

Ref: HR/463/2023
Date: 16-May-2023

To

Babasab Bagashahi

Dear Babasab,

Sub: Offer Letter

With reference to your application, & subsequent Interview, we have pleasure in engaging you as **"Graduate Engineer Trainee- Piping"**. Your training will commence from **05th June, 2023**, your stipend would be **Rs.25,000/- (Rupees Twenty Five Thousand only)** per month which includes Employer's Provident Fund Contribution. As mutually agreed you will execute service undertaking prior to joining and it will be strictly adhered to.

On the day of Reporting you are required to produce one set of the following documents.

- All Educational Certificates
- Four copies of your recent passport size color photograph with light blue background
- Proof of Address

Detailed letter of appointment engaging you as **"Graduate Engineer Trainee"** would be issued along with the service undertaking to you at the time of joining.

If the above letter of Offer is acceptable to you please signify your acceptance by signing the duplicate copy of this letter.

Wishing you all the best,

Yours truly,
For Valdel Engineers & Constructors Pvt. Ltd.


Leena Catherine
Senior Manager – HR

Dear Babasab Bagashahi,

Congratulations and welcome to the dynamic world of “**Aequs Engineered Plastics Private Limited (Toys)**”, (Aequs Group). At Aequs we are leading by values and geared by opportunities.

This has reference to your application and the subsequent discussions we had with you. We take pleasure in offering you an appointment as “**Graduate Engineer Trainee**” with **Aequs Group** with the following terms and conditions and the agreed total compensation would be “**INR. 3,00,000/- LPA**”

- a) Your place of posting will be **Belagavi, Karnataka**.
- b) The proposed compensation details are mentioned below.
- c) This offer is valid, subject to all information, facts and figures provided by you, during your discussions with our company representatives, being accurate and clearing the pre-employment health check-up, certifying your employability.
- d) As a part of the offer, please provide us two references (contact details of your Placement Officer and a HoD / Dean). Clearing the reference check process is a necessary step in proceeding further.
- e) You will be transferred/deputed to other company or places if required in future. You should be able to support the other functions as well whenever there is a requirement.

Aequs has embarked on to a high growth trajectory. With constructive teamwork, performance orientation, and the will to achieve continuous improvement of processes and products, it is poised to offer employees huge challenges and experiences to learn, develop and grow.

All the terms and conditions of the company will be applicable to you. A detailed letter of appointment will be issued to you upon your joining.

Benefits:

1. Medical:

Aequs will provide ESI or Medical insurance benefit (as applicable) for you & your dependents as per the company policy & Act.

Apart from this, as a Special Economic Zone, we are hosting an Occupational Health Center to attend to the employees' health and medical requirements.

2. Food & Transportation:

Aequs offers its employees subsidized food & transportation which is optional in nature. Employees can avail these services with minimum charges as per the company policy/guidelines.

Note: Please consider Offer/Compensation details as highly confidential information and do not share with any person(s). Sharing of compensation details may lead to termination of offer/employment.

We will work with your placement office on your date of joining and the same would be intimated to the placement office/you. In the event of you not being able to join on or before the latest date mentioned, please intimate us, failing which this offer will be deemed void. On your joining, we would expect you to complete all the necessary joining formalities which shall be intimated to you during the next couple of days.

We look forward as a next step to get an acknowledgement of this email as a token of acceptance of our offer within next 24 hours/as per the mentioned timelines.

I confirm and accept the above terms and conditions.

Name :

Signature:

Date :

Best Regards,

**Talent Acquisition Team.
Aequs Group.
Belagavi.**



KodNest Technologies Pvt Ltd,

Above Domino's Pizza, 2nd floor Opp Gangotri Restaurant and uco bank,
8th Cross Rd, Maruti Nagar, BTM 1st Stage, Bengaluru, Karnataka - 560068.

20-May-2022

Sub: Offer Confirmation Letter

Dear Babasab H Bagashi,

We are pleased to extend you an offer with KodNest as **"Trainee"** following your selection in our CSR DRIVE under the following terms and conditions:

TERMS AND CONDITIONS

1. The trainee is entitled to the full-stack development course provided by KodNest and shall utilize all the facilities provided by us to their fullest potential.
2. The Trainee shall abide by the rules and regulations of KodNest and strictly adheres to it, failing to do so will lead to termination of the candidature.
3. The trainee shall actively participate in all the placement drives and opportunities matching the criteria which are provided by KODNEST through various means without missing them and ensuring a pre-approval is taken in case of emergency situations.
4. Kodnest shall not charge the trainee who is selected through the CSR program and there are no fees or any kind of charges that needs to be paid to KODNEST.
5. You shall be required to provide the Company 2 copies of all documents and information as per the verification policy.
6. KodNest reserves the right to terminate your Training without notice on grounds of breach of policy, misconduct, or disciplinary grounds.

7. Absence for a continuous period of 3 days without prior approval of your supervisors (including overstay on leave/ training) can lead to your Training opportunity being terminated without notice.

8. Any violation of the above-mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by the Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice.

9. Failing to accept this offer within 15 days, will void your seat and you will not be entitled to the free KodNest premium full-stack module course at kodNest.

The start day of your training will be the announced soon and request you to get a mail copy for reference purposes as this shall act as your entry card.

Kindly sign and return a copy of this letter.

We welcome and wish the best for your career.

Confidentiality policy

- All documents provided by the company must be kept confidential except in case of legal advice.

Regards,



Akash Pandey
CEO & Co- Founder

Accepted

(Signature of the Candidate)

ANNEXURE 1:

List of documents copy to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer, if you accepts it.

1. Education provisional certificate and mark sheets of the highest Qualification degree / professional qualification.
2. Two (2) passport size photographs
3. Copy of the PAN (permanent account number) Card, self attested.
4. Any Govt ID Proof - One copy.