



SHIKSHAN MANDAL BHAGUR'S,  
AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE,

**Shri. Eknathrao sahadu shete Arts,  
Commerce & Science College, Deolali Camp,  
Nashik**

Matoshree Yamunabai Karandikar Shaikshanik Sankul, Sv.No.306/1A/4B/2, Barnes School Road, Deolali Camp, Tal &  
Dist Nashik-422401.



**CRITERION – V**

**Student Support and Progression**

**5.2 Student Progression**

**5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years**



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Dist Nashik-422401.

**DECLARATION**

This is to declare that the information, reports, true copies of the supporting documents, numerical data etc. submitted/presented in the files is verified by Internal Quality Assurance Cell (IQAC) and it is correct as per the record.

This declaration is for the purpose of NAAC accreditation of HEI for the 1<sup>st</sup> cycle period 2019-20 to 2023-24.

Date: 18/01/2025

Place: Deolali Camp

**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik



**Principal**  
Shikshan Mandal Bhagur  
Arts, Comm. & Sci. College,  
Deolali Camp, Nashik.

**5.2.1.2. Number of Outgoing Students Year-wise during last Five-Years.**

	2023-24	2022-23	2021-22	2020-21	2019-20
Placed	05	09	06	00	00
Higher Education	20	14	11	00	00
Other	55	68	81	00	00
Total	80	91	98	00	00

  
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Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik

## PLACEMENT DATABASE

Year	Name of student who has been placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2023-24	Sakshi Prakash Gaikwad	B.Com	ICICI Bank, 022-71872500	2,45,360
	Hemlata Shantaram Chaudhari	B.Com	ICICI Bank, 022-71872500	2,72,240
	Tejas Ratan Jadhav	B.Com	Yuvashakti Foundation, 0253-2396560	1,50,000
	Jitendra Shankar Veer	B.Com	Yuvashakti Foundation, 0253-2396560	1,50,000
	Prathamesh Rajendra Jadhav	B.Com	Manipuram Finance Limited, Deolali Camp, Nashik	1,50,000
2022-23	Sakshi Promod Wagh	B.Com	ICICI Bank, 022-71872500	3,11,000
	Neha Damodar Adke	B.Com	ICICI Bank, 022-71872500	3,11,000
	Aditya Sharad Gaikwad	B.Com	HDFC Bank, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400013	2,08,000
	Bhushan Thube	B.A	Kotak Mahindra, +91 22 66056825	2,50,000
	Abhishek Nandu Talpade	B.Com	ICICI Bank, 022-71872500	3,11,000
2021-22	Kishor Suryabhan Bhagwat	B.Com	ICICI Bank, 022-71872500	3,11,000
	Ajay Pradip Thombre	B.Com	Care Health Insurance	
	Rutuja Dattatray Waje	B.Com	ICICI Bank, 022-71872500	3,11,000
	Vaishnavi Kailas Chaudhari	B.A	ICICI Bank, 022-71872500	3,11,000
	Jaydeep Sanjay Chavan	B.Com	ICICI Bank, 022-71872500	
	Ramkrushna Bhima Ghule	B.Com	Manipuram Finance Limited, Deolali Camp, Nashik	1,70,000
	Ravindra Somnath Kute	B.Com	ICICI Bank, 022-71872500	
	Vedant ohol	B.Com	ICICI Bank, 022-71872500	
	Lakshmikant more	B.Com		
	Aditya jadhav	B.Com	ICICI Bank, 022-71872500	

  
**Co-Ordinator**  
 ICAC



**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
 Deolali Camp, Nashik

  
**प्रधानाचार्य**  
 श्री एक्नाथराव सहादू शेते  
 कला, वाणिज्य व विज्ञान  
 बरिष्ठ महाविद्यालय, देवली (नाशिक)



PRIVATE AND CONFIDENTIAL

**Reference No. - 1384591084**

**Applicant ID - 6175048**

24-Oct-2023

Sakshi Pramod Wagh

Dear Sakshi,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

**ICICI Bank Limited**

ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodra 390 007, India.

**Co-Ordinator  
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**Principal**

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**Reference No. - 1384591084**

Sakshi Pramod Wagh

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

**ICICI Bank Limited**ICICI Bank Towers  
Bandra-Kurla Complex  
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Vadodara 390 007, India**Co-Ordinator**  
IQACShri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik**Principal**Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College,  
Deolali Camp, Nashik



:4:

**Reference No. - 1384591084**

Sakshi Pramod Wagh

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course- graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Saijyoti Samantray

Digitally signed by SAIJYOTI SAMANTRAY

Date: 2023.10.24 17:35:19 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms, conditions of the offer, and would like to confirm my acceptance.

Signature of Applicant

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**Reference No. - 1384591084**

Sakshi Pramod Wagh

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and two dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by SAIJYOTI  
SAMANTRAY  
Date: 2023.10.24 17:35:20 +05:30  
Reason: Offer Letter  
Location: Mumbai

Signature of Applicant

**ICICI Bank Limited**  
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Digitally signed by Sakshi Pramod Wagh  
Date: 2023.10.24 17:35:20 +05:30  
Reason: Offer Letter  
Location: Mumbai



	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	8,084	97,008
Superannuation Allowance **	1,200	14,400
<b>Total</b>	<b>21,284</b>	<b>2,55,408</b>
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
<b>Total Fixed</b>	<b>23,750</b>	<b>2,85,000</b>
Performance Linked Retention Pay#	2,167	26,000
<b>Total CTC</b>	<b>25,917</b>	<b>3,11,000</b>

\* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

\*\*\* You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Oct-2023

Digitally signed by SAIJYOTI SAMANTRAY  
Date: 2023.10.24 17:35:20 +05:30  
Reason: Offer Letter  
Location: Mumbai

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Deolali Camp, Nashik

**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



Sakshi Pramod Wagh

Employee No. 90071553



*[Handwritten signature]*

Issuing Authority

*[Handwritten signature]*

Co-Ordinator  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

*[Handwritten signature]*

Principal  
Shri Eknathrao Bahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



## JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

**URL:** <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

**Username:** Registered email id or Applicant id

**Password:** Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (Photocopies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (X<sup>th</sup>/XII<sup>th</sup>/ Graduation/ Post graduation)
- 2) Work Experience Document
  - b. Resignation accepted letter from current organisation
  - c. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

### Remuneration Details

Name: Neha Damodar Adake

Position: **Senior Officer**

Group: CREDIT AND POLICY GROUP

Senior Officer

### ICICI Bank Limited

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Bandra-Kurla Complex  
Mumbai 400 052, India

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Deolali Camp, Nashik



:5:

**Reference No. - 1384591082**

Neha Damodar Adake

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96,000/- (Rupees Ninety Six Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Applicants joining the Bank on or after 1st October shall get a differential Performance Linked Retention Pay in the first year. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is not serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 97,008/- (Rupees Ninety Seven Thousand Eight only) per annum. Supplementary allowance will include – Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 48,000/- (Rupees Forty Eight Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

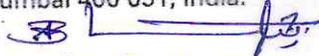
Superannuation Allowances:

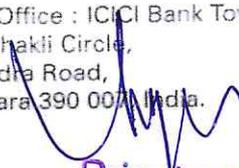
- You will be eligible for a Superannuation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) per annum.

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**Reference No. - 1384591082**

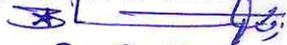
Neha Damodar Adake

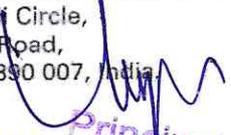
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
  - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    - a) Any breach of the conditions mentioned in this letter on your part
    - b) Any incorrect information furnished by you like:
      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and
    - c) Suppression of any material information by you.
    - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Deolali Camp, Nashik



PRIVATE AND CONFIDENTIAL

Reference No. - 1384591082

Applicant ID - 6175022

24-Oct-2023

Neha Damodar Adake

Dear Neha,

We are pleased to make you an offer of appointment as Senior Officer in ICICI Bank. You will be placed in CREDIT OPERATIONS at GHANSOLI TOWER. Please note that your appointment is subject to your successful completion of the Post Graduate Program in Relationship Management.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 27-Oct-2023.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

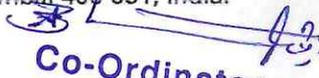
Other Terms and Conditions of Service:

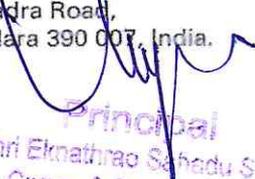
- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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Deolali Camp, Nashik



Neha Damodar Adake

Employee No. : 90071552



*Handwritten signature*

Issuing Authority

*Handwritten signature*

**Co-Ordinator**  
IQAC  
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Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

*Handwritten signature*

**Principal**  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

**Appointment Letter**

**Personal & Confidential**

Date: 15-12-2023

**Name :** Aditya Sharad Gaikwad

**Location :** Nashik

**Tentative Date of Joining :** 19-12-2023

Dear Aditya,

Further to the interview & discussion you had with us, we are pleased to offer you as Retail Agri-Rural Portfolio Officer, in KGC - Retail at Bodhale Nagar, Nashik on the following terms and conditions:

Grade : S1

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic - A	128395	10700
HRA - B	64198	5350
<b>Gross Salary</b>	<b>192593</b>	<b>16049</b>
Employer Provident Fund	15407	
<b>Total Fixed Cost to Company</b>	<b>208000</b>	<b>17333</b>

\*Gross Salary is Sum of Basic & HRA components (A+B)

Employee contribution to PF will be debited from Gross Salary

Provident Fund:

You will be covered under the Bank's Provident Fund Rules and the Employees contribution towards the same, will be deducted from your monthly salary.

Tax Clause:

The monthly compensation payable to you will be subject to withholding of applicable income tax, professional tax and other statutory deductions (as applicable) from time to time.

The details of your remuneration and benefits are given in Annexure - A.

1. Probationary Period:

1.1 You will be on probation for a period of six months or such extended period as may be decided by the Bank based on your performance during the probation period.

**Co-Ordinator**  
IQAC

**Shri Eknathrao Sahadu Shete**  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

**Principal**  
**Shri Eknathrao Sahadu Shete**  
Arts, Comm. & Sci. Senior College,  
Deolali Camp, Nashik

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- c) The Bank receiving attested copies of all your degrees and professional qualifications certificates, if any.
- d) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing or the results are awaited and basis which you have been interviewed and offered and submission of pass certificate within one month of publication of result.(If applicable)
- e) The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.
- f) This Offer has been extended to you basis your representation, information and details provided by you during the interview and subsequent to your submitting of your personal information, requisite details, documents, educational qualification and work experience certificates, etc. uploaded by you on HDFC Bank Career Site/ E-Rec portal for seeking an employment with HDFC Bank. By accepting this Offer, you confirm that all the details filled in and the documents uploaded on HDFC Bank Career Site/ E-Rec portal are true and correct. In the any discrepancy is found in the information and details provided by you at any stage of your association with HDFC Bank, HDFC Bank reserves its right to take appropriate action against you at Bank's discretion

Please note that you have an option to reject or accept this offer. If you are agreeable to the above mentioned terms and conditions, please accept the offer online by clicking "Accept" tab/button in the portal/system by using your login ID and password within above mentioned date of uploading this Offer in the portal/system. In case no acceptance is received by us within above mentioned period, we presume that you have no interest to proceed further and accordingly the Offer Letter shall be deemed to be withdrawn.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

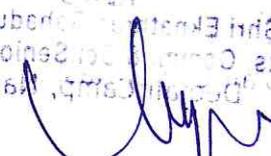


Vagarajan

For HDFC Bank Limited  
HR Lead HR Shared Services

This appointment letter is a system generated letter with electronic signature of HDFC Bank Ltd.'s authorized signatory and hence no Appointment Letter with wet signature is provided additionally.

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik

  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci Senior College,  
Deolali Camp, Nashik

### Important Note on Grooming Standards

As employees of HDFC Bank, we, in our interactions with customers, clients, vendors and business associates, are the face of the Bank. It is therefore imperative that each of us applies a certain amount of prudence in the choice of our attire and grooming standards. **Office attire should be smart and appropriate for conducting business on behalf of the Bank at all times.**

#### Grooming standards for Men

**Hair-** Should be conservative, well maintained and cut short. Moustaches / beards neatly trimmed or face clean shaven - daily maintenance mandatory. After-shave (optional)

**Attire-** Formal wear: Trousers must be in dark to medium colour tones (black, brown, navy blue, gray or beige) Shirts should be with full-length sleeves and worn with a tie (mandatory). If the occasion so demands (formal function / business call to an important Corporate / Client etc.) a blazer or suit appropriately chosen for the weather should be worn. Saturdays: Smart casuals are acceptable, Semi formal trousers, Denim trousers, Collared T-shirts, Semi-formal shirts, Shirts with checks

**Footwear-** Leather laced shoes with socks and coordinated with the trousers and belt. Socks must be in basic colours (black, brown, dark blue, gray or beige), coordinated with the trousers and calf length. Only on Saturdays, semi formal shoes in leather, calf leather or suede.

**Others-** Neatly cut short nails, No ornaments except for obligatory ring or kada.

#### Grooming standards for Women

**Hair-** Should be simple and clean, neatly combed at all times. Long hair may be tied in a bun or a plait Indian formal wear: Indian saris, Salwar suits.

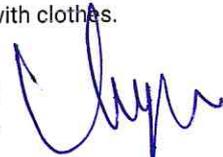
Western formal wear: Suits in basic colours. Preferably in black, dark brown, navy blue, beige or very light shades

**Attire-** Formal shirts with formal trousers or skirts. Saturdays: Smart casuals are acceptable, Full length denim trousers, Skirts, Kurtis, Semi formal blouses and tops

**Footwear-** Leather sandals or sandals of similar material, Closed shoes, Shoes must be well coordinated with clothes.

**Others-** Neatly cut nails, Simple elegant ornaments, Basic daywear makeup along with perfume/deodorant

  
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**Principal**  
Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deotai Camp, Nashik

**Remuneration:**

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic - A	128395	10700
HRA - B	64198	5350
<b>Gross Salary</b>	<b>192593</b>	<b>16049</b>
Employer Provident Fund	15407	
<b>Total Fixed Cost to Company</b>	<b>208000</b>	<b>17333</b>

**Incentives:**

You will be eligible for monthly Performance Linked Incentive Pay, as per the policy of the Bank.

**Benefits:**

- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and /or, as per Bank policy
- Total Mediciam cover of Rs.2,00,000/- for self and spouse (Parents and Children not covered).

I read & understand the Annexure – A

**Signature of Applicant****Name:** Aditya Sharad Gaikwad

1.2 On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

#### 2. Notice Period:

2.1 In case you decide to leave the Banks services after confirmation, you will be required to give thirty days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay the Bank the salary for the notice period so reduced/waived off. Bank, after confirmation at its discretion can decide to relieve you by giving months notice or Salary in lieu of notice.

2.2 In case you decide to leave the Banks services during probation period, you will be required to give fifteen days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the salary in lieu of the notice period so reduced/waived off. Bank, during your probation, at its discretion can decide to relieve you by giving fifteen days notice or Salary in lieu of notice.

#### Job description:

Your duties and responsibilities will be explained to you on your joining the bank. However, you shall execute and perform all such duties that may be assigned to you by the Bank from time to time and the Bank reserves its right to change these at its discretion.

#### 4. Location & Transfer:

Your initial place of posting will be Nashik. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

#### 5. Secrecy:

It is a condition of your employment that you will not, for whatever reason, divulge without an express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your employment with the Bank.

#### 6. Alternative Employment:

During the course of your employment with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

#### 7. Termination of employment:

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination, suppression of facts, falsification of documents or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

#### 8. Conditions Precedent:

- a) Bank reserves the right to seek references from your current / previous employer (s), at any stage, subsequent to your acceptance of this offer letter.
- b) The self-declaration given by you in respect of your medical fitness is in order.



**ADITYA SHARAD GAIKWAD**

**558133**

**AGRI LENDING**

**O+**

**Authorised Signatory**

**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



Kotak Mahindra Bank

Date: 11-DEC-2023  
Ref No: 218300

**Bhushan Thube**  
At Donwade Post Vinchuri Dalvi, Tal.Dist. Nashik

**LETTER OF APPOINTMENT**

Dear **Bhushan**,

We take great pleasure in extending an offer to you to be a part of Kotak Mahindra Bank. We welcome you to the bank, which values and embraces qualities based on simplicity, prudence, humility and integrity.

When you sign this letter, you would have agreed to be a part of the Kotak family and uphold the 'Kotak DNA'. Kotak DNA includes our values, norms, ideology, beliefs, character, personality, and culture originated by our founding team at Kotak and has evolved over the years with new members joining. Our DNA is what defines the firm, and is the most powerful driver of our performance, which differentiates us from others in the industry.

Please find enclosed the Appointment letter.

We wish you a long and enriching career with Kotak!

In case of any queries please feel free to write to us on [onboarding.helpdesk@kotak.com](mailto:onboarding.helpdesk@kotak.com)

**Signature Not Verified**

Digitally signed by MANOJ  
PRABHAKAR PHADNIS  
Date: 2023.12.11 18:35:10  
IST

-----  
**Manoj Phadnis**  
Executive Vice President - Human Resources

-----  
**Bhushan Thube**

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

Kotak Infinii, Building No. 21,  
Zone 4, 2nd Floor, Infinii Park,  
Off Western Express Highway,  
General AK Vaidya Marg,  
Malad (E), Mumbai 400097,  
Maharashtra, India.

T +91 22 66056825  
F +91 22 67259071  
[www.kotak.com](http://www.kotak.com)

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
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**Deolali Camp, Nashik**



- b. Care for my Customers, Partners, investors and Public - According to this pillar you are expected to be sensitive and always act in the interest of Kotak and ensure that any business or personal association including close personal relationships which you may have, do not create a conflict of interest with your role and duties in Kotak or its operations. You owe a sense of loyalty to Kotak by the fact that you have voluntarily accepted employment with Kotak. This duty carries obligation that refrains you from placing yourself in a position that could produce a conflict between your self-interest and interest of Kotak. This includes dealing with gifts and favours, encouraging anti-bribery and corruption free business, anti-money laundering, prohibiting financial interests and declaring the same, disclosing personal investments and avoiding insider trading, personal lending and control on borrowing.
  - c. Care for my Company Assets - You shall protect Personal, Confidential and Proprietary Information of Kotak and its employees, customers, partners, etc., safeguard Material Information and Non-Public data and Information. You shall maintain confidentiality in office areas and when you are working remotely. You shall practice accurate record keeping and operate within the delegation of authority.
  - d. Care for my Company Reputation and Community - You shall follow defined protocols on engaging with Press, Digital, Social Media Relations and other engagements including Government and Political Involvement or lobbying. You shall procure valid licenses and copyrights. You shall exhibit responsibility towards community and environment and ensure you follow protocols on respecting human rights.
- 6.2 Besides, you must also abide by all other internal policies, rules and procedures, as implemented from time to time throughout the term of your employment. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees' through various communication channels. You will be governed by the same from time to time as and when the said changes are made. It is your responsibility to keep yourself updated with the changes, read and comply with the same.
- 6.3 Since the nature of your work requires you to handle confidential information, you shall not, at any time during your employment or after your separation from the Bank, without the prior consent of the Bank in writing, divulge, directly or indirectly, any confidential, proprietary, material and non-public information related to the Bank for any purpose whatsoever.
- 6.4 You shall not without prior consent of the Bank in writing, which will not be unreasonably withheld, publish any book or brochure or article or blog/vlog or use social media, concerning any matter, which relates to any activity of the Bank.
- 6.5 In case of violation of the Code of Conduct and/or any other Bank's policies, rules and regulations, the Bank reserves the right to take appropriate action. Apart from this, if any financial loss is caused to the Bank due to proven acts of misconduct committed by you, such financial loss caused to the Bank, can also be recovered from your terminal benefits and/or from any other relationship maintained by you with the Bank.
7. **Declarations and mandatory certifications** - On joining, and thereafter every year and whenever required by the Bank, you must fill and sign declaration modules applicable to you from time to time. You must also comply with all mandatory training modules and get certified from time to time. Likewise, you must update disclosures proactively every time there is a change during your employment with the Bank.
8. **Separation:**
- 8.1 **Superannuation** - The age of superannuation i.e. the age of retirement will be as per the Bank's 'Exit policy'. Your date of birth has been recorded as **22-DEC-2002** in the records of the Bank.
  - 8.2 **Notice Period** - Subject to the right of the Bank to terminate your services in accordance with clause 8.3, it may be terminated either by the Bank or yourself by giving **3 Month(s)** notice to the other. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated as per Bank's 'Exit policy'.
  - 8.3 Your employment can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:
    - a. Any incorrect information furnished by you or on suppression of any material information and/or;
    - b. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this letter of appointment or a violation on your part of any of the Bank's rules and policies and/or;
    - c. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude and/or;
    - d. You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion compromises your ability to perform your duties; and/or;
    - e. The results of any background/reference checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion and/or;
    - f. Any misconduct pertaining to moral turpitude, riotous/disorderly behavior, theft, misappropriation, conviction by any court of law and/or;
    - g. Any act or omission, which could be construed as loss of confidence in you by the Management and/or;
    - h. Any act subversive of discipline or any conduct prejudicial to the interest and reputation of the Bank.
  - 8.4 **Garden Leave** - While serving notice, the Bank may require you to take Garden Leave, at the sole discretion of the Management, for all or part of the remaining period of employment. Garden leave may be applicable if you are in grade M5 and above, under certain circumstances or if you are working in sensitive roles, as defined in the Bank's 'Garden Leave Policy'.
  - 8.5 **Inducing/influencing an employee to leave** - Whilst you are in service of the Bank or upon your separation, you will, not directly or

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

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**Co-Ordinator**  
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**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College,**  
**Deolali Camp, Nashik**



# Kotak Mahindra Bank

## Annexure - A

Compensation Structure					
	Components	P.M.	P.A.	Frequency	Remarks
a. Basic	Basic Salary	12,704	152,450	Monthly	Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (If any)
b. Housing	House Rent Allowance	1,624	19,483	Monthly	Upto 50% of Basic Salary
c. Allowances and Benefits	Fitness Allowance	1,000	12,000	Monthly	Amount paid per month under Health and Fitness related Benefit. You can enter your fitness goals by visiting on Kotak's site: <a href="#">Health to the power infinity</a>
	Statutory Bonus	2,541	30,490	Monthly	Payable as per Payment of Bonus Act
d. Insurances Premiums	Mediclaim		7,750	Annual	This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 2Lakhs for employees post completion of 5 years. You will be covered by default, coverage of the dependents as per your declaration. More details in Kotak Mediclaim Policy. Policy is renewed in April every year. Voluntary top-up and parents policies cover premium is paid by you.
	Kotak Term Life + GPA		2,200	Annual	This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher Refer Term Life Insurance Policy & Group Personal Accident Policy.
e. Retirals	Contribution to Gratuity Fund		7,333	Annual	This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		18,294	Annual	Company's contribution towards PF @ 12% of Basic
f. Total Fixed Pay (a+b+c+d+e)		17,869	250,000		
Other Benefits					
Role Based Allowances/ Benefits	<ul style="list-style-type: none"> <li>- Shift Allowance - for employees working in shift as per Shift Working policy</li> <li>- Corporate Mobile SIM - for the roles as per Mobile Policy</li> <li>- Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy</li> <li>- Laptop/ Desktop - as per the role eligibility and company policy.</li> </ul>				
Other Benefits	<ul style="list-style-type: none"> <li>- Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details.</li> </ul>				

## Annexure - B

**Kotak Mahindra Bank Ltd.**  
 CIN: L65110MH1985PLC038137  
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**Co-Ordinator**  
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**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

Shri Eknathrao Sahadu Shete  
 Arts, Comm. & Sci. Senior College  
 Deolali Camp, Nashik



**kotak**

Kotak Mahindra Bank



**Bhushan**

**Thube**

**310660 | B+**

**Co-Ordinator**

**IQAC**

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Deolali Camp, Nashik**

**Principal**

**Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik**



PRIVATE AND CONFIDENTIAL

**Reference No. - 1384525149**

**Applicant ID - 6164888**

18-Nov-2023

Abhishek Nandu Talpade

Dear Abhishek,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

**ICICI Bank Limited**

ICICI Bank Towers  
Bandra-Kurja Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

**Co-Ordinator**  
**IQAC**

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Arts, Comm. & Sci. Senior College  
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**Principal**

**Shri Eknathrao Sahadu Shete**  
Arts, Comm. & Sci. Senior College,  
Deolali Camp, Nashik

**Reference No. - 1384525149**

Abhishek Nandu Talpade

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 001, India.

**Co-Ordinator**  
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**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**



:4:

**Reference No. - 1384525149**

Abhishek Nandu Talpade

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course- graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Saijyoti Samantray

Digitally signed by SAIJYOTI SAMANTRAY

Date: 2023.11.18 11:35:19 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms, conditions of the offer, and would like to confirm my acceptance.

Signature of Applicant

**ICICI Bank Limited**

ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

:6:

**Reference No. - 1384525149**

Abhishek Nandu Talpade

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and two dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by SAIJYOTI  
SAMANTRAY  
Date: 2023.11.18 11:35:20 +05:30  
Reason: Offer Letter  
Location: Mumbai

Signature of Applicant

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolai Camp, Nashik



	Monthly	Annual
Basic	8,000	96,000
HRA	4,000	48,000
Supplementary Allowance*	8,084	97,008
Superannuation Allowance **	1,200	14,400
Total	<b>21,284</b>	<b>2,55,408</b>
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
Total Fixed	<b>23,750</b>	<b>2,85,000</b>
Performance Linked Retention Pay#	2,167	26,000
Total CTC	<b>25,917</b>	<b>3,11,000</b>

\* Supplementary allowance will include, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

\*\*\* You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

**Date:** 18-Nov-2023

Digitally signed by SAIJYOTI SAMANTRAY

Date: 2023.11.18 11:35:21 +05:30

Reason: Offer Letter

Location: Mumbai

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



Abhishhek Mandu Talpade

Employee No. : 90074828

*[Handwritten signature]*

Issuing Authority

Co-Ordinator  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm  
Senior College  
Deolali

*[Handwritten signature]*



*[Handwritten signature]*  
Principal

Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik



PRIVATE AND CONFIDENTIAL

Reference No. - 1384591191

Applicant ID - 6164786

26-Oct-2023

Kishor Suryabhan Bhagwat

Dear Kishor,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

**ICICI Bank Limited**

ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1995PLC02109

Regd. Office : ICICI Bank Tower,

Near Chakli Circle,

Old Padna Road,

Vadodara 390 007 India

**Co-Ordinator  
IQAC**

**Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik**



**Principal  
Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik**

**Reference No. - 1384591191**

Kishor Suryabhan Bhagwat

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65100GJ1004PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik.



:4:

**Reference No. - 1384591191**

Kishor Suryabhan Bhagwat

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course- graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

SUNEETHA VENKATA  
HR MANAGER

Digitally signed by G V SUNEETHA DEVI

Date: 2023.10.26 18:25:59 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms, conditions of the offer, and would like to confirm my acceptance.

Signature of Applicant

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



:6:

**Reference No. - 1384591191**

Kishor Suryabhan Bhagwat

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and two dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
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Digitally signed by G V SUNEETHA  
DEVI  
Date: 2023.10.26 18:26:00 +05:30  
Reason: Offer Letter  
Location: Mumbai

Signature of Applicant

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai - 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 005, India

**Co-Ordinator**  
**IQAC**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Art's Comm. & Sci. Senior College,**  
**Deolali Camp, Nashik**



**Kishor Suryabhan Bhagwat**

**Employee No. : 90071551**



**Issuing Authority**

**Co-Ordinator**  
**IQAC**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci.Senior College**  
**Deolali Camp, Nashik**



**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Arts Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

carē

HEALTH  
INSURANCE



**THOMBARE AJAY  
PRADIP**

Employee Code : 560728

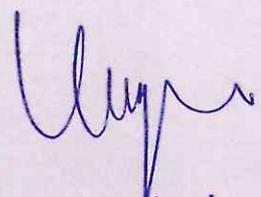
Blood Group : B+ve

  
Co-Ordinator

IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



Pune Pimpri



Principal  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



Jaydeep Sanjay Chavan

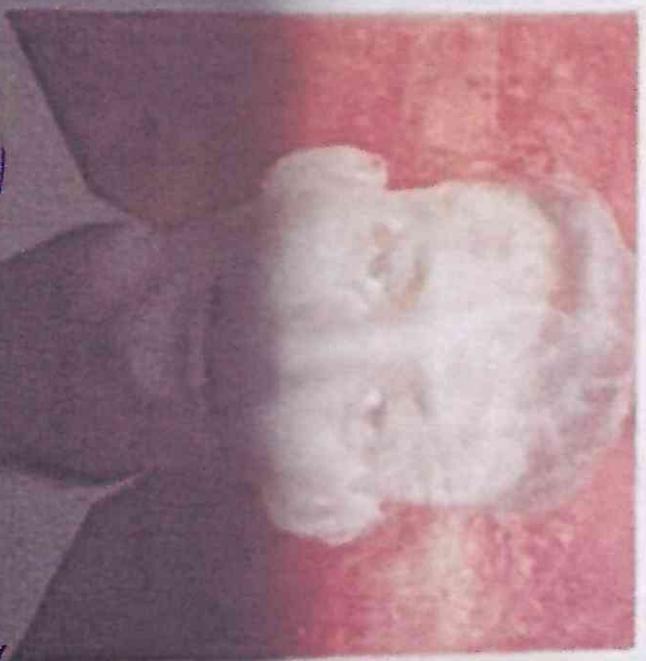
Employee No. : 90019965

*[Handwritten signature]*

*[Handwritten signature]*  
Co-Ordinator  
IOAC

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Nashik

Issuing Authority



*[Handwritten signature]*  
Principal

Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik





# MANAPPURAM FINANCE LIMITED

Make Life Easy

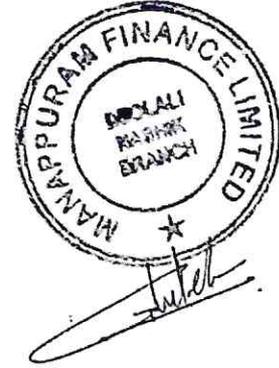
Page: 1

Date: October 12, 2023

Ghule Ramkrushn Bhima  
S/O Bhima Hanumant Ghule  
Panchshil Nagar Bhagur  
Bhagur  
Nashik  
Maharashtra-422502

Mr/Ms. Ghule Ramkrushn Bhima,

**Sub: Offer of appointment as JR. ASST.**



We are pleased to offer you for the post of JR. ASST. in the Company on the following terms and conditions

**1. Post offered : JR. ASST.**

**2. Place of posting**

You are presently posted at Deolali Nasik. Your services are liable to be transferred / deputed to any of the branches or subsidiaries or affiliate companies of Manappuram Finance Limited, either in existence now or would come into existence within India or Overseas, in the same or different capacity.

**3. Date of Joining**

You are required to report for duty on October 12, 2023 at Deolali Nasik, Nasik, Maharashtra. If you require any change in the date of joining, it should be taken up with Human Resource Management Department at the Administrative office well in advance. Your appointment will be effective from the date of your joining duty.

**4. Probation/Confirmation**

You will be on probation for a period of six months. Based on your performance your services will be confirmed with the company in writing after six months. If your performance is not found to be satisfactory or up to the expected level, your probation period will be extended for a further period of 6 months at the discretion of the Management. During probation period, your services are liable to be terminated without assigning any reason.

India's First Listed and Highest Credit Rated Gold Loan Company

Registered & Corporate Office : (CIN-165910KL1992PLC006623) IV/470A (old) W638A(New), Manappuram House, Valapatt, Thrissur, Kerala - 680 567, India  
Tel : 0487 - 3050100, 3050108 Fax : 0487 - 2399298 E mail : mail@manappuram.com Website : www.manappuram.com

**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College



**Principal**  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College,  
Deolali Camp

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## LIST OF STUDENTS WENT FOR HIGHER EDUCATION

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2021-22	Anjali Sanjay Kote	B.com	2021-22	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Dhanshree Bhausaheb Gaikwad	B.com	2021-22	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Neha Dattatray Gaikwad	B.com	2021-22	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Vaishnavi Santosh Walzade	B.com	2021-22	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Jain Sakshi	B.com	2021-22	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Kalamkar Ravina Sanjay	B.com	2021-22	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Vaishnavi Vitthal Sonawane	B.Sc	2021-22	S.V.K.T. College	M.Sc
	Wagh Trupti Shankar	B.A	2021-22	S.V.K.T. College	M.A
	Gund Swapnali Dattatraya	B.A	2021-22	S.V.K.T. College	M.A
	Deshmukh Sakshi Santosh	B.A	2021-22	S.V.K.T. College	M.A
2022-23	Chavan Payal jagdish	B.A	2021-22	S.V.K.T. College	M.A
	Neha Damodar Adke	B.com	2022-23	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Vaishnavi Dilip Harak	B.com	2022-23	Marathwada Mitra Mandal's Institute of Management Education Research & Training Karvenagar, Pune-52	MBA
	Nisha Anil Kanhojiya	B.com	2022-23	Sandip Foundation	MBA
	Rutika Adke	B.A	2022-23	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.A
	Rutuja Dattatray Waje	B.com	2022-23	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Priyanka Khatale	B.A	2022-23	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.A
	Sakshi Promod Wagh	B.com	2022-23	Late. B.R.D. Mahila Mahavidyalaya	M.Com
	Madhuri Bhausaheb Adke	B.com	2022-23	S.V.K.T. College	M.Com
	Lakhan Kavate	B.Sc	2022-23	Maratha Vidya Prasarak Samaj's Institute of Management Research & Technology [I.M.R.T.]	MBA

**Co-Ordinator**  
IQAC

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



**Principal**

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College,  
Deolali Camp, Nashik

# LIST OF STUDENTS WENT FOR HIGHER EDUCATION

Prasad Waje	B.Sc	2022-23	Maratha Vidya Prasarak Samaj's Institute of Management Research & Technology [I.M.R.T.]	MBA
Rohan Ghorpade	B.Sc	2022-23	S.V.K.T. College	M.Sc
Siddhant Zankar	B.Sc	2022-23	S.V.K.T. College	M.Sc
Rahul Gaikwad	B.Sc	2022-23	S.V.K.T. College	M.Sc
Bawa Kanya Suresh	B.com	2023-24	S.V.K.T. College	M.Com
Deshmukh Shruti Mangesh	B.com	2023-24	S.V.K.T. College	M.Com
Gaikwad Mohini Sudam	B.com	2023-24	S.V.K.T. College	M.Com
Jadhav Prathmesh Rajendra	B.com	2023-24	S.V.K.T. College	M.Com
Harale Rutuja Narayan	B.com	2023-24	S.V.K.T. College	M.Com
Bhor Gayatri Bharat	B.com	2023-24	S.V.K.T. College	M.Com
Adke Sakshi Dnyaneshwar	B.com	2023-24	S.V.K.T. College	M.Com
Pawar Vaibhavi Kailas	B.com	2023-24	S.V.K.T. College	M.Com
Maniyar Fayaz Arif	B.com	2023-24	S.V.K.T. College	M.Com
Jadhav Swapnil Maruti	B.com	2023-24	S.V.K.T. College	M.Com
Toche Akshada Sanjay	B.Sc	2023-24	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.Sc
Shinde Shubham Hiranman	B.Sc	2023-24	Sir Visvesvaraya Institute of Technology	MBA
Jadhav Apurva Anil	B.Sc	2023-24	Maratha Vidya Prasarak Samaj's Institute of Management Research & Technology [I.M.R.T.]	MBA
Krushna Borade	B.A	2023-24	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.A
Wagh Tejaswini Pandharinath	B.A	2023-24	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.A
Rushikesh Fokane	B.A	2023-24	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.A
Sakshi Vishwanath Wagh	B.A	2023-24	RNC Arts, JDB Commerce & NSC Science College Nashik Road	M.A
Bhawar Monika Sontosh	B.A	2023-24	S.V.K.T. College	M.A
Adke Durga Shivaji	B.A	2023-24	S.V.K.T. College	M.A

*(Signature)*

**Co-Ordinator**  
IQAC

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



*(Signature)*

**Principal**

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College,  
Deolali Camp, Nashik  
1000000



Nashik Shikshan Prasarak Mandal's  
Late Bindu Ramrao Deshmukh Arts,  
Commerce & Science Mahila Mahavidyalaya  
Sane Guruji Nagar, Jail Road, Nashik, Nashik 422101

2023-24



Name : Kote Anjali Sanjay

URN No : 4984

Class : M.COM-II

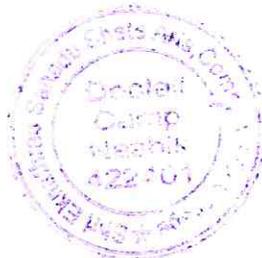
*[Signature]*

Principal

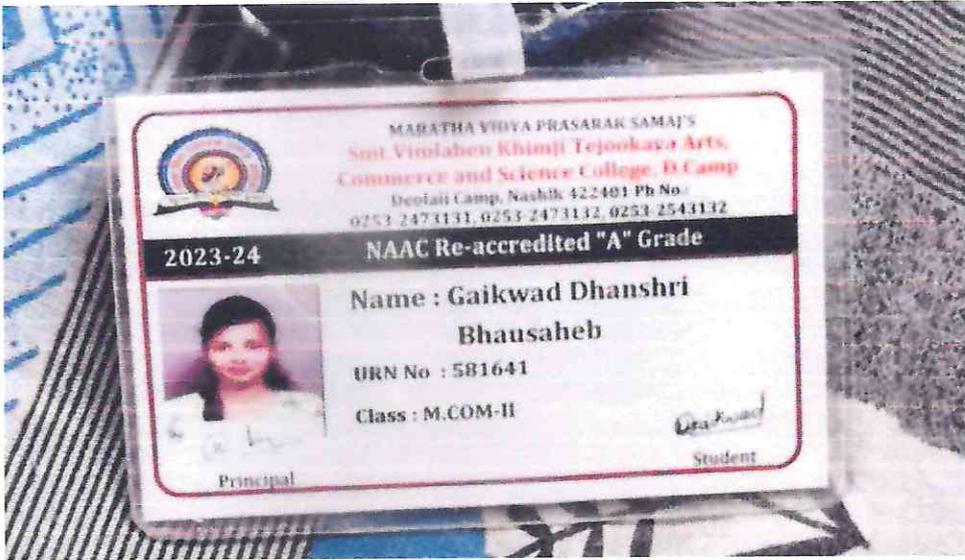
*[Signature]*

Student

*[Signature]*  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



*[Signature]*  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



MARATHA VIDYA PRASARAK SAMAJ'S  
**Smt. Vimlaben Khimji Tejokaya Arts,  
 Commerce and Science College, D.Camp**

Deolali Camp, Nashik 422401 Ph No.:  
 0253-2473131, 0253-2473132, 0253-2543132

2024-25

NAAC Re-accredited "A" Grade



Name : Adke Durga Shivaji

URN No : 662468

Class : M.A ECONOMICS I

*Dait*

Student

Principal

*[Signature]*

**Co-Ordinator**  
 IQAC  
 Shri Eknathrao Sahadu Shete  
 Arts, Comm. & Sci.Senior College  
 Deolali Camp, Nashik



*[Signature]*

**Principal**  
 Shri Eknathrao Sahadu Shete  
 Arts Comm. & Sci. Senior College  
 Deolali Camp, Nashik



MARATHA VIDYA PRASARAK SAMAJ'S  
Smt. Vimlahen Khinji Tejookaya Arts,  
Commerce and Science College, D.Camp

Deolali Camp, Nashik 422401 Ph No.:  
0253-2473131, 0253-2473132, 0253-2543132

2024-25

NAAC Re-accredited "A" Grade



Name : Gaikwad Mohini

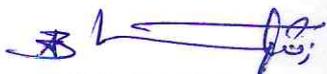
Sudam

URN No : 655735

Class : M.COM-I

Principal

Student

  
**Co-Ordinator**  
IQAC  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci.Senior College  
Deolali Camp, Nashik



  
**Principal**  
Shri Eknathrao Sahadu Shete  
Art's Comm. & Sci. Senior College,  
Deolali Camp, Nashik



**SANDIP**  
UNIVERSITY

Simply World Class..



**GATHE RENUKA PRAKASHBHAJ**

**MBA**

**SOCMS**

**DOB: 24-10-2003**

**Blood Group: -**

**Address : H. NO 381, BHAGUR, DR  
DHARMADHIKARI PATH OPP ARAY  
SAMAJ MANDIR, BHAGUR RURAL,  
NASHIK, MAHARASHTRA, 422502**

Autho. Sign.

**Co-Ordinator**  
**IQAC**  
**Shri Eknathrao Sahadu Shete**  
**Arts, Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**



**Principal**  
**Shri Eknathrao Sahadu Shete**  
**Arts Comm. & Sci. Senior College**  
**Deolali Camp, Nashik**

Student copy

**GOKHALE EDUCATION SOCIETY'S**  
**RNC ARTS JDB COMMERCE & NSC SCIENCE COLLEGE**  
**Non-Grant Unit**  
NASHIK ROAD

Name : WAGH SAKSHI VISHWANATH  
PRN No

Date : 31-Jul-2024

Receipt No. : 1506

Bank Details : Cheque No.

Class : MA I NG SCH/FREE  
Roll No. :  
Division :  
Fee Category : Non-Paying  
Year :



**Fee Details**

Admission Fees	350.00
Teach Fee (incl System) CGPA	500.00
Univ. Computerization Fee	100.00
Library Deposit	1 000.00
University Publication Fee	50.00
CORPUS FUND	4 00

Narration : WAGH SAKSHI VISHWANATH Fees Receipt

O/S:

2,004.00

Paid Fee

Fee In Words :INR Two Thousand Four Only

**INSTRUCTIONS:** (1) Please preserve this receipt for refund of deposits and fees (2) Fees once paid will not be refunded on account of cancellation of admission. (3) Receipt must be produced when demanded by the office. (4) Please check the amount entered in the receipt and amount actually paid before leaving the counter. No complaints will be entertained afterwards. (5) Transfer Certificate will not be issued unless the arrears of fees are paid.  
Note: For online payment - Receipt valid subject to credit in our Bank of Maharashtra Account

Principal

*[Signature]*  
**I/C PRINCIPAL**



**Co-Ordinator**  
**IQAC**  
Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik

*[Signature]*  
Principal  
Secretary  
Gokhale Education Society's  
Principal Centre

GOVT. MALE EDUCATION SOCIETY'S  
RNC ARTS JOB COMMERCE & NSG SCIENCE COLLEGE

Centre Unit  
NASHIK ROAD

Name : WAGH TEJASWINI PANDHARINATH  
PRN No  
Date : 19-Jul-2024  
Receipt No. : 4133  
Bank Details : Cheque No.

Class : MA I NG SCHFREE  
Roll No. :  
Division :  
Fee Category : Non-Paying  
Year :

Caution Money A/c	200.00
Administrative Service Charges	500.00
Campus Conservancy Charges	950.00
Internet Charges	300.00

Fee Details.



Narration WAGH TEJASWINI PANDHARINATH Fees Receipt

OIS:

Fee In Words :INR One Thousand Nine Hundred Fifty Only

Paid Fee

1,950.00

INSTRUCTIONS : (1) Please preserve this receipt for refund of deposits and fees (2) Fees once paid will not be refunded on account of cancellation of admission. (3) Receipt must be produced when demanded by the office. (4) Please check the amount entered in the receipt and amount actually paid before leaving the counter. No complaints will be entertained afterwards. (5) Transfer Certificate will not be issued unless all the arrears of fees are paid.

Note : For online payment :- Receipt valid subject to credit in our Bank Of Maharashtra Account

A/C Clerk

*[Signature]*  
H.C. PRINCIPAL

*[Signature]*  
Branch Secretary  
Govt. Education Society's  
Nashik Road Campus

*[Signature]*

Co-Ordinator  
IQAC

Shri Eknathrao Sahadu Shete  
Arts, Comm. & Sci. Senior College  
Deolali Camp, Nashik



*[Signature]*

Principal

Shri Eknathrao Sahadu Shete  
Arts Comm. & Sci. Senior College,  
Deolali Camp, Nashik