

HR / A / 432/2005.
November 22, 2005

apollo sindhoori



**Mr. Abhishek Shivhare,
M.I.G – 2,
Near Shopping Center,
Teela Jamalpura,
Bhopal**

Sir,

We refer to your application and subsequent interview you had with us.

We have pleasure in appointing you as "MARKETING TRAINEE" at our "BHOPAL" Office on the following terms and conditions:

1. You will be paid a remuneration of Rs.5,000/- (Rupees Four Thousand Only) per month, plus Conveyance of Rs. 2,000/-.
2. You will be on training for a period of six months as a prelude to absorb you in the permanent cadre of this company, provided your performance during the training period is found to be satisfactory and up to the standard required by the organisation.
3. Your appointment as trainee will also be subject to satisfactory verification of your credentials / testimonials etc. by the management.
4. Yours is a full time job and you are requested to devote your whole time attending to the needs of the company. You are not allowed to accept whether directly or indirectly, any part time job or business of any kind whatsoever, as long as you are in the employment of the company. In case it is found that you have entered into any business or you have taken up a job with or without personal gain, your training will be terminated forthwith without notice.
5. During the course of your training and thereafter you will be required to keep all correspondence exchanged by/with our company as well as other information, trade secrets or materials received by you, concerning our business as confidential and not divulge to any person or firm or company such information, trade secrets and correspondence.
6. On completion of your training with this company, in case of non-confirmation of your service, you will be required to return all the papers, documents and other property which belongs to the company and which may be in your possession at that time.

Contd....2.

Apollo Sindhoori Capital Investments Limited

Registered & Corporate Office: No. 55, Greaves Road, Chennai - 600 006.
Tel: 044-39190002, 39190003. Fax: 044-28290835. Website: www.apollosindhoori.com



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7. During this training period either party may terminate the service with one-month notice or by paying one-month salary in lieu of notice. After this six months Training period and / or confirmation of services, either party may terminate the service with three months notice or by paying three months salary in lieu of notice.

8. You are liable to be transferred at any time from one place to another, from one job to another, from one department to another, or any other enterprise managed, leased or franchised by our group of companies in India or outside India, which is in existence or may come into existence in future. On your transfer you will be governed by the terms and conditions of services of the company where you are posted.

This letter of appointment has been issued to you on the understanding that there is nothing in your past record which will prevent the company from giving this. If however, it is found that your past record is objectionable or if any declaration given by you to the company is false or if you have willfully suppressed any material or other information, in such a case, you will be liable to be removed from the services of this company without notice or compensation in lieu thereof.

Notwithstanding anything contained herein, the company has always the right to terminate the services without assigning any reason whatsoever.

This letter of appointment shall be effective from the date of your joining our organization.

We look forward to a long and mutually beneficial association,

Wishing you good luck.

Yours faithfully,
For APOLLO SINDHOORI CAPITAL INVESTMENTS LIMITED,

P.B. SUBRAMANIAN
EXECUTIVE DIRECTOR.

Encl.: Remuneration details

REMUNERATION DETAILS

Mr. ABHISHEK SHIVHARE, MARKETING TRAINEE:

Basic	-	Rs. 1,000.00
D.A.	-	Rs. 500.00
H.R.A.	-	Rs. 3,000.00
CITY ALLOWANCE	-	Rs. 500.00

Conveyance (on reimbursement basis)
Rs 100 per every working day when calls
Are made, subject to a maximum of

- Rs.2,000.00

Incentives for the business procured shall be disbursed on a monthly basis as fixed from time to time.

COMPANY'S CONTRIBUTION TOWARDS PF
(at 12% on Basic and D.A.)

- Rs. 180.00

For APOLLO SINDHOORI CAPITAL INVESTMENTS LTD,


P.P.SUBRAMANIYAN
EXECUTIVE DIRECTOR

REF:HR/OI/BHP

12th Sep 2007

Re: Offer Letter

Dear Mr. Abhishek Shivhare,

With reference to your application and subsequent interview, we are pleased to appoint you as 'Assistant Branch Manager' on the following terms and conditions:

1. You will be paid Salary & Allowances aggregating Rs.1,93,846/- (Rupees One Lakh Ninety Three Thousand Eight Hundred Forty Six only) CTC per annum. Other benefits, if any, allowed to employees of your grade will be provided to you as applicable at the relevant time. You will also be entitled for incentives on good performance. The detailed compensation structure of the CTC is indicated in the "Annexure A" attached with this letter.
2. You will be paid the bonus of Rs.16,154/- (Rupees Sixteen Thousand One Hundred Fifty Four Only) on satisfactory performance.
3. During the course of employment, the company can terminate your services without assigning any reason by giving 30 days' notice or salary in lieu thereof. However in case you want to leave the company, you shall require giving 1 month notice or salary in lieu thereof.
4. Your initial posting will be at **Bhopal**, however your services are liable to be transferred from one department to other department. You may also be transferred to any establishment of the Company, its Associates and/or group situated anywhere in the country. Besides, you may be required to attend other jobs as per the exigencies of work.
5. During your service you shall devote your full time and attention to the affairs of the company, and shall not engage directly in any other business or activity, either full time or part time.
6. You will not divulge any secret of the Company, which may come to your possession during the course of your employment. On parting ways from the company for whatsoever reason it may be, you will ensure that all papers, documents, data, electronic files and other assets in your possession are properly and safely handed over to your higher authority as per instruction of the Management.





SYSTEMATIX
Investments Re-defined

Systematix Shares & Stocks (I) Ltd.

Corporate Office : JK Somani Building,
British Hotel Lane, Fort, Mumbai -400001.
Tel. : + 91-22-30298000 / 66198000
Fax : + 91-22-30298029 / 66198029

7. You will be bound by the Systematix Rules & regulations and code of conduct made for employee of the company, as may be applicable from time to time. You shall adhere to the punctuality and observe strict discipline while in service and put vigorous efforts to contribute to meet corporate objectives.
8. This offer letter will be considered as an appointment letter after your joining. No separate letter will be issued as an appointment letter.

Kindly acknowledge this letter on duplicate hereof as a token of your having accepted the terms of appointment as aforesaid. On the date of joining please bring original testimonials and other documents as mentioned in "Annexure B" attached with this letter.

We thank you for selecting Systematix Shares & Stocks (I) Ltd as your career option.

for Systematix Shares & Stocks (I) Ltd.,

Sunil Sarda
Director & CEO

Address : MIG- 2, Above Shopping Center,
Tila Jamal Pura,
Bhopal- 462 001

Accepted:

Offer valid up to:



Name: Mr. Abhishek Shivhare

Designation: Asst. Branch Manager

COMPENSATION STRUCTURE

Components	Monthly	Yearly
Basic		
HRA	10134	121608
Conveyance	5220	62640
Total	800	9600
	16154	193846
Assured Bonus Payable annually on satisfactory performance		16154
CTC		210000

Note: Deductions from monthly salary as follows:

- i) Income Tax (as per applicable slab).
- ii) Professional Tax.



Consortium for Small Farmers Agriculture & Livelihoods (c-Sfal)

(An initiative towards improving the livelihood of small farmers)

Ref : Csfal/298/ Bhopal,

Date 30.03.2023

Offer/ Appointment Letter

To
Mr Abhishek Shivhare
F-19, Elixir Graden
New Jail Road, Bhopal
Pin-46038
Madhya Pradesh
Mobile: 9142589786
E mail: abhishekshivhare2110@gmail.com

Dear Abhishek,

With reference to your interview conducted on 15 March 2023, we are pleased to offer you the position of Manager (FPO Business Development) at Consortium for Small Farmers Agriculture & Livelihoods (eSfal) under developing new generation farmer's agribusiness organizations mainly Farmer Producer Companies and Head Quartered at Bhopal, Madhya Pradesh. This appointment will commence from the date on which you join the Company. Your appointment will be governed by the following terms and conditions:-

- a. You will be entitled for remuneration as per Annexure 1, subject to statutory deductions. The achievement of minimum output fixed from time to time is a pre-condition for the entitlement of the above remuneration.
- b. You shall be eligible for a leave of 18 days in year additional to the gazette and holidays declared by state and central govt.
- c. This is a contractual job and the period of contract shall be initially for only 2 years from the date of joining which will be expanded for further years depending upon your performance and will be renewed periodically if you performed well as per the expectation of the organization.
- d. Minimum one year job commitment is expected from the employee except the case of any extraordinary situation and agreed by the employer.
- e. Management will have right to terminate the contract by serving one month's (30 days) notice in writing, in lieu of one month notice period; the salary of one month may be paid in case of any urgency. However it will be the discretion of the management whether to accept salary in lieu of notice period as it will depend on your pending tasks in hand at the time of relieving from the Company.
- f. You are entitled to reimbursement of travel expenses related to official work as per the rate fixed by the company or prevailing travel rules of the Company
- g. All statutory deductions will be made as per the prevailing Government norms from the consolidated salary.



Consortium for Small Farmers Agriculture & Livelihoods (c-Sfal)

(An initiative towards improving the livelihood of small farmers)

- h. Medical insurance is mandatory for all staff of the organization and it is the duty of all staff to have a viable medical insurance policy otherwise employee should avail group medical scheme policy of the organization where 50% annual premium shall be contributed by organization while 50% shall be borne by respective staff only (for medical sum assured up to min 2.00 Lakh and premium 3000/- (three thousand) per annum only)
- i. You will be required to abide by the rules and regulations of the Company and are required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

If the terms and conditions are acceptable to you then please sign the duplicate copy of the letter in token of acceptance and join duty on **30th March 2023** at Consortium for Small Farmers Agriculture & Livelihoods (cSfal) Office, Bhopal and report to Director.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of the employment, having read the attached Code of Company Governance and on joining you will abide by its prescriptive principles.

We wish you a long and fruitful career with us

Thanking you,

For c-Sfal

Director

Director

Consortium for Small Farmers Agriculture & Livelihoods (cSfal)

I do hereby accept the terms and conditions of this contract as set in this letter, and by my signature hereto, I agree to abide by these terms.

Signature:

Place: Bhopal

Name:

Date: 30/03/2024



Consortium for Small Farmers Agriculture & Livelihoods (c-Sfal)

(An Initiative towards improving the livelihood of small farmers)

Annexure-I

Compensation package

Name: Abhishek Shivhare

Designation: Manager (FPO Business Development) Madhya Pradesh

Head Quarter: Bhopal

A. Fixed Salary (Rs.25,000/-) payable on monthly basis	Unit/ Base /%	Per month
1. Basic	40% of Fixed salary	10,000
2. House Rent Allowance	20% of Basic	5,000
3. Conveyance Allowance	10% of Basic	2,500
4. Medical Allowance	Fixed	3,500
5. Mobile Allowance	Fixed	1,000
6. Other Allowance	Fixed	3,000
Total (Twenty-five thousand only)		25,000/-

