



Maharogi Sewa Samiti, Warora

ANAND NIKETAN COLLEGE, WARORA

ANANDWAN, WARORA, Dist. CHANDRAPUR - 442914 (M.S.)

Multi faculty Jr. Graduate & Post Graduate Institution
(Affiliated to Gondwana University Gadchiroli)

NAAC REACCREDITED B++

Estd. June 20, 1964

Email ID :- anandniketancollege@gmail.com / principal.anc@anandwan.in

Phone (0) 07176-282006

College Website :- www.ancanandwanwrr.com

Office of the Principal,

No.ANC/Admn/CHB/2022/156

Date: 5/9/2022

Appointment Order

To,

Ku. S. M. Fintode
Warora.

Subject : Appointment as contributory lecturer in Botany
Non-Grant Basis. (M.Sc.)

You are hereby appointed as Contributory lecturer in Botany
(Non - Grant Basis) for the session 2022-2023.

Your appointment is purely on temporary basis.

Please note the same & join your duty on 5/9/2022.


(Dr. M.C. Kale)
Principal

Anand Niketan College,
Warora

Copy to :

1. Librarian, ANC
2. Accountant, ANC
3. Head Deptt. _____ ANC
for information.



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Office of the Principal,

No.ANC/Admn/CHB/2022/154
Date: 5/9/2022

Appointment Order

To, Mr. P. A. Narwade
Warora.

Subject : Appointment as contributory lecturer in Botany
Non-Grant Basis. (M.Sc.)

You are hereby appointed as Contributory lecturer in Botany
(Non-Grant Basis) for the session 2022-2023.

Your appointment is purely on temporary basis.

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for information.

M.C. Kale
(Dr. M.C. Kale)
Principal
Anand Niketan College,
Warora

Appointment Order

To, Miss. Vaishnavi Ban
Warora.

Subject : Appointment as contributory lecturer in Zoology
Non-Grant Basis. (M.Sc.)


You are hereby appointed as Contributory lecturer in Zoology
(Non -Grant Basis) for the session 2022-2023.

Your appointment is purely on temporary basis.

Please note the same & join your duty on 5-9-2022

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for information.


(Dr. M.C. Kale)
Principal
Ahand Niketan College
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Office of the Principal,

No ANC Admn/CNB/2022/150
Date: 5/9/2022

Appointment Order

To,

Mr. Ashwini T. Behare
Warora.

Subject : Appointment as contributory lecturer in Chemistry
Non-Grant Basis. (M.Sc.)

You are hereby appointed as Contributory lecturer in Chemistry
(Non -Grant Basis) for the session 2022-2023.

Your appointment is purely on temporary basis.

Please note the same & join your duty on 5/9/2022.

Copy to :

1. Librarian, ANC
2. Accountant, ANC
3. Head Deptt. _____ ANC
for information.

(Dr. M.C. Kale)
Principal
Anand Niketan College,
Warora

Multi Organics Private Limited



A-1, M.I.D.C. Industrial Area, Ghugus Road, CHANDRAPUR - 442 406 (M.S.)
Factory: 07172-287618/619, Email: chandrapur@multiorganics.com
An ISO-9001:2015, IMS 14001:2015 & OH&S:45001:2018 Certified Company, CIN: U27100MH1976PTC019067

Ref.: MOPL/CND/HR/2022-23
Date: 23.07.2022

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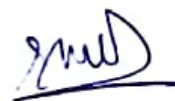
To
Mr. Shrikant Fkaru Madavi
At. Kolgaon
Tah: Maregaon
Dist: Yavatmal - 445303

Phone +917083138144
shrikantmadavi2020@gmail.com

Dear Mr. Shrikant Fkaru Madavi

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you for the position of "M Sc. Trainee" at our Chandrapur location with effect from 23, July 2022, on the following terms and conditions:

1. **SALARY:** The salary will be as per Annexure - I of this letter. You are not eligible for any other payment or any other benefits from the company apart from that listed in Annexure - I of this letter, your salary will be subject to deduction of all applicable taxes.
2. You shall be on training for a period of twelve months from the date of joining the services of the company. On completion of your training period your performance shall be reviewed by the Management and subject to satisfactory report of your performance, your services shall be confirmed in writing by the Management. During the course of training period your services may be terminated without assigning any reason by giving 30 (Thirty) day's notice in writing or salary in lieu thereof. However, after confirmation the company reserves the right to terminate your services by giving 30 (Thirty) day's notice in writing or salary in lieu thereof, without assigning any reason or paying you any compensation. The above conditions apply to you if you on your part desire to terminate your employment, which means you, will have a give a minimum 30 (Thirty) day's notice in case you wish to terminate this agreement.
3. Your appointment in the services of the company shall be subject to your submission of following documents to the management at the time of joining & the conditions listed below:
 - a. Relieving certificate / last salary certificate.
 - b. Service certificates pertaining to all your previous employments.
 - c. Certificates pertaining to all your academic qualifications.
 - d. Any other documents as claimed by you in support of your application.
4. **LEAVE:** You shall be entitled to privilege leave and other facilities as per the rules of the company as may be amended from time to time. However, your employment shall be governed by Industrial Employment Standing Order and rules framed there - under. Grant of any type of leave shall depend on exigencies of the Management.


23.07.22

5. DUTIES AND OBLIGATIONS:

a. You shall perform such duties as may be assigned by the Company from time to time and you shall abide by their instructions as well as instructions from your superiors.

You shall observe strict discipline and abide by the rules and regulations of the Company as are in force at the moment or as may be amended from time to time and you shall carry out your duties in the best interest of the Company and in most efficient manner as directed by the Company.

b. During the continuance of your employment, you should not enter into services or employment with any other persons part-time or full-time.

c. You will be responsible for safe custody of the Company's property entrusted to you or installed in the premises for due performance of work. You will however not use Company's property for your personal purpose without prior permission of the Company. In the event of your failure to return the property or causing any damage wilfully or negligently, you will pay the replacement value.

d. You shall not take presents, commissions, or any kind of gratification in cash or kind from any person, party or firm having dealings with the company and if you are offered the same, you will report to the company in writing.

e. You will be at work in the company at the time fixed and notified verbally or in writing. Attending late shall be liable to be shut out and treated as absent. Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you will be required to work accordingly. Any employee who after noting his attendance is found absent from his proper place of work during working hours without permission or without sufficient reason shall be liable to be treated as absent for half of the day. You shall not at any time absent yourself from your work without the consent of your officer failing which you shall be liable to be treated as absent. This penalty may be imposed in addition to any disciplinary action, the management may think fit to take against.

f. You will keep the Company informed your exact address and you will advise immediately any change in the same.

g. You shall be responsible for complying with all applicable governmental regulations in India or in any foreign country while you are working for the Company in India or in any foreign country. The Company will not have any liability if "Law of Land" is not observed by you during the tenure of employment / assignment.

6. You should submit your Daily / Weekly report positively to your HOD without fail.

7. The Company reserves the right to dismiss your services at any time without notice or salary in lieu thereof for the following or similar acts of misconduct.

a. Insubordination and or Dishonesty

b. conduct either on or off duty detrimental to the interest & reputation of the company.

c. Deliberate negligence with regard to observation of office discipline.

d. Irregular attendance.

e. Applying for a job without obtaining prior approval in writing.



23.07.22

- f. Providing and submitting incorrect, false and misleading information in your application as well as during interview for job.
8. You are liable to be transferred in the interest of the Company to any other department in the Company's factory or office or associate concern or such place as the Company may decide without being entitled to any extra remuneration. Your refusal to accept such transfer shall render your services liable for termination without any notice or compensation in lieu thereof.

9. Confidentiality Agreement & Non-compete Clause


While in employment and for a period of 4 years after leaving the employment of the Company, without its prior consent, you will not disclose, divulge or otherwise make known to any person or persons, any information, details, drawings, statistics, etc. pertaining to Company's Accounting Data, Manufacturing Process, Research & Development Information, New Products Data, Market Research, Sales Secrets, Financial Information & Data or any other matter, information or data, whether the same may be confined to you or become known to you in the course of your employment. This may be treated as a Confidentiality Clause in your appointment letter. You further agree not to join, consult or share data with any of our known or unknown competitors or any company who can become our competitor due to the information that you may share with them. The intellectual property and the rights of all the market research you conduct and / or data that you gather while employed, remains with the company and you have no right what-so-ever on same.

10. You will keep yourself abreast with the latest developments in the field of your activity and the allied fields, including of latest changes in the Statute, Rules & Regulations etc. whether of the Central Govt., State Govt. or the Local Authorities by reading Newspapers, Journals, Magazines, Books, Periodicals, Circulars, Orders etc. You will also keep yourself abreast with latest notifications or orders issued by various Govt. departments that affect the activities in your field whether directly or indirectly.

Please sign and return the copy hereof as a token of your acceptance of the terms and conditions mentioned above.

For MULTI ORGANICS PRIVATE LIMITED

I accept the above terms and conditions


G B Jichkar
(Vice President - Operations)

Received & accepted


22/07


(Shrikant Madavi)

C.c. - Accounts Dept. - CND
- Personnel File

23.07.22

Multi Organics Private Limited



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Factory: 07172-287618/619, Email: chandrapur@multiorganics.com
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Ref.: MOPL/CND/HR/2022-23
Date: 28.07.2022

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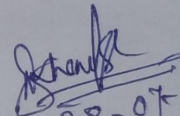
To
Mr. Naresh Shankar Khandre
At. Wani
Tah: Hinganghat
Dist: Wardha - 442301

Phone +919923074003
nareshkhandre24@gmail.com

Dear Mr. Naresh Shankar Khandre

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you for the position of "M Sc. Trainee" at our Chandrapur location with effect from 28, July 2022, on the following terms and conditions:

1. SALARY: The salary will be as per Annexure - I of this letter. You are not eligible for any other payment or any other benefits from the company apart from that listed in Annexure - I of this letter, your salary will be subject to deduction of all applicable taxes.
2. You shall be on training for a period of twelve months from the date of joining the services of the company. On completion of your training period your performance shall be reviewed by the Management and subject to satisfactory report of your performance, your services shall be confirmed in writing by the Management. During the course of training period your services may be terminated without assigning any reason by giving 30 (Thirty) day's notice in writing or salary in lieu thereof. However, after confirmation the company reserves the right to terminate your services by giving 30 (Thirty) day's notice in writing or salary in lieu thereof, without assigning any reason or paying you any compensation. The above conditions apply to you if you on your part desire to terminate your employment, which means you, will have a give a minimum 30 (Thirty) day's notice in case you wish to terminate this agreement.
3. Your appointment in the services of the company shall be subject to your submission of following documents to the management at the time of joining & the conditions listed below:
 - a. Relieving certificate / last salary certificate.
 - b. Service certificates pertaining to all your previous employments.
 - c. Certificates pertaining to all your academic qualifications.
 - d. Any other documents as claimed by you in support of your application.
4. LEAVE: You shall be entitled to privilege leave and other facilities as per the rules of the company as may be amended from time to time. However, your employment shall be governed by Industrial Employment Standing Order and rules framed there - under. Grant of any type of leave shall depend on exigencies of the Management.


28-07-22

5. DUTIES AND OBLIGATIONS:

a. You shall perform such duties as may be assigned by the Company from time to time and you shall abide by their instructions as well as instructions from your superiors.

You shall observe strict discipline and abide by the rules and regulations of the Company as are in force at the moment or as may be amended from time to time and you shall carry out your duties in the best interest of the Company and in most efficient manner as directed by the Company.

b. During the continuance of your employment, you should not enter into services or employment with any other persons part-time or full-time.

c. You will be responsible for safe custody of the Company's property entrusted to you or installed in the premises for due performance of work. You will however not use Company's property for your personal purpose without prior permission of the Company. In the event of your failure to return the property or causing any damage wilfully or negligently, you will pay the replacement value.

d. You shall not take presents, commissions, or any kind of gratification in cash or kind from any person, party or firm having dealings with the company and if you are offered the same, you will report to the company in writing.

e. You will be at work in the company at the time fixed and notified verbally or in writing. Attending late shall be liable to be shut out and treated as absent. Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you will be required to work accordingly. Any employee who after noting his attendance is found absent from his proper place of work during working hours without permission or without sufficient reason shall be liable to be treated as absent for half of the day. You shall not at any time absent yourself from your work without the consent of your officer failing which you shall be liable to be treated as absent. This penalty may be imposed in addition to any disciplinary action, the management may think fit to take against.

f. You will keep the Company informed your exact address and you will advise immediately any change in the same.

g. You shall be responsible for complying with all applicable governmental regulations in India or in any foreign country while you are working for the Company in India or in any foreign country. The Company will not have any liability if "Law of Land" is not observed by you during the tenure of employment / assignment.

6. You should submit your Daily / Weekly report positively to your HOD without fail.

7. The Company reserves the right to dismiss your services at any time without notice or salary in lieu thereof for the following or similar acts of misconduct.

a. Insubordination and or Dishonesty

b. conduct either on or off duty detrimental to the interest & reputation of the company.

c. Deliberate negligence with regard to observation of office discipline.

d. Irregular attendance.

e. Applying for a job without obtaining prior approval in writing.

[Signature]
28-07-22

f. Providing and submitting incorrect, false and misleading information in your application as well as during interview for job.

8. You are liable to be transferred in the interest of the Company to any other department in the Company's factory or office or associate concern or such place as the Company may decide without being entitled to any extra remuneration. Your refusal to accept such transfer shall render your services liable for termination without any notice or compensation in lieu thereof.

9. Confidentiality Agreement & Non-compete Clause


While in employment and for a period of 4 years after leaving the employment of the Company, without its prior consent, you will not disclose, divulge or otherwise make known to any person or persons, any information, details, drawings, statistics, etc. pertaining to Company's Accounting Data, Manufacturing Process, Research & Development Information, New Products Data, Market Research, Sales Secrets, Financial Information & Data or any other matter, information or data, whether the same may be confined to you or become known to you in the course of your employment. This may be treated as a Confidentiality Clause in your appointment letter. You further agree not to join, consult or share data with any of our known or unknown competitors or any company who can become our competitor due to the information that you may share with them. The intellectual property and the rights of all the market research you conduct and / or data that you gather while employed, remains with the company and you have no right what-so-ever on same.

10. You will keep yourself abreast with the latest developments in the field of your activity and the allied fields, including of latest changes in the Statute, Rules & Regulations etc. whether of the Central Govt., State Govt. or the Local Authorities by reading Newspapers, Journals, Magazines, Books, Periodicals, Circulars, Orders etc. You will also keep yourself abreast with latest notifications or orders issued by various Govt. departments that affect the activities in your field whether directly or indirectly.

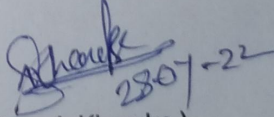
Please sign and return the copy hereof as a token of your acceptance of the terms and conditions mentioned above.

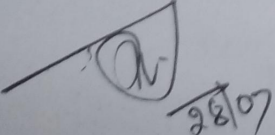
For MULTI ORGANICS PRIVATE LIMITED

I accept the above terms and conditions


G B Jichkar
(Vice President - Operations)

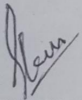
Received & accepted


(Naresh Khandre)


C.c. - Accounts Dept. - CND
- Personnel File

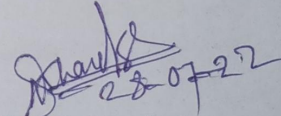
Annexure I

Particulars	INR Per Month	INR Per Annum
Basic	6439.00	77268.00
House Rent Allowance	2576.00	30912.00
Production Incentive (2% of CTC)	360.00	4320.00
Other Allowance	3284.00	39408.00
Travelling Reimbursement	3238.00	38856.00
Company Contributions		
Employer Provident Fund Contribution	1167.00	14004.00
ESIC Contribution	400.00	4800.00
Bonus (Paid Annually)	536.00	6432.00
TOTAL	18000.00	216000.00

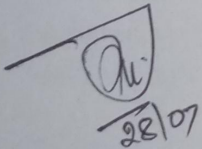


G B Jichkar
(Vice President - Operations)

Received & accepted



(Naresh Khandre)



28/07