



KURUKSHETRA UNIVERSITY KURUKSHETRA

[Established by the State Legislature Act XII of 1956]

(‘A⁺’ Grade, NAAC Accredited)

AQAR-2020-21

5.2.2

Placement of Outgoing Students

Department of Social Work



August 17, 2021

Mr. Rahul Ahuja
Kurukshetra University

Subject: Offer of Employment

Dear Rahul,

Congratulations! Further to the Campus interview you had with us, we are pleased to share you a placement offer in Escorts Limited on the following terms and conditions:

| | | |
|--|---|-----------------------|
| Department | : | EAM - Operations |
| Location | : | Faridabad |
| Designation | : | Management Trainee |
| Fixed pay (Basic pay, Allowances & Retirals) | : | Rs. 347,200 per annum |
| Variable pay | : | Rs. 27,800 per annum |
| Other Benefits | : | As per Company policy |

In addition to the above, you will also be entitled to other benefits as discussed and agreed.

We would like you to join on or before **September 6, 2021** failing which, this offer of employment shall automatically be withdrawn.

This offer is subject to pre-employment medical report and satisfactory reference checks.

Please treat the terms and conditions of this offer as confidential and are not to be disclosed to any third party.

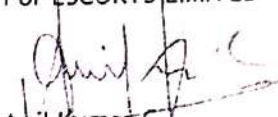
A letter of appointment enumerating the detailed terms and conditions of service shall be issued to you on completion of the joining formalities.

We are also enclosing list of documents to be submitted by you on the first day of your joining and a check-list/guidelines for pre-employment medical - ANNEXURE: B.

Please sign and return the acknowledgement copy of this letter, as a token of your acceptance.

Welcome to Escorts. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Thanking you,
Yours Faithfully,
For ESCORTS LIMITED


Anil Kumar C
Group Head HR

Enclosed: Annexure B

Accepted the above offer

Kurukshetra University
Deptt. of Social Work
Chairperson
Kurukshetra-136119

ESCORTS LIMITED

15/5, Mathura Road, Faridabad - 121 003, Haryana, India
Tel.: +91-129-2250222 Fax: +91-129-2250023

E-mail: escortsgroup@escorts.co.in Website: www.escortsgroup.com

Corporate Identification Number L74899HR1944PLC039088
Registered Office: 15/5, Mathura Road, Faridabad - 121 003, Haryana, India


Chairperson
Deptt. of Social Work
Kurukshetra University
Kurukshetra-136119



| ANNEXURE 'A' | | | |
|--|--------------------|-----------------------|--|
| Name | Rahul Ahuja | | |
| Location | EAM - Operations | | |
| DATE OF JOINING (DD/MM/YY) | September 6, 2021 | | |
| GRADE | MT | | |
| DESIGNATION | Management Trainee | | |
| | Per Month | Per Annum | |
| OFFERED FIXED COST | 28,933 | 3,47,200 | |
| Break-Up of CTC | | | |
| MANDATORY COMPONENTS (A) | MONTHLY | ANNUAL | |
| BASIC (25% of FIXED CTC) | 22,000 | 2,64,000 | |
| Provident Fund | 2,640 | 31,680 | |
| FLEXI KITTY (allowances & reimbursements) (B) | | | |
| HRA (15% for Metro, 40% for Non Metro) | 0 | 0 | |
| Child Education Allowance | 0 | 0 | |
| Child Hostel Allowance | 0 | 0 | |
| Leave Travel Assistance | 0 | 0 | |
| Food & Maintenance | 0 | 0 | |
| Flexi-Pay Balance | 4,293 | 51,520 | |
| TOTAL FIXED COST (C) = (A) + (B) | 28,933 | 3,47,200 | |
| VARIABLE PAY (Paid Annually) (D) | 0 | 27,800 | |
| COST TO COMPANY (E) = (C) + (D) | 31,250 | 3,75,000 | |
| OTHER BENEFITS | | As per Company policy | |
| APPROX TAKE-HOME (before INCOME TAX) | 23,453 | | |
| Note: - Gratuity will be paid as per the statute | | | |

Signature

Kurukshetra University
Deptt. of Social Work
Chairperson

Chairperson
Deptt. of Social Work
Kurukshetra University
Kurukshetra-136119



RALSON (INDIA) LIMITED
 WORKS : VILLAGE KOT PANAJCH, THE JOHANNA, G.T. ROAD
 DORAH, DISTT. LUDHIANA - 141421 (INDIA)
 CIN:U61800OL1874PLC643234

Dated: 29.09.2021

Ref No: RIL/HR/2021

Mr. Nagesh Kumar
 S/o Sh. Rajesh Kumar
 Ward No 09, H No 230,
 Natha Singh Nagar, Tarnan,
 KARNAL (HR)

Gentlemen

This has reference to your application and the subsequent interview you had with us, you have been appointed for the post of **ASSTT. LABOUR WELFARE OFFICER** with effect from **27.08.2021** on the following terms and conditions :-

1. You will be paid a basic salary of Rs. 7,000/- per month
2. In addition to that you will be entitled to the following monthly allowances :-
 City Compensatory Allowance : 6,600/- per month
 Conveyance Allowance : 1,000/- per month
3. You will be entitled to PF, Bonus, Gratuity and other perks as per rules applicable to the Company and amended from time to time
4. You will be on Probation for a period of six months and after satisfactory completion of the Probationary period your service will be confirmed in writing.
5. Your place of posting shall be at our Unit based at Kot Panajch (Doraha) but you are liable to be transferred to any other Branch, Post or Place or Sister Concern whether in existence or may establish/open its works or branch
6. You will devote full time to the work of the Company and will not undertake any direct or indirect business or work honorary or remuneratory, except with the prior permission of the Management in each case
7. You will not give out to any one, by work or other wise particulars of details of manufacturing processes, technical know-how, or of security arrangements or of administrative and organizational matters, whether or confidential or secret nature that may become known to you for being associated with our organization.

Chairperson
 Dept. of Social Work
 Kurukshetra University
 Kurukshetra-136119

HR OFFICE : RALSON NAGAR, OPP DHANDARI KALAN, RAILWAY STATION, G.T. ROAD, LUDHIANA - 141003
 TELE : +91 181-2511501, UPTO 512, FAX : +91-181-2511511, EMAIL : info@ralson.com, hr@ralson.com
 R&A HEAD OFFICE : L-38, LUDHOG NAGAR, ROHTAK ROAD, DELHI - 110041
 REGD : 011-25472917, 25472918, FAX : 011-25471720



RALCO
AUTOMOBILE TYRES
 INFO BY RALSON (INDIA) LTD, LUDHIANA

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 Dept. of Social Work
 Kurukshetra University
 Kurukshetra-136119



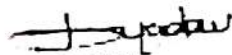
RALSON (INDIA) LIMITED

WORKS : VILLAGE NOT PANAICH, THE KHANNA, G.T. ROAD
DORANA, DISTT. LUDHIANA - 141421 (INDIA)
CIN-U81909DL187APLC042836

- 8 You will in all respects be governed by the rules and regulations of the Company applicable to all categories of employees issued from time to time.
- 9 One month's notice or salary in lieu thereof can be given by either side to sever a relationship.
- 10 You will automatically retire on attaining the age of superannuation at 58 years.
- 11 If you commit any breach of any terms of employment, as detailed heretofore, or any Act of indiscipline, the Company shall be at liberty to terminate this employment forthwith.
- 12 If you go on business tour of the Company, you will be entitled to TA/DA, as per rules of the Company.

Please return the duplicate copy of this letter duly signed in token of having accepted the assignment

For RALSON (INDIA) LIMITED


DGM (HR)

Received and accepted the above
Terms and conditions


(RAJAT KUMAR)


Chairperson
Deptt. of Social Work
Kurukshetra University
Kurukshetra-136119

REGIONAL OFFICE : RALSON NAGAR, OPP. CHANDIARI KALAN, RAILWAY STATION, G.T. ROAD, LUDHIANA - 141003
PHONE : 011-161-2511501, UPTD 512, FAX : 011-1612511511, EMAIL : info@ralson.com, hr@ralson.com
TO : A HEAD OFFICE, JAIL LOTECH NAGAR, ROHTAK ROAD, DELHI - 110041
MOB : 911-25073117, 25073118, FAX : 011-25073119
Deptt. of Social Work
Kurukshetra University



RALCO
AUTOMOBILE TYRES
MFG. BY RALSON (INDIA) LTD. LUDHIANA

RAJ OVERSEAS UNIT - 4

Plot No. 8, Sec-25, Huda, Panipat (HR)

नियुक्ति पत्र

नाम RAHUL KASANA पिता/ पति का नाम SH. SATISH

अस्थाई पता- KURUKSHETRA SEC 7.

स्थाई पता VILL-DHAND, POST DHAND.

RAJ OVERSEAS UNIT-

Plot No. 8, Sector-25, (1) HUDA
PANIPAT-132103 (HR.)

जन्म तिथि 04.02.1995 पद L.W.O श्रेणी (अकुशल, अर्धकुशल, कुशल, अतिकुशल)

काम शुरू करने की तारीख 02.08.2021 कार्य करने का समय 8 घण्टे प्रतिदिन

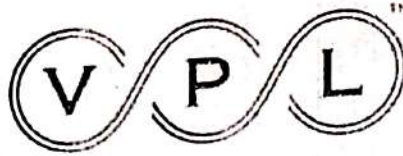
अस्थाई (प्रोबेशन) कार्यकाल 02.08.2021 से 31.01.2022 हफ्ते में कार्य के दिन 6 साप्ताहिक छुट्टी SUNDAY

कुल वेतन 49144 प्रति माह

नियुक्ति की शर्तें

- 1) आपने नौकरी के लिए प्रार्थना पत्र दिनांक 31.07.2021 और साक्षात्कार (इन्टरव्यू) के सन्दर्भ में आपकी नियुक्ति 02.08.2021 से HR विभाग में L.W.O पद के लिए करते हुए हमें हर्ष होता है।
- 2) आपका प्रोबेशन कार्यकाल की अवधि 6 माह होगी और यदि आपको प्रबन्धक कि तरफ से प्रोबेशन कार्यकाल के विस्तार कि सूचना नहीं मिलती है तो आप प्रोबेशन कार्यकाल के समापन के पश्चात स्वयं ही संस्था के स्थायी कर्मचारी हो जायेंगे।
- 3) प्रोबेशन कार्यकाल के दौरान आपको यह अधिकार होगा कि आप बिना किसी पूर्व सूचना के अपना त्याग पत्र दे सकते हैं। इस प्रोबेशन कार्यकाल के दौरान कम्पनी को भी यह अधिकार होगा कि आपको बिना किसी पूर्व सूचना के आपको नौकरी से हटा सकती हैं।
- 4) (क) यदि आप कम्पनी के स्थायी कर्मचारी हैं और आप नौकरी छोड़ना चाहते हैं तो आपको कम्पनी को एक महीने की अग्रिम सूचना (नोटिस) देना पड़ेगा और नोटिस अवधि समय में आपको कार्य करना पड़ेगा या फिर यदि आपकी वार्षिक अर्जित छुट्टी (EL) बकाया है तो आप उसको समायोजित एडजेस्टमेंट कर सकते हैं। यदि आप कम्पनी के स्थायी कर्मचारी हैं और कम्पनी आपको सेवा से बर्खास्त करती है तो वह आपको एक महीने का नोटिस या फिर नोटिस न देने पर एक महीने का वेतन देगी।
(ख) अगर आप मासिक वेतन पर कार्यरत नहीं हैं स्थायी नियुक्ति होने के बाद, अगर आप अपनी नौकरी छोड़ना चाहते हैं तो आपको कम्पनी को एक माह पहले नोटिस देना पड़ेगा या फिर यदि आपकी वार्षिक अर्जित छुट्टी बकाया है तो आप उसका समायोजित कर सकते हैं। अगर आप स्थायी कर्मचारी हैं और कम्पनी आपको सेवा से बर्खास्त करती है तो वह आपको एक माह का नोटिस न देने के स्थान पर आपको एक माह का वेतन प्रदान करेगी।
- 5) कम्पनी काम की जरूरत के अनुसार भविष्य में आपका तबादला एक शिफ्ट से किसी भी शिफ्ट में कर सकती है इसकी सूचना विभाग अध्यक्ष के द्वारा मौखिक रूप से एक दिन पहले बता दिया जायेगा।
- 6) आपको यह अधिकार होगा कि आप एक हफ्ते में एक दिन वेतन सहित छुट्टी कर सकते हैं यदि आपने किसी एक हफ्ते में 06 दिन कार्य किया है।
- 7) यह कि आपको हरियाणा सरकार द्वारा समय-2 पर घोषित वेतन दिया जायेगा / यदि आप पीस रेट पर कार्य करते हैं तो आपको वेतन आपके द्वारा बनाये गये उत्पादन के आधार पर दिया जायेगा। उत्पादन कि निर्धारित दरे आपका समय-समय पर कार्य प्रारम्भ होने से पहले आपका यत्ना दी जायेगी। जो किसी भी समय बदली भी जा सकती है। आप बताए गए निर्देशानुसार कार्य करेंगे।
- 8) किसी एक दिन में 08 घण्टे कार्य करने के उपरान्त और किसी एक हफ्ते में 48 घण्टा कार्य करने के बाद आप ओवर टाइम (OT) वेतन के हकदार हैं जो कि फैक्टरी एक्ट 1948 (धारा 59) के तहत। ओवर टाइम (OT) हमेशा आपकी स्वीकृति से होगा।
- 9) कम्पनी काम की जरूरत के अनुसार आपका तबादला (ट्रांसफर) कम्पनी के किसी दूसरे विभाग या भारत में कम्पनी की किसी अन्य फैक्ट्री में कर सकती है। अगर आपका तबादला एक से दूसरे राज्य में किया जाता है तो आपकी यात्रा का खर्चा कम्पनी द्वारा दिया जायेगा।
- 10) दुरे व्यवहार की शिकायत मिलने पर कम्पनी आपको नौकरी से निलंबित (सस्पेंड) कर सकती है जब तक कि जांच (इन्क्वायरी) पूरी नहीं होगी। आपको सस्पेंशन के दौरान 50% प्रतिशत वेतन मिलेगा यदि आपका दुरा व्यवहार साबित नहीं होता तो कम्पनी आपको निलंबित समय का पूरा वेतन देगी।
- 11) जब तक आप इस कम्पनी में काम करते हैं आपको बिना कम्पनी की आज्ञा लिए दूसरी किसी कम्पनी में काम करने की इजाजत नहीं है।
- 12) भारतीय श्रम कानून के नियम अनुसार जैसे ही आप इस कम्पनी में 240 दिन काम कर लेते हैं तो आपको 01 दिन की छुट्टी हर 20 कार्य दिवस के बाद वेतन सहित लेने का अधिकार होगा। परन्तु कम्पनी आपको प्रथम कार्य दिवस से ही हर 20 कार्य दिवस

Chairperson
Deptt. of Social Work
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Kurukshetra-136119



Date: 16-07-2021

VPLB: HR&ADMIN: 2021-22

MR. SARVJEET SINGH,
NAND COLONY NO. 02,
NEAR SHIV MANDIR, PEHOWA,
DISTT: **KURUKSHETRA (HR).**

SUB: Offer letter for the post of Associate Labour Officer – (P&IR).

Dear Mr. Sarvjeet,

This is with reference to your interview and subsequent discussion with us on the above subject.

We are pleased to make an offer to you to join our organization as Associate Welfare Officer (P&IR Dept.) in O1 grade based at Vardhman Polytex Limited, Bathinda on the terms and conditions discussed and agreed upon with you.


A detailed appointment letter will be issued to you on your joining the duties with us. You are requested to be on board latest on or before 01st Aug 21. However, once you join us you would be governed by the Rules & Regulations of the Company applicable to your Grade.

We look forward to your joining to have a rewarding career at **OSWAL GROUP,**

Please return copy of this letter in token of your acceptance.

With best wishes,


PRIKSHIT SINGH
SR. MANAGER (HR)


Chairperson
Deptt. of Social Work
Kurukshetra University
Kurukshetra-136119

Vardhman Polytex Ltd

A Oswal Group Company

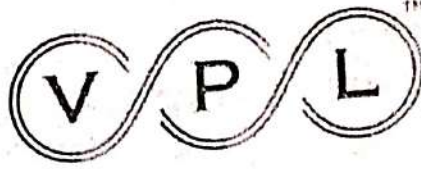
LN: 172JF8198/PLC/004247

Works: Badal Road, Bathinda-151005,

Punjab (India) Tel: +91-164-2281771, 2281526

www.vpl.in

info@vpl.in



Date: 16-07-2021

VPLB: HR&ADMIN: 2021-22

MR. NEERAJ KUMAR,
PROFESSOR COLONY,
NEAR D.A.V COLLEGE, PEHOWA,
DISTT: KURUKSHETRA (HR).

SUB: Offer letter for the post of Associate Welfare Officer – (P&IR).

Dear Mr. Neeraj,

This is with reference to your interview and subsequent discussion with us on the above subject.

We are pleased to make an offer to you to join our organization as Associate Welfare Officer (P&IR Dept.) in O1 grade based at Vardhman Polytex Limited, Bathinda on the terms and conditions discussed and agreed upon with you.

A detailed appointment letter will be issued to you on your joining the duties with us. You are requested to be on board latest on or before 01st Aug 21. However, once you join us you would be governed by the Rules & Regulations of the Company applicable to your Grade.

We look forward to your joining to have a rewarding career at OSWAL GROUP.

Please return copy of this letter in token of your acceptance.

With best wishes,

PRIKSHIT SINGH
SR. MANAGER (HR)

Chairperson
Deptt. of Social Work
Kurukshetra University
Kurukshetra-136119

NAHAR INDUSTRIAL ENTERPRISES LTD.
(UNIT : NAHAR FABRICS), LALRU

DI. A-10-58

ASSTT. VICE PRESIDENT (HR & ADM)
NAHAR FABRICS, LALRU

WITH REFERENCE TO YOUR LETTER NO. DT. 01-10-2021

FOR THE POST OF Welfare Officer I HEREBY JOINING MY DUTY TODAY IN

HR DEPARTMENT (WEAVING)

DATE OF JOINING: 1-10-2021

SALARY BASIC RS. 14235/-

GROSS RS. 22000/- CTC

PRESENT ADDRESS Ambedkar Smriti
Hall, Gov. Road, Barab, H.P.
173205

SIGNATURE: Vishal
FULL NAME: Vishal Sharma
S/O SH. Draush Chandra Sharma

PERMANENT ADD. 3115, A.B.
Sansay Nagar, Civil Lines,
Ajmer, U.P. 282002

ASSTT. VICE PRESIDENT (HR & ADM)

PERSONAL DATA FORM

NAME Vishal Sharma

POST APPLIED FOR Welfare Officer

[Signature]
Chairperson
Deptt. of Social Work
Kurukshetra University
Kurukshetra-136119



Anshu Hospitals Limited

Regd. Office
B-19 Ground Floor,
Greater Kailash Enclave,
New Delhi - 110048

SF/SEC-8/HR/ 500039/2021

20-Sep-2021

Mr. Himanshu
A-228, Dabua Colony
Faridabad, Haryana - 121001.

Subject: Letter of Appointment & Terms of Employment

Dear Mr. Himanshu,

With reference to your application and subsequent discussions: we have pleasure in confirming your appointment in our organization as **Executive** in the department of Sarvodaya Foundation on the following terms and conditions effective from 20-Sep-2021.

The other terms and conditions will be as follows:

1. Place of Posting

Your initial place of work will be in Sarvodaya Foundation (A unit of Anshu Hospitals Limited), Sector - 8, Faridabad, Haryana - 121006. However, your services, based on job requirement are liable to be transferred to any of our Hospital or Clinic, whether in existence or planned in the future, within India or abroad, whether in existence or not at the time of the enforcement of these orders, while making such orders the employer shall not make any change in the condition of employment letter and also will not pay any compensation / TA / DA or any travelling expenses.

2. Probation

That you will be on probation for a period of 6 months from the date of joining, where after your services are found satisfactory, subject to your performance and fitment in to given role you will be confirmed in writing. If found necessary, probation period may be extended, at the discretion of the Management or may be dispensed with earlier during the probation/ the extended period of probation; unless confirmed in writing, you will be deemed as probationer after the expiry of the probation period or the extended period of probation. In the event your desire to resign, you will be required to give 30 days' notice during probation period or 60 days' notice after confirmation to ensure smooth transition/ hand over duties without loss to the hospital. After tendering the resignation management is free to relieve you on or before the completion of your said notice period.

3. Placement & Compensation

Your Cost to the Company (CTC) inclusive of retiree benefits shall be Rs 20,000/- (Rupees Twenty Thousand Only) per month. The details of the same shall be as given in Annexure 'A'.

Your individual remuneration is purely a matter between yourself and the company and has been arrived at on the basis of your specific background & professional merit. We expect you to maintain this information and any further changes in it, as strictly personal and confidential.

Page 1 of 8

Himanshu

[Signature]
Chairperson
Deptt. of Social Work