


TAJ
EXOTICA RESORT & SPA
GOA

17th January 2019

Mr. Camillo Raul Rafael Da Costa
VMSIHE
Rala - Goa

Dear Mr. Da Costa

Sub: Hotel Operations Training – Batch 2019

This has reference to your application and the subsequent interviews that you had with us. We are pleased to inform you that you have been selected as **Hotel Operations Trainee (Front Office)** in our organization.

As per the guidelines of this Program, please note the following:

1. Date of Joining: **1 July, 2019**
2. Stipend payable: **Rs.18,100/-** (Rupees Eighteen Thousand One Hundred only) per month during the training period.
3. Period of Training: **12 months with effect from 1st July 2019 to 30th June 2020**
4. Based on the location of training, you will be appointed on the rolls of the concerned hotel and the appointment letter will be issued accordingly.

This offer is subject to you being certified medically fit by the company medical officer and satisfactory completion of your course (post verification of your Academic Credentials & Testimonials).

Should you require any clarifications, please feel free to get in touch with:

Mr. Kartik Khanna, Learning & Development Manager, contact no. 91-0832-6683433 or

Email: kartik.khanna@tajhotels.com.

May I request you to kindly sign and return the duplicate copy through a scan copy of this letter in token of your acceptance to the above mentioned details immediately and also courier it to **"Human Resources Department, M/s Taj Exotica Resort & Spa, Goa, Calwaddo – Benaulim, Salcete – Goa, 403716."**

For Taj Exotica Resort & Spa, Goa



SILROY FERNANDES
HUMAN RESOURCES MANAGER

I accept the above terms & conditions: (signature)

E-mail id: ra07dac@gmail.com
rafaeldacosta07@gmail.com

Contact No: 8390760675



July 04, 2019

Eshani Tendulkar
A1G1, Sarthak Gardens,
Dhaval Ponda,
Goa - 403401.

Dear Eshani,

We take pleasure in extending an offer to you as 'Voyage - Graduate Development Trainee-Front Office' on behalf of Marriott International's operating hotels and new openings in India.

You have been assigned to Goa Marriott Resort and Spa & your date of joining will be 24-July-2019. This is only an offer letter and you will receive a formal appointment letter from the hotel upon joining.

During the program you may be relocated to different hotels as per business needs. On successful completion of the program after 18 months, you will graduate as 'Assistant Manager - Front Office' on the following terms and conditions:

Your entitlements will be as follows:

1. Total Remuneration

1 st Year (09 months) :	INR 20,000/-
2 nd Year (09 months) :	INR 22,000/-
Graduation :	INR 37,000/-

The break-up of your salary will be provided in the appointment letter.

2. Benefits

You will be entitled to the following benefits:

- **Insurance:** You will be insured under Group Mediclaim Policy (INR 50,000) & Personal Accident Insurance (INR 2,00,000) as per Company policy.
- **Accommodation:** You will be entitled to semi-furnished Company-leased shared accommodation if you are not a resident of the city in which you are posted. An amount equivalent to 10% of your monthly stipend will be recovered towards rent if you avail accommodation. In addition, utilities like electricity, water and telephone will be paid by you.

GOA MARRIOTT RESORT & SPA

POST BOX NO. 66, HIRANAR

PANAJI, GOA - 403003

TEL: 91 932 241 3223

REGISTERED OFFICE: M/S SALGADCAR CORPORATION PRIVATE LIMITED,

SALGADCAR CENTRE, 14 MURKUM ESTATE, OFF AIRPORT ROAD, CHICALIM, GOA 403213.

CORPORATE IDENTITY NUMBER: U27571CA1999FT001138

- **Uniform:** You will be provided with a uniform as per Company policy.
- **Leave:** Your entitlement to earned leave, national and festival holidays, and rules and regulations governing these will be in terms of the provisions of the applicable statutory provisions as may be amended from time to time, and hotel policy.
You would be entitled to 21 Days of paid leave during each year which can be accumulated up to a maximum of 42 days.

3. Weekly Offs

You will be entitled to six (6) days off in a month.

4. Program Overview

The Voyage Program is designed to be very flexible, offering a selection of different learning environments. This allows the program to be specifically customized to accommodate an individual's training needs.

The following are the premises of our graduate program:

- **On the Job Training – 70%**
This involves Get on Board, Compass, Marriott rewards & e- Cornell
- **Learning through Mentor – 20%**
Projects – each participant will be required to undertake a project during the program.
- **Class Room Training – 10%**
Essential Skills for Supervisors & Managers, Welcome, Hosting make it your craft, Basic Fire Fighting training, Core firefighting training, First Aid, and discipline specific training (whatever applicable).

5. Development Schedule

The duration of the program is eighteen months (18) months, which will be broken down into three levels to enable a structured learning experience. These are:

- **Embark** - 03 months
- **Experience** - 10 months
- **Evolve** - 05 months

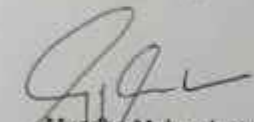
I trust that this covers all the pertinent details of your employment. Should you have any further questions, please let me know.

As a token of acceptance of the above terms & conditions, you are requested to return the duplicate copy of this letter duly signed by you.

I take this opportunity to congratulate you on your appointment and wish you every success in your challenging new assignment, and we look forward to working closely with you.

Welcome Aboard!

Yours sincerely,



Mugdha Mahambrey
Director of Human Resources

ACCEPTANCE

I have read and fully understood the terms & conditions of my employment as a 'Voyage - Graduate Development Trainee- Front Office'.

Signature: _____

Name: _____

Date: _____


TAJ
EXOTICA RESORT & SPA
GOA

17th January 2019

Mr. Sam Emmanuel Fernandes
VMSIHE
Rala - Goa

Dear Mr. Fernandes

Sub: Hotel Operations Training – Batch 2019

This has reference to your application and the subsequent interviews that you had with us. We are pleased to inform you that you have been selected as **Hotel Operations Trainee (F&B - Service)** in our organization.

As per the guidelines of this Program, please note the following:

1. Date of Joining: **1 July, 2019**
2. Stipend payable: **Rs.18,100/-** (Rupees Eighteen Thousand One Hundred only) per month during the training period.
3. Period of Training: **12 months with effect from 1st July 2019 to 30th June 2020**
4. Based on the location of training, you will be appointed on the rolls of the concerned hotel and the appointment letter will be issued accordingly.

This offer is subject to you being certified medically fit by the company medical officer and satisfactory completion of your course (post verification of your Academic Credentials & Testimonials).

Should you require any clarifications, please feel free to get in touch with:

Mr. Kartik Khanna, Learning & Development Manager, contact no. 91-0832-6683433 or

Email: kartik.khanna@tajhotels.com.

May I request you to kindly sign and return the duplicate copy through a scan copy of this letter in token of your acceptance to the above mentioned details immediately and also courier it to "**Human Resources Department, M/s Taj Exotica Resort & Spa, Goa, Calwaddo – Benaulim, Salcete – Goa, 403716.**"

For Taj Exotica Resort & Spa, Goa



SILROY FERNANDES
HUMAN RESOURCES MANAGER

I accept the above terms & conditions: (signature)

E-mail id: Fernandes Sam T2@gmail.com Contact No: 9545659281

NGDSR/HR/2019/9948

02nd May, 2019

Mr. Gajendra Shet
H.No: 246/1, Delem
Canacona Goa

Letter of Intent

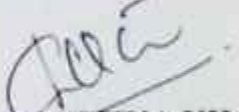
Dear Mr. Shet

1. Further to the discussion you had with us, we are pleased to offer you the post of "Trainee F&B Associate" in F&B Service Department at Novotel Goa Dona Sylvia Resort.
2. You will be paid a total remuneration of Rs.11547/- (Eleven Thousand Five Hundred & Forty Seven Only) CTC.

Components	Amount
Basic	8684
HRA	1316
Gross Salary:	10000
Employee Deductions:	
Employee PF contrib.	1042
Employee ESI contrib.	175
LWF	10
Net in Hand:	8773
Employer Contribution:	
Co PF	1042
Co ESI contr	475
LWF	30
Cost To the company	11547

3. You are expected to join us on or before **06.05.2019**.
4. In the event of you desiring to disengage from this agreement you will have to give 30 days' notice.
5. Kindly return the duplicate of this letter signed by you in token of having accepted the terms and conditions as discussed with you.

**FOR NOVOTEL DONA SYLVIA BEACH RESORT,
CAVELOSSIM, MOBOR, GOA**


**KRITIKA KHAPNE
ASST. HR MANAGER**


**ACCEPTED
Gajendra Shet**

Salary & Benefits Offer Terms


Name : Hosea Amos Jorge
 Job Title : Guest Service Officer
 Responsibility Level : 3
 Reporting To : Team Leader - Front Office
 Effective Date : 13 May 2019

SALARY HEADS	MONTHLY	ANNUAL
Monthly		
Basic	6,250	75,000
HRA	2,500	30,000
Special Allowance	2,500	30,000
Conveyance	500	6,000
Gross Salary	11,750	141,000
Annual Benefits		
LTA (Payable per annum)	521	6,252
Ex Gratia (As per Co. policy)	977	11,724
Total Annual Benefits	1,498	17,976
Perquisites		
PF (12%)	750	9000
ESIC	558	6696
Total Perquisites	1,308	15,696
Cost to Company	14,556	174,672

Important Note

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organisation will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By:



Human Resources Manager

Accepted By:



Hosea Amos Jorge


TAJ
FORT AGUADA
RESORT & SPA
GOA

17 January 2019

Mr. Keith Deric Rebello
V.M. Salgaocar Institute of International Hospitality Education
Goa

Dear Mr. Rebello

Sub: Hotel Operations Training – Batch 2019

This has reference to your application and the subsequent interviews that you had with us. We are pleased to inform you that you have been selected as **Hotel Operations Trainee (Front Office)** in our organization.

As per the guidelines of this Program, please note the following:

1. Date of Joining: **1 July, 2019**
2. Stipend payable: **Rs.18,100/-** (Rupees Eighteen Thousand One Hundred only) per month during the training period.
3. Period of Training: **12 months**
4. Based on the location of training, you will be appointed on the rolls of the concerned hotel and the appointment letter will be issued accordingly.

This offer is subject to you being certified medically fit by the company medical officer and satisfactory completion of your course (post verification of your Academic Credentials & Testimonials).

Should you require any clarifications, please feel free to get in touch with:

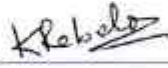
Mr. Prasad Prabhu – Manager Learning & Development, contact no. 91-0832-6715890 or Prasad.prabhu@tajhotels.com.

May I request you to kindly sign and return the duplicate copy through a scan copy of this letter in token of your acceptance to the above mentioned details immediately and also courier it to the **L&D Manager, Taj Fort Aguada Resort & Spa, Siquerim, Bardez, Goa – Pin: 403515.**


Mr. Manoj Karekar
Human Resources Manager

I accept the above terms & conditions: (signature)

E-mail id: Keithrebello@yahoo.in


Contact No: 7722022966

Salary & Benefits Offer Terms

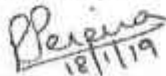
Name : Kritika Magima
 Job Title : Guest Service Officer
 Responsibility Level : 3
 Reporting To : Team Leader - Front Office
 Effective Date : 13 May 2019

SALARY HEADS	MONTHLY	ANNUAL
Monthly		
Basic	6,250	75,000
HRA	2,500	30,000
Special Allowance	2,500	30,000
Conveyance	500	6,000
Gross Salary	11,750	141,000
Annual Benefits		
LTA (Payable per annum)	521	6,252
Ex Gratia (As per Co. policy)	977	11,724
Total Annual Benefits	1,498	17,976
Perquisites		
PF (12%)	750	9000
ESIC	558	6696
Total Perquisites	1,308	15,696
Cost to Company	14,556	174,672

Important Note

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organisation will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By:



Human Resources Manager

Accepted By:



Kritika Magima

December 22, 2018

To,
Mark Troy DSouza
'de Souza'
125 Machado Cove
Dona Paula Goa

Letter of Intent

Dear Mark,

Congratulations!

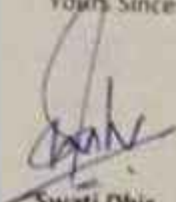
We are pleased to offer you a Letter of Intent for the post of **India Management Trainee** with Double Tree by Hilton, Goa - Panaji.

Your letter of Appointment would be issued to you once you join as per terms and conditions discussed and mutually agreed upon. Your appointment shall be subject to successful completion of your pre-employment medicals and submission of a Police Clearance Certificate.

Please contact me if the above offer is acceptable within the next 7 days or else your offer would stand withdrawn. If accepted you are requested to join on or before **August 01, 2019** or as mutually agreed, unless otherwise extended by the Management.

Thanking you,

Yours Sincerely,



Swati Dhir
General Manager



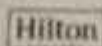
Venugopal M
Human Resources Manager

DOUBLETREE BY HILTON GOA-PANAJI

Kadamba Plateau, Panjim Old Goa Bypass Road, Vellha Goa, Panaji, 403006, India
E: GOIGD_HOTEL@hilton.com | DoubleTree.com

HOTEL OWNER: GOLDFINCH RESORTS PVT.LTD

CIN : U55101 GA 2011 PTC 006678
#2/55, Outer Ring Road, Opposite Lamhin Garden, Veeranna Palysa,
Nagavara, Bangalore - 560045
T : +91 80 4919 5101, E: info@grosqntmg.com
www.grosqntmg.com





Annexure		
Name	Mark Troy DSouza	
Designation	India Management Trainee	
Date of Joining	1-August-2019	
Package	Local	
Currency	INR	
	Monthly CTC	Annual CTC
Basic Salary	10000	120000
House Rent Allowance	4000	48000
Conveyance Allowance	1600	19200
Special Allowance	6117	73404
(A) Total Salary	21717	260604
Medical Reimbursement	1250	15000
LTA	833	9996
(B) Total Reimbursement	2083	24996
Provident Fund - Employer Contribution	1200	14400
(C) Total Retirals	1200	14400
(D) Total Gross Salary (Total A+B+C)	25000	300000
Total CTC	25000	300000

Benefits:

- Gratuity: Gratuity will be payable as per The Payment of Gratuity Act, 1972.
- Medical Insurance: Applicable as per Company Policy (Local Plan).

Yours sincerely,

DoubleTree by Hilton Goa - Panaji

(For and on behalf of Goldfinch Resorts Pvt. Ltd.)

Swati Dhir
General Manager

M Venugopal
Human Resources Manager

I, **Mark Troy DSouza**, hereby accept the terms and conditions stated in this letter.

Mark Troy DSouza

Date

DOUBLETREE BY HILTON GOA-PANAJI
Kadamba Plateau, Panjim Old Goa Bypass Road, Velha Goa, Panaji, 403006, India
E: GOIGD_HOTEL@hilton.com | DoubleTree.com

HOTEL OWNER: GOLDFINCH RESORTS PVT.LTD
CIN : U55101 GA 2811 PTC 006678
82/55, Outer Ring Road, Opposite-Lumbini Garden, Veeranna Palya,
Nagavara, Bangalore - 560045
T +91 80 4919 5101, E: info@groupmrg.com
www.groupmrg.com

Hilton

Salary & Benefits Offer Terms

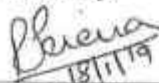
Name : Nadia Aguiar
 Job Title : Commis
 Responsibility Level : 2
 Reporting To : Demi Chef De Partie
 Effective Date : 13 May 2019

SALARY HEADS	MONTHLY	ANNUAL
Monthly		
Basic	5,450	65,400
HRA	2,180	26,160
Special Allowance	2,180	26,160
Conveyance	500	6,000
Gross Salary	10,310	123,720
Annual Benefits		
LTA (Payable per annum)	454	5,448
Ex Gratia (As per Co. policy)	858	10,296
Total Annual Benefits	1,312	15,744
Perquisites		
PF (12%)	654	7848
ESIC	490	5880
Total Perquisites	1,144	13,728
Cost to Company	12,766	153,192

Important Note

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organisation will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By:



Human Resources Manager

Accepted By:



Nadia Aguiar

Salary & Benefits Offer Terms

Name : Neil Pereira
 Job Title : Guest Service Officer
 Responsibility Level : 3
 Reporting To : Team Leader - Front Office
 Effective Date : 13 May 2019

SALARY HEADS	MONTHLY	ANNUAL
Monthly		
Basic	6,250	75,000
HRA	2,500	30,000
Special Allowance	2,500	30,000
Conveyance	500	6,000
Gross Salary	11,750	141,000
Annual Benefits		
LTA (Payable per annum)	521	6,252
Ex Gratia (As per Co. policy)	977	11,724
Total Annual Benefits	1,498	17,976
Perquisites		
PF (12%)	750	9000
ESIC	558	6696
Total Perquisites	1,308	15,696
Cost to Company	14,556	174,672

Important Note

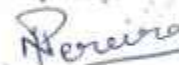
Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organisation will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By:



Human Resources Manager

Accepted By:



Neil Pereira

IHCL

THE INDIAN HOTELS COMPANY LIMITED

Registered Office, Mandlik House, Mandlik Road, Apollo Bunder, Mumbai - 400 039

28 December 2018

Ms. Nogar Sanzia
V.M. Salgaocar Institute of International Hospitality Education (Goa University)
Goa University

Dear Ms. Sanzia

Sub: Hotel Operations Training – Batch 2019

This has reference to your application and the subsequent interviews that you had with us. We are pleased to inform you that you have been selected as **Hotel Operations Trainee (Front Office)** in our organization.

As per the guidelines of this Program, please note the following:

1. Date of Joining: 1 July, 2019
2. Stipend payable: Rs.18,100/- (Rupees Eighteen Thousand One Hundred only) per month during the training period.
3. Period of Training: 12 months / (24 months for Kitchen)
4. Based on the location of training, you will be appointed on the rolls of the concerned hotel and the appointment letter will be issued accordingly.

This offer is subject to you being certified medically fit by the company medical officer and satisfactory completion of your course (post verification of your Academic Credentials & Testimonials).

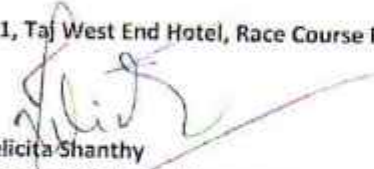
Should you require any clarifications, please feel free to get in touch with:

Ms. Nayana Khanna – Manager Learning & Development, contact no. +91 80 66605660 or +91 97424 06664

Email- nayana.khanna@tajhotels.com.

May I request you to kindly sign and return the duplicate copy through a scan copy of this letter in token of your acceptance to the above mentioned details immediately and also courier it to-

41, Taj West End Hotel, Race Course Road, Bengaluru, Karnataka, 560001


Felicita Shanthi
Director Of Human Resources

I accept the above terms & conditions: (signature)

E-mail id: sanzianogar99@gmail.com


Contact No: (+91) 8308907823

June 11, 2019

Mr. Gajendra Shet
H.No 246/1
Delem Canacona Goa

Dear Gajendra,

We are pleased to offer you the position of '**Guest Service Associate – F&B Service**' with Goa Marriott Resort & Spa as agents of VMSalgaocar Corporation Pvt. Ltd. with effect from **June 13, 2019**. However, this offer is subject to you being declared medically fit by a reputed medical practitioner and satisfactory references from your referees.

Your compensation will be Rupees **12,840/-** per month [Total Remuneration]. The breakdown of your salary is enclosed for your reference.

Please report to the Human Resources Department on **June 13, 2019** at 09:00 hrs with the following documents:

- **Original Police Clearance Certificate from native place (Compulsory)**
- **Photocopy of PAN Card (Compulsory)**
- **Photocopy of Aadhar Card (Compulsory)**
- 7 passport-sized photographs
- Photocopy of proof of Date of Birth (Birth certificate / Passport)
- Photocopy of proof of address (Ration Card, Voters ID)
- Photocopies of Educational Qualifications
- Photocopies of letters of previous work experience (if any)
- Photocopy of last drawn salary slip (if any)
- Photocopy of Marriage Certificate (if married)
- Sanitary card (**only for Food Handlers**) from Municipal Health Center at the following address:
Urban Health Center, Opposite Suraj Dot Com, 18 June Road, Panaji, Goa

If the above terms are acceptable to you, as a token of acceptance, please sign the enclosed duplicate copy of this letter.

Welcome aboard!



Mugdha Mahambrey
Director of Human Resources

Acknowledgement and consent on _____ by _____

DETAILS OF COMPENSATION & BENEFITS
GAJENDRA SHET

Salary:	As per property payslip and subject to statutory deductions & income tax:	
	Basic	7,700
	House Rent Allowance	3,300
	Gross Salary	11,000
Benefits:	Employer's PF Contribution	924
	Bonus (@8.33% of gross salary)	916
	TOTAL REMUNERATION	12,840

Probation: You will be on probation for a period of three (3) months.

In accordance with the Leave policy in practice as on your date of joining and revised from time to time based on business needs. However, if you leave the organization, then any unavailed leave will be encashed on gross salary up to a maximum of 30 days. Leave entitlement will be 21 days per calendar year.

Apart from the above, you will be also entitled to National and Festival Holidays as per the list issued by the Hotel at the beginning of each year.

Annual Leave, Holidays and Days Off: You will be entitled to six (6) days off in a month, as per Marriott India policy.

Provident Fund: You will be eligible to participate in the local provident fund scheme as per Hotel policy.

ESIC: In accordance with the Act the company will contribute 4.75% of your gross salary each month to extend medical benefits to you and your family through ESIC hospitals. There will be a deduction of 1.75% from your salary too.

Medical and Insurance: You will be eligible to participate in the Hotel's health insurance scheme :

- Mediclaim Insurance of Rs.75,000/- for self.
- Personal Accident Insurance of Rs. 3,00,000/- for self.

Gratuity: Is applicable in accordance with the Act.

- Other Benefits:** You will also be entitled to the following benefits :
- F&B Discount** A 50% discount on all food and beverage at any Marriott India hotel food outlet.
- Room Rate Discount** Discounted room rates at all Marriott hotels worldwide, for friends and family.
- Training** A commitment of a minimum of 50 hours of training per year.
- Confidentiality:** You shall not disclose, divulge or communicate in any manner, any information regarding your compensation to any employee of the Company, or anyone outside the Company, except your Department Head or Director of Human Resources.
- Duties & Responsibilities:** You shall devote your working time and effort to the business of the Hotel.

This attachment is and forms part of the offer letter dated *June 11, 2019*



Mugdha Mahambrey
Director of Human Resources

Candidate's Acknowledgement:

Signature / Date: _____

30th April 2019

Dear Sanzia,

Greetings from Goa Marriott Resort & Spa!

This is with regards to your application for the Marriotternship Program at the Goa Marriott Resort and Spa

We are glad to confirm that **Ms. Sanzia Gina Lola Nogar** has been selected as an intern under the Marriotternship program. The duration of your training will be from 22nd May 2019 to 22nd November 2019.

During the course of the Internship, you will be provided with the following:

- Duty meals in the associate dining room
- Uniform on duty
- 4 Weekly offs per month
- Stipend amount of Rs. 5000/- per month

The students has to arrange for his/her accommodation.

Do ensure that following documents are carried on the date of joining at 09:00am:

- 4 passport size photographs
- College No objection certificate
- Police Clearance Certificate
- Government ID proof
- Sanitary Card from Urban Health centre Panaji (food handlers only)

Welcome Aboard!



Mugdha Mahambrey
Director of Human Resources

ACCEPTANCE

I have read and fully understood the terms & conditions as a **Marriottern under the Marriotternship Program.**

Name and Signature of the candidate: _____

GOA MARRIOTT RESORT & SPA

POST BOX NO. 64, MIRAMAR,
PANAJI, GOA 403001
T: 91.832.245.3333

REGISTERED OFFICE: VMSALGAOCAR CORPORATION PRIVATE LIMITED,
SALGAOCAR HOUSE, FRANCISCO LUIS GOMES ROAD, VASCO-DA-GAMA, GOA 403802.
CORPORATE IDENTITY NUMBER: U26921GA1991PTC001168


TAJ
EXOTICA RESORT & SPA
GOA

17th January 2019

Ms. Eshani Abhay Prabhu Tendulkar
VMSIHE
Raia - Goa

Dear Ms. Tendulkar

Sub: Hotel Operations Training – Batch 2019

This has reference to your application and the subsequent interviews that you had with us. We are pleased to inform you that you have been selected as **Hotel Operations Trainee (Front Office)** in our organization.

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2. Stipend payable: **Rs.18,100/-** (Rupees Eighteen Thousand One Hundred only) per month during the training period.
3. Period of Training: **12 months with effect from 1st July 2019 to 30th June 2020**
4. Based on the location of training, you will be appointed on the rolls of the concerned hotel and the appointment letter will be issued accordingly.

This offer is subject to you being certified medically fit by the company medical officer and satisfactory completion of your course (post verification of your Academic Credentials & Testimonials).

Should you require any clarifications, please feel free to get in touch with:

Mr. Kartik Khanna, Learning & Development Manager, contact no. 91-0832-6683433 or

Email: kartik.khanna@tajhotels.com.

May I request you to kindly sign and return the duplicate copy through a scan copy of this letter in token of your acceptance to the above mentioned details immediately and also courier it to **"Human Resources Department, M/s Taj Exotica Resort & Spa, Goa, Calwaddo – Benaulim, Salcete – Goa, 403716."**

For Taj Exotica Resort & Spa, Goa



SILROY FERNANDES
HUMAN RESOURCES MANAGER

I accept the above terms & conditions: (signature)

E-mail id: eshanit2@gmail.com


Contact No: 7798831082

08th January, 2019

Mr. Sahil S Essani
IHM Mumbai

Dear Mr. Essani,

Sub: Hotelier Development Programme by Taj

This has reference to your application and the subsequent interview that you had with us. We are pleased to inform you that you have been selected for the Hotelier Development Program 2019-2020.

As per the guidelines of this Programme, please note the following:

1. Date of Joining: will be communicated
2. Stipend payable:
 - Basic : Rs. 13,000/- (Rupees Thirteen Thousand Only) per month
 - Other Allowance : Rs. 13,000/- (Rupees Thirteen Thousand Only) per month
 - During the period of your training, you will be provided with sharing accommodation
3. Your location of training will be communicated to you
4. Period of Training: 18 / 24 months

This offer is subject to you being certified medically fit by the company medical officer and satisfactory verification of your Credentials / Testimonials. Evidence in support of your academic qualification and date of birth are also pre-conditions to this offer of appointment.

Should you require any clarifications, please feel free to get in touch with Ms. Michelle D'Souza, Corporate Director – Talent Acquisition at Corporate Office, Mumbai contact no. 022 61371953 or email: michelle.dsouza@tajhotels.com.

This offer is valid subject to your acceptance of the offer latest by 15th January, 2019. Request you to kindly sign, scan & email the duplicate copy of the letter in token of your acceptance of the same, at the earliest to the above mentioned email address.



Ritesh Pratap Singh
Vice President - Organisation Effectiveness & Development

I accept the above terms and conditions:



Signature and Date

Salary & Benefits Offer Terms

Name : Sweta Pandey
 Job Title : Commis
 Responsibility Level : 2
 Reporting To : Demi Chef De Partie
 Effective Date : 13 May 2019

SALARY HEADS	MONTHLY	ANNUAL
Monthly		
Basic	5,450	65,400
HRA	2,180	26,160
Special Allowance	2,180	26,160
Conveyance	500	6,000
Gross Salary	10,310	123,720
Annual Benefits		
LTA (Payable per annum)	454	5,448
Ex Gratia (As per Co. policy)	858	10,296
Total Annual Benefits	1,312	15,744
Perquisites		
PF (12%)	654	7848
ESIC	490	5880
Total Perquisites	1,144	13,728
Cost to Company	12,766	153,192

Important Note

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organisation will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By:



Human Resources Manager

Accepted By:



Sweta Pandey

16th January 2019

Mr. Thidarat Phalao
V.M.S.IIHE (Goa University)
Panaji, Goa

Dear Mr. Phalao,

Sub: Hotel Operations Training – Batch 2019

This has reference to your application and the subsequent interviews that you had with us. We are pleased to inform you that you have been selected as **Hotel Operations Trainee (Food & Beverage Service)** in our organization.

As per the guidelines of this Program, please note the following:

1. Date of joining: **1 July, 2019**
2. Stipend payable: **Rs.18,100/-** (Rupees Eighteen Thousand and One Hundred only) per month during the training period.
3. Period of Training: **12 months / (24 months for Kitchen)**
4. Based on the location of training, you will be appointed on the rolls of the concerned hotel and the appointment letter will be issued accordingly.

This offer is subject to you being certified medically fit by the company medical officer and satisfactory completion of your course (post verification of your Academic Credentials & Testimonials).

Should you require any clarifications, please feel free to get in touch with:

Mr. Jonathan Sequeira – Manager Learning & Development, contact no. 91-0832-6633690 or

email: jonathan.sequeira@tajhotels.com.

May I request you to kindly sign and return the duplicate copy through a scan copy of this letter in token of your acceptance to the above mentioned details immediately and also courier it the **Vivanta By Taj Panaji, Off D B Bandodkar Road, Near St. Inez Junction, Panaji, 403001 Goa, India.**

For Vivanta By Taj Panaji Goa


Mr. Jaikant Shroff
General Manager

I accept the above terms & conditions: (signature)

E-mail id: thidaratp1996@gmail.com


Contact No: +91 7920 917762

Salary & Benefits Offer Terms
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Name : Zahur Virani
 Job Title : Commis
 Responsibility Level : 2
 Reporting To : Demi Chef De Partie
 Effective Date : 13 May 2019

SALARY HEADS	MONTHLY	ANNUAL
Monthly		
Basic	5,450	65,400
HRA	2,180	26,160
Special Allowance	2,180	26,160
Conveyance	500	6,000
Gross Salary	10,310	123,720
Annual Benefits		
LTA (Payable per annum)	454	5,448
Ex Gratia (As per Co. policy)	858	10,296
Total Annual Benefits	1,312	15,744
Perquisites		
PF (12%)	654	7848
ESIC	490	5880
Total Perquisites	1,144	13,728
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Important Note

Please note that this private salary information is deemed confidential and is an agreement between the company and you. Divulging of this information to any third party or to any other employee within this organisation will be considered as a gross misconduct and may result in the termination of the benefits extended to you in this agreement or termination of your employment.

Approved By:

P. Pereira
22/11/19

Human Resources Manager

Accepted By:

Zahur Virani

Zahur Virani