: +91 20 6683 3333| Fax: +91 20 2563 6363 www.jwpune.com



DETAILS OF COMPENSATION & BENEFITS

Sahil Sable

As per property payslip and subject to statutory deductions & Salary: income tax: **Basic Salary** 11912 House Rent Allowance 5105 **Gross Salary** 17018 **Employer's PF Contribution** 1429 Benefits: Employer's ESIC Contribution 553 19000 TOTAL REMUNERATION You will be on probation for a period of three (3) months. Not Probation: applicable for Internal Transfers. In accordance with the property, Leave policy in practice as on your Annual Leave, Holidays and date of joining and revised from time to time based on business Days Off: needs. However, if you leave the organization, then any unavailed leave will be encashed on gross salary up to a maximum of 30 days if worked for more than one year, else on basic salary. Leave entitlement will be 21 days per calendar year. Apart from the above, you will be also entitled to National and Festival Holidays as per the list issued by the Hotel at the beginning of each year. You will be entitled to six (6) days off in a month, as per Marriott India policy. You will be eligible to participate in the local provident fund **Provident Fund:** scheme as per Hotel policy. You will be eligible to participate in the Hotel's health insurance Medical and Insurance: scheme: Mediclaim Insurance of Rs. 100,000 (for self). . Mediclaim Insurance of Rs. 200,000 (if married).

 Personal Accident Insurance of twice of your annual CTC, for self.

JW Marriott Pune, Senapati Bapat Road, Pune - 411053, India Tel: +91 20 6683 3333| Fax: +91 20 2563 6363 www.jwpune.com



Gratuity:	Is applicable in accordance with the Payment of Gratuity Act 1972.	
Other Benefits: F&B Discount	You will also be entitled to the following benefits: A 50% discount on all food and beverage at any Marriott hotel in India, and a 35% discount on food & beverage at any Marriott hotel internationally.	
Room Rate Discount	Discounted room rates at all Marriott hotels worldwide, for friends and family.	
Training	A commitment of a minimum of 80 hours of training per year.	
Confidentiality:	You shall not disclose, divulge or communicate in any manner, any information regarding your compensation to any employee of the Company, or anyone outside the Company, except your Department Head or Human Resources Manager.	
Duties & Responsibilities:	You shall devote your working time and effort to the business of the Hotel.	

This attachment is and forms part of the offer letter dated 6th Oct 2023.

Amruta Purakkal Assistant Manager Human Resources

Candidate's Acknowledgement

Signature / Date:

(Signed in acceptance)

JW Marriott Pune, Senapati Bapat Road, Pune - 411053, India Tel: +91 20 6683 3333| Fax: +91 20 2563 6363 www.jwpune.com



U.S. Department of State

*OMB APPROVAL NO. 1405-0170 EXPIRATION DATE: 05-31-2024 ESTIMATED BURDEN: 1.5 hours

TRAINING/INTERNSHIP PLACEMENT PLAN

SECTION 1: ADDITIONAL EXCHANGE VISITOR INFORMATION							
Trainee/Intern Name (Surname/Primary. Given Name(s) (must match passport name) E-mail Address							
Shelar	Shelar Akshay Sunil				akshaysshelar1234@gmail.com		om
Program Sponsor		and an and the second sector of		Program Category			
Council for Educ	ational Trave	USA		Intern			
Occupational Category	Current Fie	ld of Stud	y/Profession		Experience in Field (number of years)		
Hospitality			Culinary				
Type of Degree or Certificate	Date Award	ded <i>(mm-c</i>	dd-yyyy) or Expe	ected	Training	/Internship Dates (mm-dd-yyyy)	
Bachelor's Degree		0	8-01-2023		From	08-31-2023 To 08-30-2	2024
	S	ECTION 2	: HOST ORGA	NIZATION INFO	a second second second second second		
Organization Name				Phase Site Add	iress	s	luite
	nark				1 L	egoland Drive	
City		State	ZIP Code	Website URL			
Carlsbad		CA	92008			tps://www.aramark.com/home	
	Exchange Vis Hours Per W		Stipend × Ye	s 🗌 No If yes	how mu	ompensation ch? 19.75 per	hour
95-2051630	32-40	1	Non-Monetary Compensation	Yes No) If yes,	value? per	·
Workers' Compensation Policy					l	Does your Workers' Compensation p exchange Visitors? • Yes No.	policy cover
🔽 Yes 🦳 No If yes, Name of Ca	arrier	ACE	American Insura	nce Company		No, but equivalent coverage	, exempt
Number of FT Employees Onsite at Location	Annual R	levenue					
Location \$0 to \$3 Million \$3 Million to \$10 Million \$10 Million to \$25 Million \$25 Million or More							
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Trainee/Intern - I certify that: 1. I have reviewed, understand, and	will follow thi	s Training m in order	SECTION 3: CE	ement Plan (T/II	PP);	0 Million to \$25 Million 255	
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Sponsor-					
I have reviewed, understand, and will ensure that the Supervisor (as se Plan (T/PP) regarding the Trainee or Intern listed above;	et forth on page 3, section 4) foll	lows this Training/Internsh	ip Placement		
 I will notify the designated U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) at the earliest available opportunity regarding any concerns about, changes in, or deviations from this Training/Internship Placement Plan (T/IPP), including, but not limited to, changes of Supervisor or host organization. 					
I will adhere to all applicable requiatory provisions that govern this prod	uding, but are not limited t	but are not limited to, the following:			
 a. I will ensure that the Trainee or Intern named in this T/IPP receives knowledgeable staff; 					
b. I have confirmed with the Supervisor or host organization represen be available to provide the specified training or internship program	tative that sufficient resources, set forth in this T/IPP;	plant, equipment, and trai	ned personnel v		
c. I will ensure that the Trainee or Intern named in this T/IPP obtains activities such as classroom training, seminars, rotation through se similar learning activities, as appropriate in specific circumstances;	everal departments, on-the-job to				
d. I will ensure that the Trainee or Intern named in this T/IPP does no serve to fill a labor need and ensure that the position that the Train the objectives of his or her participation in this training or internship	ee or Intern fills exists primarily	orary or permanent Ameri to assist the Trainee or In	can workers or Itern in achlevin		
e. I certify that this training or internship meets all the requirements or applicable. I also certify that training or internships in the field of a Worker Protection Act, as amended (29 U.S.C. 1801 et seq.).					
f. I will notify the Department of State if I receive information regardin this T/IPP that could be expected to bring the Department of State, into notoriety or disrepute; and					
g. I declare and affirm under penalty of perjury that the statements an information and belief. The law provides severe penalties for know document in the submission of this form.			/		
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Signature of Responsible Officer or Alternate Responsible Officer	Carlan	1			
	Vanessa Asmussen	Date (mm-dd-yyyy)	08-02-2023		
Printed Name of Responsible Officer or Alternate Responsible Officer					
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Pre - Offer Letter

Date: 27-06-2023

Pankaj Shinde, Pune

Dear Pankaj.

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that we have decided to employ you as the "Trainee Steward" with IBC Kalyani Nagar at Miadiamante Food & Beverages Pvt. Ltd located in Pune.

Compensation for your services is detailed in the annexure attached. You are requested to report on or before 03rd July 2023 at the address mentioned below:

Independence Brewing Company (IBC), 16/1, Mulik Palace, Wadgaon Sheri Road, Opposite Trump Tower, Kalyani Nagar, Pune, Maharashtra - 411014.

At the time of your Joining please ensure that the following document are submitted to the HR department.

- 1. Photo ID Proof (Pan Card/ Aadhar Card/ Passport)
- Address Proof (Passport/ Aadhar Card/ Electricity Bill/ Rental Agreement)
 Education Certificates
- 4. Proof of Birth (Passport/ School Leaving Certificate)
- 5. Experience Letter / Relieving letter/ Acceptance of Resignation Letter
- 6. Last 3-month Salary Slips
- 7. 3 recent size photographs
- 8. Covid Vaccination Certificate

One copy of this offer should be duly signed in token of your acceptance within 2 days of receiving this letter failing which this offer stands canceled. Detailed appointment Letter will be provided on completion of 1 month from the day of your joining.

Please note that this offer is subject to verification of your credentials, a satisfactory medical clearance & reference check.

In case of any further clarifications or assistance please do not hesitate to contact the Human **Resources Department.**

We welcome you onboard and look forward to your long association with us!

Best wishes. For Miadiamante Food & Beverages Pvt. Ltd.

Unatti Pantoji Sr. Manager – Human Resources

Accepted By Pankaj Shinde

Salary Annexure:

Miadiamante Food	d & Beverages Private Limite	d		
Name	Pankaj Shinde			
Designation	Trainee Steward			
Legal Entity	Miadiamante Food & Beverages Pvt Ltd			
Unit:	IBC Kalyani Nagar			
Location	Pune			
Date of joining	03rd June 2023			
「「「「「「」」」、「「」」、「」、「」、「」、「」、「」、「」、「」、「」、「	o Company (CTC)			
Salary Heads	Per Month	<u>Per Annum</u>		
Basic	9,000	108,000		
House Rent Allowance	4,500	54,000		
Other Allowance	1,010	12,120		
Total " A "	14,510	174,120		
ESIC (Employer Contribution)	472	5,664		
Accident Insurance	82	984		
Gratuity*	433	5,192		
Provident Fund	1,301	15,616		
Bonus**	750	9,000		
Total "B "	3,038	36,456		
Total Cost to Company (A+B)	17,548	210,576		
Calcula	ation of Take Home			
Total Gross Salary		14,510		
Total Deductions	PF	1201		
	ESIC	109		
	P.T	200		
Net Take Hon	ne Salary	13,000		
Detail	s of Service Charge			
Service Charge Point*** 3				

* Payable after completion of 5 Years of Service **Bonus is payable as per Bonus Act

Service Charge is a variable component. The pay-out is subject to monthly sales achieved. *New Employees will forfeit service charge for 15 days from the first month's date of joining.

for Miadiamante Food & Beverages Private Limited

Unatti Pantoji Sr. Manager - Human Resources



Date:

Personal & Confidential

Mr. Shinde Sachin Bibishan

Sub: - Offer & Appointment of Employment

1. Commencement Date

Your date of commencement shall be 1st of SEPT 2023

2. Job Title

You will be employed by the company as Front Office Associate in food production department.

3. Remuneration

Your total remuneration on Monthly basis is RS. 18000/- .

He will get Net in hand Rs 15,500/- after the deduction of food and accommodation carges.

All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law applicable from time to time.

Please find details of your package attached

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increases will be awarded on the basis of individual performance and achievements of objectives, business profitability and market rates.

Place of work

Your employment base location will be Sneh Resort, Pune.

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



6. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of FOA as more particularly laid out in the job description for this position. You will report directly to the HEAD CHEIF

7. Leave Entitlement

The leave entitlement shall be as per the Company policy and applicable laws from time to time.

You are not entitled for the paid leave benefits (except for COFF and RO) during the probation period as well as during the Notice Period.

8. Probationary Period

Your employment will be subject to a Six months' probationary period from the date of joining the Company. At the end of this period an assessment will be made of your work performance and if satisfactory this will be confirmed in writing. If your work performance is not of the required standard the company may extend your probationary period or terminate your employment without assigning any reasons.

9. Notice Period

You are required to provide the company with not less than 60 day's written Notice to terminate this agreement. The company does not encourage adjusting notice period against the either leave or forfeiture of salary. The 60 days' notice period is mandatory even during the probationary period.

You are required to handover all the work related activities before formal relieving.

10. Termination

The Company may elect to terminate your employment without notice or payment in lieu in the following circumstances: -

- (a) If you, in relation to your employment:
 - Willfully disobey a lawful and reasonable order; (i)
 - Engage in misconduct including, conduct being inconsistent with the due and (ii) faithful discharge of your duties;
 - Are guilty of fraud or dishonesty; or (iii)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



(iv) Are habitually neglectful in your duties; or

(b) On any other ground on which the company would be entitled to terminate your employment without notice.

11. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1. Return to work within 2 days from the commencement of such absence subject to informing at least by a message or a call.
- 2. Provide satisfactory explanation to management regarding such absence.
- 12. Non-Disclosure Agreement

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

13. Company Property

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



You shall promptly whenever have requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorized representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the company, any associated Company or any client or agent of the Company.

14. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You shall be liable for employee verification, wherein if any negative feedback is found; your services shall be terminated with immediate effect.
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You shall be abided to perform the task or project assigned to you which is under the scope of your job
 responsibility. The company reserves the right to terminate the employment or take necessary action
 against you for denial to perform the work/ task assigned to you.
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount;
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and
- Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your
 manager and others authorized by the company to assign such duties and responsibilities;
- You will be required to apply and maintain highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with
 the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any,
 as may be in force from time to time.

15. Retirement

You will automatically retire from the service of the company on attaining the superannuating age of 58 years.

16. Date of Joining

You are required to join on or before Date of joining, following which this offer stands withdrawn. At the time of joining please submit scanned copies of the following documents:

- (i) Identity Proof & Address Proof (Copy of passport / birth certificate / S.S.C)
- (ii) Original Academic Certificates (all from 10th to Highest)
- (iii) Original Resignation Letter with acknowledgement
- (iv) Relieving letter from previous employer (Original)

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



- (v) Proof of compensation last drawn (3 Months Original)
- (vi) Recent Passport size Photograph
- (vii) Bank Statements (last 6 months)

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Acceptance

Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a long, successful and mutually beneficial association

Welcome to Sneh Family.

Thanking you,



GENRAL MANAGER

For, Sneh Agri Tourism And Resorts

Declaration:

All the information declared by you being found true and accurate. In the event of any suppression of facts or the falsification of information, dishonesty, disobedience, misappropriation, absence from work without permission or any other act considered detrimental to the interest of the company, or of violation of one or more terms of this appointment, your services are liable to be terminated without notice.

I accept the terms and conditions set out in this contract

Signed.....

Date:

Name:

SNEH Resort

Kasarsai Dam, Maval, Kusgaon P.M. Pune, MH 410506



Trainee and Internship Programs

Placement Offer Letter

May 24, 2023

Dear Amey Tillu,

We are pleased to inform you that you have been confirmed for a food and beverage management internship at the Embassy Suites by Hilton Loveland Please see program details below:

Host Company Name: Embassy Suites by Hilton Loveland Host Company Address: 4705 Clydesdale Pkwy, Loveland, CO 80538 Program Dates: August 7, 2023 – August 6, 2024 Hours: 32-40 hours per week Compensation: \$18.15 per hour (average) Housing: 1–2-week temporary housing upon arrival

As an applicant for sponsorship with Council for Educational Travel, USA Training and Internship Programs, I acknowledge that I have conducted sufficient research regarding my host company, the training provided, and the surrounding community where I will live. I am familiar with my program location, climate, public transportation options, and points of interest. I have carefully reviewed and understood the housing terms (if provided), arrival instructions, training schedule, uniform, pre-training requirements (if any). I am confident that the placement I have accepted is appropriate to advance my knowledge and skills in my chosen area of study and profession.

I have asked all questions that I have regarding my host company, my position duties, and the surrounding community, and my questions have been sufficiently addressed to my satisfaction. I confirm that all conditions of this program and my living community appear comfortable, affordable, safe, and according to my liking. Therefore, I understand that request for a relocation to a different host company or a different location will not be granted by CETUSA unless the host company is unable to continue with their training commitment or my health, safety, or well-being is in question.

I have been notified that upon the signing of this document, a cancellation fee will apply. I acknowledge that my application for J-1 visa sponsorship has not yet been finalized and is subject to further review and CETUSA approval.

(signature) Offer Acceptance by Amey Tillu

Council for Educational Travel, USA (CETUSA) 678 Front Avenue NW, Suite 091ª, Grand Rapids, MI 49504 Tel: (949) 940-1140 • E-mail: internship@cetusa.org • trainee@cetusa.org

"Reaching out to encourage a lifelong journey of global peace and understanding"