

----- Forwarded message -----

From: **Puthran, Sheetal** <Sheetal.Puthran@marriotthotels.com>

Date: Thu, 16 Feb 2023 at 16:22

Subject: 2023 India Voyage Program Communication

To: aaryannaik1098@gmail.com <aaryannaik1098@gmail.com>

Dear Aaryan,

Congratulations, we are pleased to offer you the opportunity to join us as '**Voyage - Graduate Development Trainee – Culinary**' on behalf of Marriott International's operating hotels and new openings in India. Please consider this email as a formal confirmation of your program with us for Batch of 2023 - 2024. The program is tentatively anticipated to begin in July 2023, and we shall be communicating the final date in the month of June along with the assigned location.

During the program you will be assigned to one or more hotels as per business needs of the company.

On successful completion of the program after 18 months, you will graduate as an '**Jr. Sous Chef**'.

Your compensation entitlement will be as follows:

1st Year : **INR 28000 / Month**

2nd Year : **INR 33000/ Month**

Graduation : **INR 40000 [conditioned on successful completion of the program]**

The break-up of your salary will be provided in the appointment letter issued by your assigned property which will cover other relevant details on the entitlements, program overview & development schedule planned for the duration of the training.

We are excited to welcome you to the Voyage Program and looking forward to partner with you for your learning journey. Please do reply to this email with your acceptance.

Do make note that Sheetal Puthran [Sheetal.puthran@marriott.com] is your one point of contact to reach out for any further queries and clarifications.

Best Regards,
South Asia Recruitment Team
Marriott International



CONRAD
PUNE

PRIVATE & CONFIDENTIAL

March 27, 2023

Akamsha Chandran
Plot No 1
Happy Valley Society
Vishrantwadi – Pune
411015

Dear Akamsha,

On Behalf of Palm Grove Beach Hotels Pvt Ltd [the “Company”], it is my pleasure to offer you employment at Conrad Pune [the “Hotel”] which is/will be under operations by Hilton (the “Operator”) on the following terms and conditions.

1. POSITION AND REPORTING STRUCTURE

Your position is **Management Trainee (Grade E)**. You will directly report to the **Director of Human Resources**, or any person authorized by him/her, who will assign to you, your duties & responsibilities from time to time. You will be trained in the functions pertaining to various departments and the Company reserves the right to require you to be trained in any other capacity or to attend to any other duties related to training in keeping with your training requirements.

2. COMMENCEMENT, PROBATION AND CONTINUITY

Your 18 months training shall commence on **August 1, 2023** and end on **January 31, 2025**. Your training will comprise of 3 (three) phases and continuity of the training will be evaluated at the end of each stage by your reporting manager.

3. MEDICAL CHECK

You are required to complete a mandatory pre joining Medical Check with a company nominated doctor prior to signing the contract and starting your training. Your training confirmation is subject to your medical fitness before joining. The company has the right to subject you to further medical examination during the course of your training and in the event you are found medically unfit, your training is liable to be terminated on medical grounds.

4. WORK DAYS & HOURS

The work days & the hours of work, holidays and other applicable rules will be as per the policies of the Company. However, you will be expected to work such hours according to the demands and priorities of the job. Company reserves the right to call upon you as per the exigencies of work on various skills and/or beyond the normal timings without extra remuneration or allowances.

5. SALARY

Your remuneration and related benefits during 18 months training period are attached as annexure to this letter.

7 Mangaldas Road, Pune, Maharashtra 411 001

Unit of Palm Grove Beach Hotels Pvt. Ltd.

Registered Office : Ramada Plaza Palm Grove, Juhu Tara Road, Juhu, Mumbai 400 049 | Phone +91 20 6745 6745.

6. TAX RESPONSIBILITY

All taxes as applicable shall be borne by the individual.

7. EXPENSES

Reasonable expenses incurred in the course of normal company business will be reimbursed through the expense procedure. This requires back-up documentation, receipts and authorization by the **Reporting Manager / Director of Human Resources** of the Hotel.

8. STATUTORY BENEFITS

You will be entitled to receive such statutory benefits as may be applicable from time to time for the grade of your posting.

9. TRANSFER

Your training / services can be transferred at the discretion of the management, to any office, units and sites either in existence or which may come into existence in future and the terms and conditions of your training / services can be amended, should it be necessary to meet the needs of business. There will be no additional remuneration payable to you in case of any transfer, unless otherwise decided by the management.

10. POLICIES, RULES AND REGULATIONS

You will observe and be bound by all the policies, rules and regulations of the Company, as may be amended from time to time. The policies, rules and regulations are available with Human Resources Department. The policies, rules and regulations of the Company are by reference included as terms of this letter and acceptance of the terms of this letter will be deemed to imply acceptance of the terms of the policies, rules and regulations of the Company. Accordingly, you will be held responsible for all acts, omissions and non-compliance of rules and regulations, policies, procedures, norms and systems laid down by the Company from time to time.

11. UP-KEEP

You will ensure proper maintenance and up-keep of the area of job allocated to you by following the instructions / directions that may be given from time to time in this regard.

12. CONSOLIDATED LEAVES

You will be entitled to leaves as per the leave policy of the company.

13. OTHER TRAINING CONDITIONS

You will be engaged with the company as a full-time trainee and as such you shall during the entire duration of your training with the Company:

- a) Not engage yourself elsewhere, in any capacity, whether for consideration or otherwise.
- b) Not be associated, whether remuneration or otherwise, directly or indirectly, with any outside agency / individual providing service to the Company or the Hotel, and/or the customers/guests at the Hotel.

14. REPRESENTATION

Your appointment is on the basis of the representation made and particulars furnished in your resume / training form. In case any representation and/or information provided by you are at any time found to be incorrect, your training is liable to be terminated.

You hereby specifically represent and warrant that (i) you have the full power and authority to execute

this letter; and (ii) execution of this letter shall not breach the terms and conditions of any agreement/arrangement entered into by you.

15. RESPONSIBILITY

You will have the responsibility for efficient, satisfactory and economical operation in the area of job assignment that may be entrusted to you from time to time.

16. INSTRUCTIONS/DIRECTIONS

You will adhere to such instructions and directions issued to you in connection with the performance of your duties assigned to you from time to time in the interest of the Company.

17. PERSONAL PROPERTY

The company does not accept responsibility for your personal property which is lost, stolen or damaged within the Hotel or outside. You should ensure that you have adequate personal insurance for such cover.

18. INTELLECTUAL PROPERTY

In consideration of the Company entering into this contract with you, you hereby agree and acknowledge that (i) the Company or the Operator as the case may be, shall be the sole and exclusive owner of any and all intellectual property developed by you during the subsistence of this agreement either alone or with others pertaining to the operations of the Hotel and (ii) you shall have and shall make no claims in respect thereto.

You hereby irrevocably and unconditionally waive any and all moral rights or any rights of similar nature under any law in any jurisdiction in and to any and all material written created or devised by you, whether solely or jointly and pertaining to the operations of the Hotel.

You shall not without prior written permission of the Company or the Operator as the case may be, disclose to anyone outside of the Company or use either during or after the termination of the contract any confidential information or material received from the Company or the Operator (including any information or material received in confidence from a third party by the Company or the Operator).

On the termination of the contract, you will return all property of the Company and/or the Operator in your possession including all confidential information or materials such as drawings, notebooks, reports or any other documents in any form, electronic or otherwise.

19. CONFIDENTIALITY/SECRECY CLAUSE

i. You agree that all transactions / confidential information / material shall be treated as property of the company and shall not be parted to anyone without prior written permission for an authorised representative of the company. Confidential information or material of the company and /or of the Operator is any information or material that is:

(a) Generated or collected by or utilized in the operation of the Hotel that relates to the actual or anticipated business or research and development of the Company or of the Operator, or

(b) Suggested by or resulting from any task assigned to or work performed by you for or on behalf of the Company or of the Operator and which has not been made available generally to the public.

- ii. You will comply and do all things necessary for the Company and its subsidiaries to comply, with the laws and regulations of all governments under which the Company and its subsidiaries do business, and with provisions of contracts between any such government or its contractors and the Company or its subsidiaries that relate to intellectual property or to the safeguarding of information.
- iii. You hereby assign to the Company your entire right, title and interest in any idea, invention, design, of an article, (whether the design is ornamental or otherwise), computer program and related documentation, literary, artistic and other work of authorship (all hereinafter called "Developments"), hereafter made or conceived solely or jointly by you, or created or developed wholly or in part by you, whether or not such Developments are patentable, copyrightable or susceptible to other forms of protection, and the Developments:
 - (a) Relate to the actual or anticipated business or research or development for the Company or the Operator, or
 - (b) Are suggested by or result from any task assigned to you or work performed by you for or on behalf of the Company or the Operator.

In the case of any "other work of authorship", such assignment shall be limited to those works of authorship which meet both conditions (a) and (b) above.

Anything which is to be excluded outside the scope of this clause would be produced in writing separately.

- iv. You shall not air nor provide your views to, or interact with any media or press about the Company, the Operator, or their business, or about the operations of the Hotel unless you have been specifically allowed to do so by prior authorization of the General Manager of the Hotel.

20. JURISDICTION

In case of any dispute arising out of your employment, Local Courts will have the sole and exclusive jurisdiction in the matter.

21. TERMINATION/RESIGNATION

The Company is entitled to terminate your training / services without assigning any reason, by giving one (01) month notice in writing or payment of salary in lieu thereof, except in case of a serious misconduct (as solely determined by the Company) where the company has the right to immediately terminate your training / services without any notice in lieu thereof.

In the event of voluntary resignation, you are liable to serve full one (01) month notice unless the Company decides to relieve you earlier. Upon leaving the Company, you must return all items or property belonging to the Human Resources Department. All other company benefits will cease on your last working day.

Also, the Company reserves the right to terminate your appointment forthwith at any time without notice or compensation in lieu thereof, if:

(A) You are found guilty of breach of any of the conditions of your training with the Company inclusive of gross insubordination, insolence, neglect of duty & dishonesty.

(B) During the course of your training, it is found that the data given by you in your application form or resume is incorrect.

AL

Your absence from work and/or not reporting for seven consecutive days without obtaining prior permission from your supervisor/reporting manager shall entitle the Company to treat the absence as abandonment which may result in termination of your training.

22. DATA PROTECTION

The Company holds information relating to you. By signing this Contract you consent to the Company or any Group Company, to process manually or electronically your personal data off shore, in the UK, US and/or in your country of employment for the purposes of the administration and management of your employment and/or the Company's business.

"Processing" includes obtaining, recording, holding or disclosing information or data and carrying out operations on the information or data.

"Personal data" includes information held by the Company as to your physical or mental health, the commission or alleged commission of any offence by you and any proceedings for such an offence (including the outcome or sentence in such proceedings), your political opinions, religious or similar beliefs, sexual orientation.

You acknowledge that such Group Companies and business entities and persons may be required to process personal data by law or other applicable regulations, as well as for the purposes of the Company's business. You should be aware that by virtue of the transfer, you may no longer have the same rights to which you are entitled to under the data protection laws of your country of employment.

You consent to the Company monitoring its communication and electronic equipment including, without limitation, the Company's telephone, facsimile and e-mail systems, information stored on the Company's computer equipment (including all electronically stored information that are the property of the Company) and recordings from the Company's closed circuit television cameras.

To ensure that these records are accurate you are required to notify your Human Resources department of any changes to personal information as soon as possible, i.e. change of address, bank details, marital status etc. The Company cannot accept liability where no written notification of a change has been received.

23. CONFLICT OF INTEREST

Restriction on other activities

During your training you must obtain the written consent of the Company before engaging in any business, activity or occupation outside your normal working duties.

In the event that any restriction defined in the sub-clauses below shall be found to be void which would be valid if some part thereof were deleted, such restrictions shall apply with such modification as may be necessary to make them valid or effective.

Outside Business Interests

During your training, you may not undertake any other paid employment within or outside working hours without the prior written permission of the Company.

You are not permitted to have any interest in any business or undertaking that might interfere with the performance of your duties or cause a conflict of interests. If you are uncertain whether or not this may be the case you must seek guidance from your line manager.



Customers

You agree that you will not, on your own account or for any other person, firm, corporation or company, for a period equal to your notice period after date of termination of your employment, however caused, directly or indirectly solicit or attempt to solicit business from or engage in business with any individual, firm or company who, within the period of one year before the termination of your employment, had been a customer and/or business partner whom you had introduced to the Company or any associated or subsidiary company or with whom you had were actively engaged or involved by virtue of your duties at any time within that period. Nor during this period will you interfere or attempt to interfere with the existing business or trade relations between any client, customer or supplier and the Company or any associated or subsidiary company.

Competition

In order to protect the legitimate business interest of the Company, you agree that you will not, for a period equal to your notice period after date of termination of your employment (less any time paid in lieu of notice), however caused, on your own account or for any other person, firm, corporation or company and in competition with the Company or any associated or subsidiary company directly or indirectly engage in or be concerned with any business carried on by the Company or any associated or subsidiary company as at the date of termination of your employment and in which you were involved on behalf of the Company at any time within the period of one year before the termination of your employment without the express permission of the Company, which will not be unreasonably withheld.

Employees

You agree that you will not, for a period equal to your notice period after date of termination of your training, however caused, directly or indirectly approach (i) any secretary, personal assistant or administrative assistant who in the last 12 months has reported directly to you or (ii) any employee of the Company or any associated or subsidiary company of "a management grade" or above who is personally known to you, in either case with a view to him or her ceasing to be employed with the Company.

Inventions & Designs

Any invention, design, trade mark or copyright work made, discovered or produced by you in the course of your training in connection with or that is capable of being used in connection with the business of the Company, or any associated or subsidiary company, shall forthwith be disclosed to the Company and will belong to the Company. You agree that you will, at the request and reasonable expense of the Company, sign all such documents and perform all such acts as may be required fully to vest all such rights in the Company or its nominee.

Employing Relatives

Close relatives should not be employed in any situation where one would be responsible for managing, auditing or authorizing the work of the other. This also applies to personal relationships that may develop in the work place; here the Company reserves the right to transfer one or both of the employees to suitable alternative places of work. Except in the proper performance of your duties, you will not, either during your employment or at any time after, use or communicate to any person any information of a confidential nature. This covers the business of the Hotel, of Hilton Worldwide, their respective affiliates or any persons having dealings with any of them; in particular any information relating to a guest staying at the Hotel at which you are based, and which comes to your knowledge during the course of your training.

22

24. OTHERS

- a. You will communicate to us your mailing address for correspondence & any change therein in writing. Any communication sent to you at the address last communicated to us shall be deemed to be duly served on you.
- b. In addition to the assignments given to you, you will also have to carry out any other job assigned to you depending upon emergencies of work.

We may clarify that terms and conditions of training are confidential and should not be discussed with anyone. Any violation would be viewed seriously and would give the Company a right to terminate your training.

In the matters not herein specified you will be governed by such rules of the Company as are in force from time to time.

We hope that your association with **Conrad Pune** will continue to be a most rewarding and challenging one.

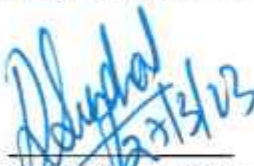
ACCEPTANCE OF TERMS AND CONDITIONS

Please find enclosed a copy of this letter. We ask you to sign, initial each page and return the enclosed copy of this letter, thereby signifying your acceptance to terms and conditions therein.

Yours sincerely,

Conrad Pune

(For and on behalf of Palm Grove Beach Hotels Pvt Ltd.)



Director of Human Resources



Director of Finance



General Manager

I, **Akamsha Chandran**, hereby accept the terms and conditions stated in this letter.

Signature

Date

ANNEXURE

Name	Akamsha Chandran	
Position	Management Trainee	
Grade	E	
Hotel	Conrad Pune	
Date of Joining	1st August 2023	
Currency	INR	
	Salary Details	
	Monthly (In INR)	Annual (In INR)
Basic Salary	12,000	144,000
HRA	6,000	72,000
Special Allowance	8,200	98,405
Gross Salary	26,200	314,405
Leave Travel Allowance (LTA)	1,000	12,000
Provident Fund Contribution	1,800	21,600
Statutory Bonus/ Ex-Gratia *	1,000	11,995
Total CTC	30,000	360,000

Other Benefits:

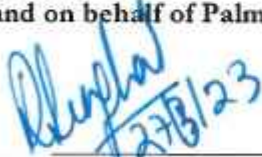
- Statutory Bonus/ Ex-Gratia: Payment of Bonus will be made as per statutory provisions. Any amount paid over and above the statutory limit shall be deemed as Ex-gratia and is entirely at the discretion of the Company.
- Medical Insurance: Applicable as per Company policy. However, the Company reserves the right to alter or terminate these insurance benefits at its sole discretion without assigning any reason thereof.
- Gratuity: Applicable as per The Payment of Gratuity Act.

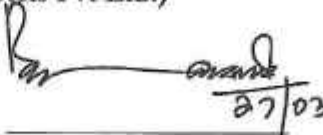
Deductions: Provident Fund and ESIC (if applicable) shall be deducted as per the statutory provisions.

Yours sincerely,

Conrad Pune

(For and on behalf of Palm Grove Beach Hotels Pvt Ltd.)


 Director of Human Resources


 Director of Finance


 General Manager

I, **Akamsha Chandran**, hereby confirm to have read and understood my remuneration package mentioned above along with all other related policies/ terms & conditions of the company.

Signature _____

Date _____

Namita Singh <Namita.Singh@hilton.com>

Tue, Jan 17,
11:22 AM

to aksmshachandran18@gmail.com, me, Mohit

Dear Akamsha,

Congratulations!!!

With reference to your interview and subsequent discussion you had with us, we are hereby pleased to offer you the position of **"Management Trainee"** at **Hilton Garden Inn Lucknow**.

The terms and conditions of your appointment will be in line with those discussed and a detailed letter of appointment will be given to you after you join us.

You are requested to join us on or before **August 01, 2023** at 10:00 hrs., after which this offer stands withdrawn, unless otherwise extended by the management.

Please be aware that this offer is contingent upon satisfactory completion of your medical check and background check.

Kindly bring copies as well as originals of documents at the time of joining, mentioned as below:

1. Photostat copy of PAN Card
2. Photostat copy of AADHAR Card
4. Acceptance of Resignation/Clearance Certificate/Relieving cum Experience Certificate from previous employer
5. Photostat copy of Permanent Address Proof. E.g. Driving License, Voter ID Card, UID Card, Passport copy
6. Photostat copy of Educational Certificates
7. Photostat copy of Professional Certificates
8. Passport size photographs – 4 Nos.
9. Universal Account Number
10. **RT-PCR Negative report from ICMR accredited labs done within last 24hrs.**
11. Covid Vaccination certificate

Your salary breakup is attached for your kind reference, kindly go through the same & send your reply within 24hrs as an acknowledgement of yours having accepted the same.

We are excited to welcome you as a Team Member with Hilton Garden Inn Lucknow.

Feel free to contact undersigned should you have any queries.

Kind Regards

Namita Singh
Human Resources Executive

TCG -777, Vibhuti Khand, Gomti Nagar,
Lucknow, Uttar Pradesh 226010, India

+91 522 427 7741 Office
+91 7510001536 Mobile
+91 522 427 7700 Fax

Namita_Singh@hilton.com
www.hgilucknow.com

Roam Bhandari

Dr Bhandari

Senior Vice President - Human Resources
Shailja Singh

(Please write legibly)

Mobile/Residence Tel. No: 7841083976

E-mail id: *akamshachandran18@gmail.com*

Name: *Akamsha Chandran*

Yours sincerely,
For The Oberoi Group

Akamsh
Accepted.

Thank you,

We look forward to having you on our team.

Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

is charan.singh@oberoigroup.com

Should you have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

location preference.

We have noted your location preference. We will send you a letter by March, 2023 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

Congratulations! It gives us great pleasure in selecting you as *Front office* Associate.

Dear *Akamsha Chandran*

Date *27th Sep 2022*

Salary Annexure

Name	Akamsha Chandran	
Position	Management Trainee	
Currency	INR	
Date of Joining	August 01,2023	
	Monthly CTC Details	Yearly CTC Details
Basic Salary	16,300	1,95,600
House Rent Allowance	6,520	78,240
Special Allowance	3,866	46,392
(A) Gross Salary	26,686	3,20,232
Leave Travel Allowance	-	-
(B) Reimbursement	-	-
Provident Fund - Employer Contribution	1,956	23,472
(C) Retirals	1,956	23,472
(D) Gross Salary (Total A+B+C)	28,642	3,43,704
Bonus*	1,358	16,296
Annual Total Remuneration (CTC)	30,000	3,60,000

Other Benefits:

Bonus: As per local bonus plan.

Medical Insurance: Applicable as per Company Policy (Local Plan).

Hilton Garden Inn Lucknow
TCG 7/7, Vibhuti Khand, Gomti Nagar
Lucknow, Uttar Pradesh 226010, India

T +91 522 427 7777
F +91 522 427 7700
www.hgilucknow.com

04-Apr-2023

To,

Mr. Avinash Ajay

**Swapnakood, Muthukulam North, Muthukulam P O, Muthukulam, Alappuzha
Kerala - 690506**

OFFER FOR APPRENTICESHIP TRAINING

We take pleasure in offering you Contract of Apprenticeship Training in **L&D** department for ITC Hotels-ITC Gardenia. You are governed by the National Apprenticeship Promotion Scheme NAPS Rules and regulations. Your offer letter as an apprentice is subject to your registration and your approval on the NAPS portal.

1. During the period of your Apprenticeship Training with the company, the terms and conditions of Apprenticeship shall be regulated by such Standing Orders, NAPS Rules and Regulations as enforced by the Company from time to time.
2. During your apprenticeship contract period, you shall be paid the stipend of **INR 14000/ per month**.
3. Your formal Contract of Apprenticeship Training letter as an Apprentice will be issued to you through online in due course, which will formally detail the terms and conditions of your contract.
4. You will report on **08-May-23** at 10:00AM. This Offer of Employment is open till **09-May-23** after which the same is automatically withdrawn.
5. You are required to attend your pre-joining medical tests by the Company's nominated doctor, prior to your joining. You will be advised regarding the same separately.
6. Your offer of apprenticeship may be terminated by us or by you at any time, with or without notice as per the provisions of Law.
7. This offer of Apprenticeship is subject to:
 - a. You are being found medically fit for apprenticeship training with us by the Company's doctor.
 - b. Production of acceptable documentary evidence of your Date of Birth.
 - c. Clear verification report of the background information submitted by you.

Yours faithfully,


Resham Gupta

Human Resource Manager

Acceptance:

I accept the above terms and conditions.

Signature _____

Date: _____



Self-Pay

Yeshwanthpur Diagnostic Centre
19, 7th Cross, Bandappa Road,
Yeshwanthpur,
Bangalore-560022
Mr. Humayun / +91 9844198589



Date: 02/05/2023

Name of Candidate: Avinash Ajay
Dept: L&D

- i) **Package I-Pre-Employment Medical Test**
- ii) **Package II-Pre-Employment Medical Test**
- iii) **Package III – Pre – Employment Health Check for Engineers, Stool Culture Test only, for B, Audiometry Test Only Annual Audiometry Test for Engineers- 3rd and 4th Package Applicable**

Resham

Resham Gupta
HR Manager

Instructions:

- **Days: Monday to Saturday (8:00am to 1:00pm)**
- **Please contact Mr. Humayun for an appointment**
- Reporting time: Between 8:00am & 10:00am
- Please ensure empty stomach for tests
- Carry stool sample
- Collect the acknowledgement receipt from Yeshwanthpur Diagnostic Centre and submit the same to HR Office after the medical test.
- Results will be available within 48hrs after the test being done
- **YOUR APPOINTMENT FOR THE POSITION SELECTED IS SUBJECT TO YOU BEING MEDICALLY FOUND FIT.**

I understand that, I am required to attend pre-employment Medical checkup within a week's time (maximum) of receiving Pre employment medical letter, failing which it is considered that I have not accepted the offer.

Name:

Signature:

20th May 2023

Avinash Ajay
+91 8075136408

Dear Avinash,

Subject: Letter of Intent

This is with reference to your application and subsequent interview with us. We are pleased to offer you the position of **Inspire-Housekeeping** in the **Housekeeping Department at Level 4 (18 Months Training Period)** at **Novotel Goa Resort & Spa** with effect from **03rd July 2023** as per the salary package attached.

A detailed letter of appointment with terms and conditions will be issued to you in due course.

Please note that this offer of employment is subject to you being declared medically fit by a Company nominated Hospital/Doctor to discharge the duties and responsibilities inherent in this position.

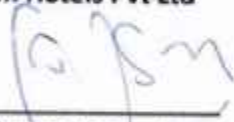
The Company also undertakes reference checks/background verification and enquiry, as part of due diligence in the recruitment process, and should the Management find any inconsistency or discrepancy in the particulars and supporting credentials provided by you in your application for employment/other related documents or thereafter as the case may be or if reference checks/background verification checks reveal any concern, the Management shall be free to revoke the offer without further reference to you.

As part of joining formalities, will be required to submit Photocopy of the following documents (Kindly get the original Copy as well):

- Copy of PAN Card
- Copy of Aadhaar Card
- Permanent Address proof
- Election Card
- Copies of all Educational & Professional Certificates
- Experience Certificate and Payslip from previous employers
- Passport size photographs – 15 Nos.
- Sanitary Card
- Police Verification
- Covid19 Vaccination Certificate
- Bank Account proof (Copy of passbook or Cheque)

We look forward to a long and mutually rewarding association.


Thanks & regards,
Novotel Goa Candolim & Novotel Goa Resort & Spa
Zon Hotels Pvt Ltd


Vikrant Usgaonkar
Sr. Director Talent & Culture

NOVOTEL

HOTELS & RESORTS GOA

Name	Avinash Ajay	
Designation	Inspire-Housekeeping	
Level / Grade	4	
Unit	Novotel Goa Resorts & Spa	
Reporting To	Director Of Housekeeping / L&D Manager	
Date of Joining	03rd July 2023	
Salary & Allowances	Rs / Mth	Rs / Year
Basic Salary	21,500	2,58,000
House Rent Allowance	8,420	1,01,040
Total (A)	29,920	3,59,040
Statutory Benefits		
Provident Fund @ 12% of Basic Salary	2,580	30,960
Total (B)	2,580	30,960
Annual Cost to Company	32,500	3,90,000
Provident Fund	Employer Contribution to Employee India Provident Fund is 12% of Basic Salary. The Employee is also required to make a contribution of minimum of 12% of Basic Salary to India Provident Fund.	
Bonus	Statutory Bonus will be paid each year on or before 30th November as per declared Government Guideline	
Medical Coverage	Mediclaime coverage for self & Family as per local Medical Plan (currently Rs. 3 lacs per year for self and Spouse and Two Children), enrolment in Group Personal Accident Insurance for self only as per Hotel Policy (currently upto a limit of four time annual cost to company).	
Taxes	All components of the Compensation Package are subject to applicable Taxes, which is solely the responsibility of Employee and the Hotel bears no responsibility	


Vikrant Usgaonkar
Sr. Director Talent & Culture

Candidate

Date 27th Sep '22

Dear Avinash Ajay

Congratulations! It gives us great pleasure in selecting you as Housekeeping Associate.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

We have noted your location preference. We will send you a letter by March, 2023 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your location preference.

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

Should you have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address is charan.singh@oberoigroup.com


Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

We look forward to having you on our team.

Thank you,

Yours sincerely,
For The Oberoi Group

Shailja Singh
Senior Vice President - Human Resources


Ranvise Bhandari
SVP & GM

Accepted: 

Name: Avinash Ajay

E-mail id: avinashajay000@gmail.com

Mobile/Residence Tel. No: 8075136208

(Please write legibly)


TAJ
RESORT & CONVENTION CENTRE
GOA

13-Feb-23

Mr. Ayyan Khan
V. M. Salgaocar Institute of International Hospitality Education
Email id: khanayyan235@gmail.com
Contact number: 9699460800

Dear Ayyan,

Sub: Hotel Operations Training – Batch 2023

Congratulations!

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 Training (Front Office - AMA Stays & Trails) 2023**.

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

1. **Date of Joining:** June 01, 2023
2. **Stipend payable:** Rs. 20,000/- (Rupees Twenty Thousand Only) per month during the training period.
3. **Period of Training:** 12 months
4. **Location of training:** The unit of posting will be communicated closer to the date of joining
5. 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. Valentine Aithade,

Contact no. +91 9916479377 or Email Id: Valentine.Athaide@tajhotels.com

Mr. Pancham Vinay,

Contact no. +91 7739268230 or Email Id: pancham.vinay@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 latest by February 28, 2023

Welcome aboard !



Ramu Vemulapally

**Area Human Resources Director - Goa
and Director of Human Resources**

Candidate's Acknowledgement:

Signature / Date:  30/03/2023 (Signed in acceptance)

Taj Resort & Convention Centre, Goa
Vainguinim Plateau, Dona Paula, Panaji, Goa 403 004, India

T: +91 832 245 4545 | E: reservations.thccgoa@tajhotels.com | www.tajhotels.com | CIN: U55101GA1971PLC000113 | GST: 30AAACF2845D128

Date 27th Sep '22

Dear Ayyan Khan

Congratulations! It gives us great pleasure in selecting you as F&B Service Associate.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

We have noted your location preference. We will send you a letter by March, 2023 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your location preference.

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

Should you have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address is charan.singh@oberoigroup.com

Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

We look forward to having you on our team.

Thank you.

Yours sincerely,
For **The Oberoi Group**

Shailja Singh
Senior Vice President – Human Resources

Shailja Singh

Ravir Bhandari

Svp & gm

Accepted. _____

Name: *AYYAN KHAN*

E-mail id: *Khanayyan235@gmail.com*

Mobile/Residence Tel. No: *969940800*

(Please write legibly)

----- Forwarded message -----

From: **Puthran, Sheetal** <Sheetal.Puthran@marriotthotels.com>

Date: Thu, 16 Feb 2023 at 16:22

Subject: 2023 India Voyage Program Communication

To: monteiroemerald902@gmail.com <monteiroemerald902@gmail.com>

Dear Emerald,

Congratulations, we are pleased to offer you the opportunity to join us as '**Voyage - Graduate Development Trainee – Rooms Operations**' on behalf of Marriott International's operating hotels and new openings in India. Please consider this email as a formal confirmation of your program with us for Batch of 2023 - 2024. The program is tentatively anticipated to begin in July 2023, and we shall be communicating the final date in the month of June along with the assigned location.

During the program you will be assigned to one or more hotels as per business needs of the company.

On successful completion of the program after 18 months, you will graduate as an '**Assistant Manager**'.

Your compensation entitlement will be as follows:

1st Year : **INR 28000 / Month**

2nd Year : **INR 33000/ Month**

Graduation : **INR 40000 [conditioned on successful completion of the program]**

The break-up of your salary will be provided in the appointment letter issued by your assigned property which will cover other relevant details on the entitlements, program overview & development schedule planned for the duration of the training.

We are excited to welcome you to the Voyage Program and looking forward to partner with you for your learning journey. Please do reply to this email with your acceptance.

Do make note that Sheetal Puthran [Sheetal.puthran@marriott.com] is your one point of contact to reach out for any further queries and clarifications.

Best Regards,
South Asia Recruitment Team
Marriott International

----- Forwarded message -----

From: **Puthran, Sheetal** <Sheetal.Puthran@marriotthotels.com>

Date: Thu, 16 Feb 2023 at 16:22

Subject: 2023 India Voyage Program Communication

To: harshrajs2001@gmail.com <harshrajs2001@gmail.com>

Dear Harsh,

Congratulations, we are pleased to offer you the opportunity to join us as '**Voyage - Graduate Development Trainee – Culinary**' on behalf of Marriott International's operating hotels and new openings in India. Please consider this email as a formal confirmation of your program with us for Batch of 2023 - 2024. The program is tentatively anticipated to begin in July 2023, and we shall be communicating the final date in the month of June along with the assigned location.

During the program you will be assigned to one or more hotels as per business needs of the company.

On successful completion of the program after 18 months, you will graduate as an '**Jr. Sous Chef**'.

Your compensation entitlement will be as follows:

1st Year : **INR 28000 / Month**

2nd Year : **INR 33000/ Month**

Graduation : **INR 40000** [conditioned on successful completion of the program]

The break-up of your salary will be provided in the appointment letter issued by your assigned property which will cover other relevant details on the entitlements, program overview & development schedule planned for the duration of the training.

We are excited to welcome you to the Voyage Program and looking forward to partner with you for your learning journey. Please do reply to this email with your acceptance.

Do make note that Sheetal Puthran [Sheetal.puthran@marriott.com] is your one point of contact to reach out for any further queries and clarifications.

Best Regards,
South Asia Recruitment Team
Marriott International

Date 27th Sep '22

Dear Jaiques Fernandes

Congratulations! It gives us great pleasure in selecting you as Front Office Associate.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

We have noted your location preference. We will send you a letter by March, 2023 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your location preference.

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

Should you have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address is charan.singh@oberoigroup.com

Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

We look forward to having you on our team.

Thank you,

Yours sincerely,
For The Oberoi Group

Accepted. _____

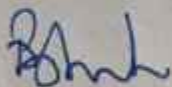
Shailja Singh
Senior Vice President – Human Resources

Name:

E-mail id:

Mobile/Residence Tel. No:

(Please write legibly)



Ranvir Bhandari

SVP & gm

Classification | Internal

Date 27th Sep 2022

Dear Jason, Fernandes

Congratulations! It gives us great pleasure in selecting you as Front Office Associate.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

We have noted your location preference. We will send you a letter by March, 2023 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your location preference.

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

Should you have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address is charan.singh@oberoigroup.com

Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

We look forward to having you on our team.

Thank you,

Yours sincerely,
For **The Oberoi Group**

Accepted. _____

Name:

E-mail id:

Mobile/Residence Tel. No:

(Please write legibly)

Shailja Singh
Senior Vice President – Human Resources

Shailja Singh

Ranvir Bhadani

Svp Lgm

Classification | Internal

23rd February, 2023

Ms. Joana Lobo
V. M. Salgaocar Institute of International Hospitality Education
Goa

Sub: Hotelier Development Programme by IHCL

Dear Ms. Lobo,

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 2023-25.

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

1. Date of Joining: 1st August 2023
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: 24 months (Culinary)

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. Ludiwina D'souza, at Corporate Office, Mumbai contact no. 022 61371637 or email: ludiwina.dsouza@tajhotels.com.

This offer is valid subject to your acceptance of the offer latest by 1st March, 2023. 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.

Yours faithfully,

For **The Indian Hotels Company Limited**



Punuj Singhal
Associate Vice President- Compensation & Benefits
and Shared Services Operations



31 May 2023

Dear Jinnie Rodriguez,

Regarding the partnership between V.M. Salgaocar Institute of International Hospitality Education and W Algarve Hotel & Residences, as Head of Human Resources, I am glad to inform you that our group will host **Joana Luis** Internship from 12 July 2023 until 12 January 2024, 40 hours of working activity per week.

The address of the student accommodation is Villa Oliveira, Estrada da Galé, 8200-385, Albufeira.

We will provide a tutor during the working activities and will help with her integration. We will offer the student free accommodation, meals during all the internship period, and a scholarship of Euros 350.

Signature of Human Resources Director


W ALGARVE
NOZUL ALGARVE S.A
NIF.: 501 589 112
Estrada da Galé - Sesmarias - Caixa Postal 290H
8200-385 Albufeira Portugal

Internship Agreement

Entered into by and between:

The Hotel described in Annexe A Section 1.1, (Hereinafter referred to as the "Hotel") and
The Student described in Annexe A Section 1.2 (Hereinafter referred to as the "Student").

1. Interpretation

In this agreement:

- Any reference to
- (i) the singular includes the plural and vice versa;
 - (ii) a gender includes the other genders;
 - (iii) natural persons include legal persons and vice versa.
- Effective date shall mean the date recorded in Section 4 of Annexe A attached hereto;
- Functions shall mean the duties and responsibilities set out herein and the forms described in Annexe A Section 5 hereto;
- Term shall mean the period starting on the effective date and ending on the termination date recorded in Section 4 of Annexe A attached hereto.

2. Agreement

The Hotel agrees to contract the Student as a trainee, who agrees to fulfill the functions recorded herein. This agreement does not:

- 2.1 Constitute an employer / employee relationship.
- 2.2 Constitute the parties as partners, joint venture partners, co-owners, principal-agent, or otherwise participants in a joint or common undertaking.
- 2.3 Allow either party to create or assume any obligation on behalf of the other party for any purpose whatsoever.

3. Functions

3.1 The Student commits to the responsibilities and duties as set out herein, read with all Hotel regulations, in promoting, controlling and maintaining the interests of the Hotel.

3.2 Good Faith

3.2.1 The Student hereby undertakes to fulfill all the functions recorded herein, in a professional manner and in terms of all laws relating thereto, so as to protect and preserve the Hotel's good name and to safeguard its goodwill and profitability;

3.2.2 The Student shall be just and faithful to the Hotel and diligent in all transactions relating to the Hotel, and shall give a true account of the hours worked, distances traveled and expenses incurred, when and so often as the same shall reasonably be required, and the Student shall, upon request, inform the Hotel of all letters, accounts, or any other information or thing which may come into its hands which concerns the Hotel.

3.3 Confidentiality

The Student shall at all times maintain all confidential information received by it in strictest confidence. The Student shall not disclose it to any third party, and shall use it only as is necessary to perform hereunder. At the termination of this Agreement, the Student shall promptly return all tangible confidential information to the Hotel.

Internship Agreement

4. Hotel's Duties

4.1 Payment of Stipend

The Hotel shall pay to the Student the stipend on the date and in terms of the provisions specified in Annex A Sections 2 and 3, attached hereto.

4.2 Provision of Subsistence and Training

The Hotel shall provide the student with meals, laundry facilities and 'on the job' training as it deems necessary for the Student to fulfill its duties and responsibilities.

4.3 Internship Performance Register and Testimonial

The Hotel shall complete the Performance Register, Testimonial and any other documents required by the Internship Program, and on completion of internship shall hand all documents to the Educational Institution or the Student, as the case may be.

5. Non-performance

Neither Party shall be bound to fulfill this contract if the reasons for non-performance.

6. Breach

Should the Student breach this agreement or fail to comply with any of the terms and conditions contained herein, the Hotel shall inform the Student, in writing, of such breach. Should the breach be fundamental and not rectifiable, or should the Student fail to rectify the breach within seven (7) days of receipt of written

Annexe A

Section 1. The Parties

Agreement entered into by and between:

	1.1 The Hotel	1.2 The Student
Name:	W Algarve Hotel & Residences	Joana Richa Luis
Street Address:	Estrada da Galé, Sesmarias - CX Postal 290, H, 8200-385 Albufeira	V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa - 403720. India
Contact Numbers:	+351 289 372 300	+91 832 6623000

Section 2 Stipend

Internship Agreement

The stipend / scholarship shall be Euros 350 per month

Section 3 Commencement Date and Term

The commencement date and term of this agreement shall be:

Start Date:	12 July 2023	End Date:	12 January 2024
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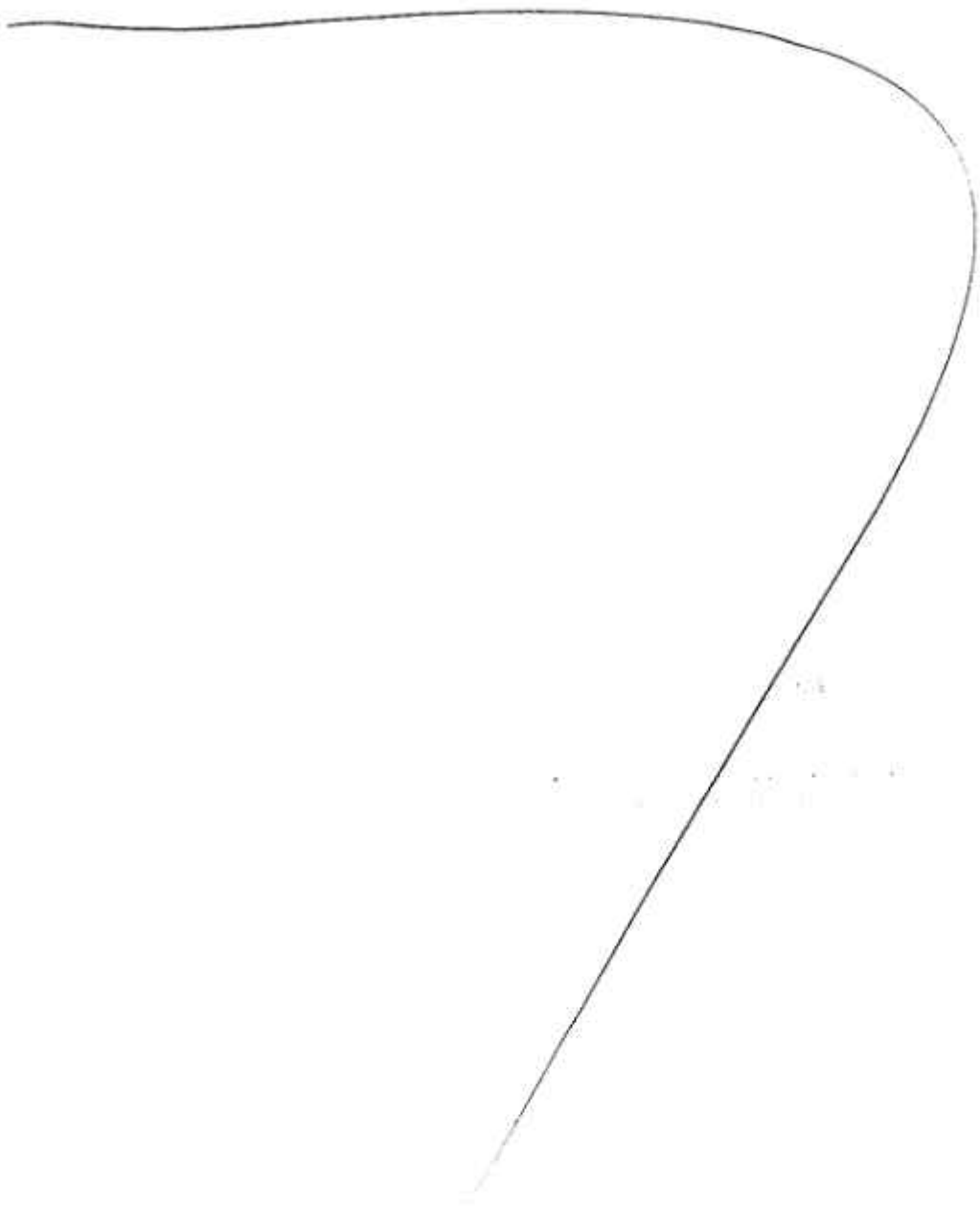
Section 4 Scope of Work

The contractor shall be responsible for the duties and responsibilities as set out herein read with:
5.1 Hotel Regulations, attached hereto.

Section 5 Signature

Signed on the 31th day of May 2023

Hotel signature:	 WALGARVE MOZUL ALGARVE S.A NIF: 501 589 13 Estrada da Gole - Seixal Cx. Postal 290H 2900-035 Albufeira Portugal	Student signature:>	
Name:	Lauro Simões Andrade Human Resources Director	Name:>	Mr. V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa -403720, India



17th April 2023

Kevin Raj Silas
Goa, India

RE: Offer of Assignment on Local terms

Dear **Kevin**,

Congratulations! The **JW Marriott Marquis Hotel** Dubai, United Arab Emirates "Hotel" as agent for **Emirates** the "Owning company" ("The Employer") is pleased to offer you the position of **Food and Beverage Service Expert** at the JW Marriott Marquis Hotel Dubai, United Arab Emirates, to work in the same position and upon the same terms set forth in this offer letter, or in another capacity and location as it sees fit.

START DATE

Your assignment is targeted to commence on / around **May 09, 2023** [upon transitioning your current responsibilities and] subject to you acquiring the necessary work and residency authorizations, clearing the government medical examination and your acceptance of all the terms and conditions of this letter. You will be advised of the precise commencement date of your assignment once it has been determined.

SALARY

Your monthly salary will be **AED 1,200/- (One Thousand Two Hundred Dirhams Only)**, paid in arrears into a local bank account designated by yourself. If you do not have a bank account, the Hotel will assist you in opening an account.

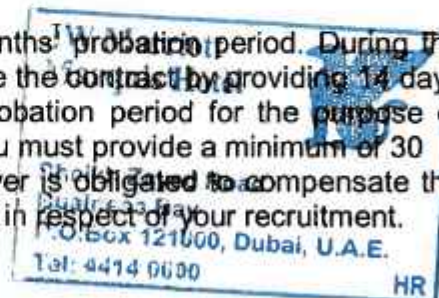
Your next performance review will be on **March 1, 2024** and annually thereafter. Salary increase, if any, will be subject to merit and based on the hotel's salary increase policy.

WORKING HOURS

As per UAE Labour Law, working hours are indicated to be Forty Eight hours (48 hrs.) per week excluding the meal break(s).

TERMINATION

Your employment is subject to six (6) months' probation period. During the probation period, either party may terminate the contract by providing 14 days written notice. If you resign during the probation period for the purpose of moving to another employer in the UAE, you must provide a minimum of 30 days' notice in writing and the new employer is obligated to compensate the Company for the recruitment costs incurred in respect of your recruitment.



For internal transfers within Marriott managed properties, probationary clause is not applicable.

Your Offer Letter is for an open ended period with a **Two (2) months'** notice period in writing or payment in lieu of notice should either party decide to terminate employment contract except in the case of termination for cause by the Local Management Company, which could take instant effect.

BENEFITS

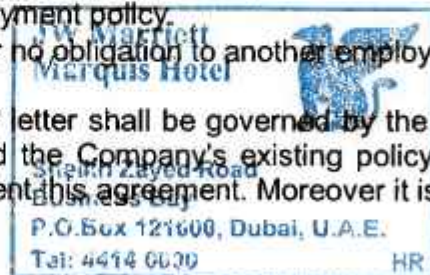
You will receive the following benefits:

- Three free meals in the Associate Cafeteria.
- You are entitled for one return economy ticket **every 24 months** to your point of origin. The property will provide a ticket cash allowance paid on your anniversary month based on the published annual company fare table to the nearest international airport destination as per contract. Your home destination is determined as **Goa, India (GOI)**.
- A **sharing room accommodation** will be provided at the associate housing.
- **Medical insurance** through a clinic designated by the Hotel (details will be provided by the Human Resources Department).
- **Annual leave** entitlement is based on the Labour Law of the United Arab Emirates. In the event of termination of your service you will be entitled to annual leave in respect of fractions of the last year of service. The date of commencement of annual leave may be divided in a maximum of two parts.
- You will be entitled to the **end of service remuneration** based on the laws of the United Arab Emirates. The gratuity calculation shall be calculated using the basic salary only, not including any amount for any allowances, commission or bonus earned.

GENERAL CONDITIONS

- Your employment is conditional upon:-
- Receiving positive medical results as per UAE residency laws
- Receiving positive references and criminal background check as per Marriott International pre-employment policy.
- Confirmation that you are under no obligation to another employer.

Any provision not covered in the offer letter shall be governed by the Labour Law of the United Arab Emirates and the Company's existing policy, which provision shall complete and supplement this agreement. Moreover it is the



[Handwritten signature]
[Handwritten initials]

associate's obligation to familiarize himself / herself with the U.A.E. Labour Law. Further information is available with the Human Resources Department. It is further understood that no promise or guarantee of any type concerning terms and/or conditions will bide upon the hotel unless made in writing.

To indicate acceptance of the offer, please sign and return a copy of this letter and a signed copy of the attached job description to us within 7 days from the date of issue. If we do not hear from you within this period, we will consider the offer null and void.

We look forward to welcoming you at the **JW Marriott Marquis Hotel Dubai**.

Yours sincerely,


William Kaffer
General Manager
JW Marriott Marquis Hotel Dubai



ACCEPTANCE:

I, **Kevin Raj Silas**, have read, understood and accepted the written terms and conditions of employment as stated and referred to in this document relevant to my employment with the JW Marriott Marquis Dubai.

Associate Signature: 

Acknowledgement and consent on 18/04/2023 by _____

Kevin Raj Silas
[Name]

AM



March 15, 2023

OFFER LETTER

Ms. Lysandra Costa
V.M Salgaocar IIHE, Goa

Congratulations!

We are pleased to inform you that, you have been selected as a Club Mahindra Executive Trainee (CMET) in Happy Hub department at Mahindra Holidays and Resorts India Limited. The duration of the training program would be 18 months.

This offer is subject to the following criteria:

- Acceptance of our offer and communication of the same to us within 7 days of receipt of this offer letter. Please share the signed copy of this letter as a token of acceptance.
- Medical fitness by a certified doctor before you join us.
- Submission & verification of your original documents at the time of joining, with respect to your academic & professional qualification, age, address & other mandatory documents as per the requirements of the organization.

Your CTC during the training period would be **INR 3,00,000/- per annum** (details of which is provided in the next page). If you choose to build your career with us, an appointment letter with detailed terms & conditions will be issued at the beginning of the program in the 1st week of July 2023, when you join us.

We look forward to being a partner & catalyst in your learning & growth journey with Mahindra Holidays & Resorts India limited.

Regards,

Prakash Aranha

General Manager - Learning & Development (Resorts) | +91 96190 50201

| prakash.aranha@mahindaholidays.com

Mahindra Holidays & Resorts India Limited
Corporate Office : Mahindra Towers, 1st Floor, "A" Wing, Dr. G M Bhosle Marg, P.K. Kurne Chowk, Worli, Mumbai
t : +91 22 3368 4722 f : +91 22 3368 4721

Registered Office : Mahindra Towers, 2nd Floor, 17/18 Patullos Road, Chennai – 600 002 t : +91 44 3504 1000 f : +91 44 3504 7778

e : memberrelations@clubmahindra.com / w : www.clubmahindra.com / CIN : L5 5101TN1996PLC036595



Designation	CMET	
Grade	CMET	
Particulars	Per Month in Rs	Per Annum in Rs
Basic	6,250	75,000
HRA	3,125	37,500
Conveyance	1,600	19,200
Education Allowance	100	1,200
Grade Allowance	1,150	13,800
Special Allowance	10,075	1,20,894
Medical Reimbursement	600	7,200
Monthly Total	22,900	2,74,794
Annual Total		2,74,794
Provident Fund		21,600
Gratuity		3,606
Cost to the Company per annum		3,00,000

I accept the terms & conditions of this offer of appointment.

Name of the candidate: _____

Signature: _____

Date: _____

Mahindra Holidays & Resorts India Limited
Corporate Office : Mahindra Towers, 1st Floor, "A" Wing, Dr. G M Bhosle Marg, P.K. Kurne Chowk, Worli, Mumbai
t : +91 22 3368 4722 f : +91 22 3368 4721

Registered Office : Mahindra Towers, 2nd Floor, 17/18 Patullos Road, Chennai – 600 002 t : +91 44 3504 1000 f : +91 44 3504 7778

e : memberrelations@clubmahindra.com / w : www.clubmahindra.com / CIN : L5 5101TN1996PLC036595

----- Forwarded message -----

From: **Puthran, Sheetal** <Sheetal.Puthran@marriotthotels.com>

Date: Thu, Feb 16, 2023 at 4:22 PM

Subject: 2023 India Voyage Program Communication

To: Purva.Sharma@vmsiihe.edu.in <Purva.Sharma@vmsiihe.edu.in>

Dear Purva,

Congratulations, we are pleased to offer you the opportunity to join us as **'Voyage - Graduate Development Trainee – Sales'** on behalf of Marriott International's operating hotels and new openings in India. Please consider this email as a formal confirmation of your program with us for Batch of 2023 - 2024. The program is tentatively anticipated to begin in July 2023, and we shall be communicating the final date in the month of June along with the assigned location.

During the program you will be assigned to one or more hotels as per business needs of the company.

On successful completion of the program after 18 months, you will graduate as an **'Assistant Manager'**.

Your compensation entitlement will be as follows:

1st Year : **INR 28000 / Month**

2nd Year : **INR 33000/ Month**

Graduation : **INR 40000 [conditioned on successful completion of the program]**

The break-up of your salary will be provided in the appointment letter issued by your assigned property which will cover other relevant details on the entitlements, program overview & development schedule planned for the duration of the training.

We are excited to welcome you to the Voyage Program and looking forward to partner with you for your learning journey. Please do reply to this email with your acceptance.

Do make note that Sheetal Puthran [Sheetal.puthran@marriott.com] is your one point of contact to reach out for any further queries and clarifications.

Best Regards,
South Asia Recruitment Team
Marriott International

----- Forwarded message -----

From: **Puthran, Sheetal** <Sheetal.Puthran@marriotthotels.com>
Date: Thu, 16 Feb 2023 at 16:22
Subject: 2023 India Voyage Program Communication
To: rashidnoronha8@gmail.com <rashidnoronha8@gmail.com>

Dear Rashid,

Congratulations, we are pleased to offer you the opportunity to join us as '**Voyage - Graduate Development Trainee – Human Resources**' on behalf of Marriott International's operating hotels and new openings in India. Please consider this email as a formal confirmation of your program with us for Batch of 2023 - 2024. The program is tentatively anticipated to begin in July 2023, and we shall be communicating the final date in the month of June along with the assigned location.

During the program you will be assigned to one or more hotels as per business needs of the company.

On successful completion of the program after 18 months, you will graduate as an '**Assistant Manager**'.

Your compensation entitlement will be as follows:

1st Year	:	INR 32000 / Month
2nd Year	:	INR 37000/ Month
Graduation	:	INR 45000 [conditioned on successful completion of the program]

The break-up of your salary will be provided in the appointment letter issued by your assigned property which will cover other relevant details on the entitlements, program overview & development schedule planned for the duration of the training.

We are excited to welcome you to the Voyage Program and looking forward to partner with you for your learning journey. Please do reply to this email with your acceptance.

Do make note that Sheetal Puthran [Sheetal.puthran@marriott.com] is your one point of contact to reach out for any further queries and clarifications.

Best Regards,
South Asia Recruitment Team
Marriott International

Date 27th Sep '22

Dear Rashid Noorsha

Congratulations! It gives us great pleasure in selecting you as Front office Associate.

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

We have noted your location preference. We will send you a letter by March, 2023 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your location preference.

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

Should you have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address is charan.singh@oberoigroup.com

Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

We look forward to having you on our team.

Thank you,

Yours sincerely,
For The Oberoi Group

Accepted. _____

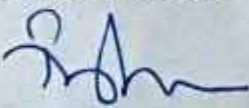
Shailja Singh
Senior Vice President – Human Resources

Name:

E-mail id:

Mobile/Residence Tel. No:

(Please write legibly)


Ranvir Bhandari
Svp & gm.

Classification: Internal



March 15, 2023

OFFER LETTER

Mr. Rohit Thekkanant
V.M Salgaocar IIHE, Goa

Congratulations!

We are pleased to inform you that, you have been selected as a Club Mahindra Executive Trainee (CMET) in Front Office department at Mahindra Holidays and Resorts India Limited. The duration of the training program would be 18 months.

This offer is subject to the following criteria:

- Acceptance of our offer and communication of the same to us within 7 days of receipt of this offer letter. Please share the signed copy of this letter as a token of acceptance.
- Medical fitness by a certified doctor before you join us.
- Submission & verification of your original documents at the time of joining, with respect to your academic & professional qualification, age, address & other mandatory documents as per the requirements of the organization.

Your CTC during the training period would be **INR 3,00,000/- per annum** (details of which is provided in the next page). If you choose to build your career with us, an appointment letter with detailed terms & conditions will be issued at the beginning of the program in the 1st week of July 2023, when you join us.

We look forward to being a partner & catalyst in your learning & growth journey with Mahindra Holidays & Resorts India limited.

Regards,

Prakash Aranha

General Manager - Learning & Development (Resorts) | +91 96190 50201

| prakash.aranha@mahindaholidays.com

Mahindra Holidays & Resorts India Limited
Corporate Office : Mahindra Towers, 1st Floor, "A" Wing, Dr. G M Bhosle Marg, P.K. Kurne Chowk, Worli, Mumbai
t : +91 22 3368 4722 f : +91 22 3368 4721

Registered Office : Mahindra Towers, 2nd Floor, 17/18 Patullos Road, Chennai – 600 002 t : +91 44 3504 1000 f : +91 44 3504 7778

e : memberrelations@clubmahindra.com / w : www.clubmahindra.com / CIN : L5 5101TN1996PLC036595



Designation	CMET	
Grade	CMET	
Particulars	Per Month in Rs	Per Annum in Rs
Basic	6,250	75,000
HRA	3,125	37,500
Conveyance	1,600	19,200
Education Allowance	100	1,200
Grade Allowance	1,150	13,800
Special Allowance	10,075	1,20,894
Medical Reimbursement	600	7,200
Monthly Total	22,900	2,74,794
Annual Total		2,74,794
Provident Fund		21,600
Gratuity		3,606
Cost to the Company per annum		3,00,000

I accept the terms & conditions of this offer of appointment.

Name of the candidate: _____

Signature: _____

Date: _____

Mahindra Holidays & Resorts India Limited
Corporate Office : Mahindra Towers, 1st Floor, "A" Wing, Dr. G M Bhosle Marg, P.K. Kurne Chowk, Worli, Mumbai
t : +91 22 3368 4722 f : +91 22 3368 4721

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e : memberrelations@clubmahindra.com / w : www.clubmahindra.com / CIN : L5 5101TN1996PLC036595



March 15, 2023

OFFER LETTER

Mr. Rohit Thekkanant
V.M Salgaocar IIHE, Goa

Congratulations!

We are pleased to inform you that, you have been selected as a Club Mahindra Executive Trainee (CMET) in Front Office department at Mahindra Holidays and Resorts India Limited. The duration of the training program would be 18 months.

This offer is subject to the following criteria:

- Acceptance of our offer and communication of the same to us within 7 days of receipt of this offer letter. Please share the signed copy of this letter as a token of acceptance.
- Medical fitness by a certified doctor before you join us.
- Submission & verification of your original documents at the time of joining, with respect to your academic & professional qualification, age, address & other mandatory documents as per the requirements of the organization.

Your CTC during the training period would be INR 3,00,000/- per annum (details of which is provided in the next page). If you choose to build your career with us, an appointment letter with detailed terms & conditions will be issued at the beginning of the program in the 1st week of July 2023, when you join us.

We look forward to being a partner & catalyst in your learning & growth journey with Mahindra Holidays & Resorts India limited.

Regards,

Prakash Aranha

General Manager - Learning & Development (Resorts) | +91 96190 50201

| prakash.aranha@mahindaholidays.com

Mahindra Holidays & Resorts India Limited

Corporate Office : Mahindra Towers, 1st Floor, "A" Wing, Dr. G M Bhosle Marg, P.K. Kurne Chowk, Worli, Mumbai
t : +91 22 3368 4722 f : +91 22 3368 4721

Registered Office : Mahindra Towers, 2nd Floor, 17/18 Patullas Road, Chennai - 600 002 t : +91 44 3504 1000 f : +91 44 3504 7778

e : memberrelations@clubmahindra.com / w : www.clubmahindra.com / CIN : L5 5101TN1996PLC036595



Designation	CMET	
Grade	CMET	
Particulars	Per Month in Rs	Per Annum in Rs
Basic	6,250	75,000
HRA	3,125	37,500
Conveyance	1,600	19,200
Education Allowance	100	1,200
Grade Allowance	1,150	13,800
Special Allowance	10,075	1,20,894
Medical Reimbursement	600	7,200
Monthly Total	22,900	2,74,794
Annual Total		2,74,794
Provident Fund		21,600
Gratuity		3,606
Cost to the Company per annum		3,00,000

I accept the terms & conditions of this offer of appointment.

Name of the candidate: Rohit Paul Thekkanath

Signature:  Accepted

Date: 15/03/2023

Mahindra Holidays & Resorts India Limited
Corporate Office : Mahindra Towers, 1st Floor, "A" Wing, Dr. G M Bhosle Marg, P.K. Kurne Chowk, Worli, Mumbai
t : +91 22 3368 4722 f : +91 22 3368 4721

Registered Office : Mahindra Towers, 2nd Floor, 17/18 Patullo's Road, Chennai - 600 002 t : +91 44 3504 1000 f : +91 44 3504 7778

e : membersrelations@clubmahindra.com / w : www.clubmahindra.com / CIN : I5 5101TN1996PLC036595


TAJ
RESORT & CONVENTION CENTRE
GOA

13-Feb-23

Mr. Shijin Sherief
V. M. Salgaocar Institute of International Hospitality Education

Dear Shijin,

Subject: A1 Training Academy - Batch June, 2023 - IHCL Goa Hotels

We are pleased to inform you that, you have been selected as a member of A1 Training Academy — Batch June, 2023 — IHCL Goa Hotels.


As per the guidelines of this program, please do note the following:

1. **Date of Joining:** June 01, 2023
2. **Period of Training:** Minimum of 4 months. Same may be extended by another 2 months.
3. **Stipend Payable:** Rs. 15000 (Rupees Fifteen Thousand only) per month during the training period. Deductions are subject to applicable statutory compliances.
4. **Location of the training:** Taj Resort & Convention Centre, Goa
5. **Final placement:** You shall be taken through an assessment post completion of training in all 3 departments and location of placement would be any of our hotels in Goa. Based on assessment, the gross salary per month would be revised post successful completion of the training phase.


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

Ms. Malika Gadekar, Email: malika.gadekar@tajhotels.com

for **Fomento Resorts and Hotels Limited**
Taj Resort & Convention Centre, Goa


Ramu Vembayally
Area Human Resources Director - Goa
& Director of Human Resources

I accept the above terms & conditions:

Signature & Date:  22-03-2023



31 May 2023


Dear Jinnie Rodriguez,

Regarding the partnership between V.M. Salgaocar Institute of International Hospitality Education and W Algarve Hotel & Residences, as Head of Human Resources, I am glad to inform you that our group will host **Steven Fortes** Internship from 18th July 2023 until 18th January 2024, 40 hours of working activity per week.

The address of the student accommodation is Villa Oliveira, Estrada da Galé, 8200-385, Albufeira.

We will provide a tutor during the working activities and will help with her integration. We will offer the student free accommodation, meals during all the internship period, and a scholarship of Euros 350.

Signature of Human Resources Director


W ALGARVE
NOZUL ALGARVE S.A
Nif.: 501 589 112
Estrada da Gale - Sesmarias - C. Postal 290H
8200-385 Albufeira Portugal

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☆

Internship Agreement

Entered into by and between:

The Hotel described in Annexe A Section 1.1, (Hereinafter referred to as the "Hotel") and
The Student described in Annexe A Section 1.2 (Hereinafter referred to as the "Student").

1. Interpretation

In this agreement:

- Any reference to (i) the singular includes the plural and vice versa;
(ii) a gender includes the other genders;
(iii) natural persons include legal persons and vice versa.
- Effective date shall mean the date recorded in Section 4 of Annexe A attached hereto;
- Functions shall mean the duties and responsibilities set out herein and the forms described in Annexe A Section 5 hereto;
- Term shall mean the period starting on the effective date and ending on the termination date recorded in Section 4 of Annexe A attached hereto.

2. Agreement

The Hotel agrees to contract the Student as a trainee, who agrees to fulfill the functions recorded herein. This agreement does not:

- 2.1 Constitute an employer / employee relationship.
- 2.2 Constitute the parties as partners, joint venture partners, co-owners, principal-agent, or otherwise participants in a joint or common undertaking.
- 2.3 Allow either party to create or assume any obligation on behalf of the other party for any purpose whatsoever.

3. Functions

3.1 The Student commits to the responsibilities and duties as set out herein, read with all Hotel regulations, in promoting, controlling and maintaining the interests of the Hotel.

3.2 Good Faith

- 3.2.1 The Student hereby undertakes to fulfill all the functions recorded herein, in a professional manner and in terms of all laws relating thereto, so as to protect and preserve the Hotel's good name and to safeguard its goodwill and profitability;
- 3.2.2 The Student shall be just and faithful to the Hotel and diligent in all transactions relating to the Hotel, and shall give a true account of the hours worked, distances traveled and expenses incurred, when and so often as the same shall reasonably be required, and the Student shall, upon request, inform the Hotel of all letters, accounts, or any other information or thing which may come into its hands which concerns the Hotel.

3.3 Confidentiality

The Student shall at all times maintain all confidential information received by it in strictest confidence. The Student shall not disclose it to any third party, and shall use it only as is necessary to perform hereunder. At the termination of this Agreement, the Student shall promptly return all tangible confidential information to the Hotel.

LA

Internship Agreement

4. Hotel's Duties

4.1 Payment of Stipend

The Hotel shall pay to the Student the stipend on the date and in terms of the provisions specified in Annex A Sections 2 and 3, attached hereto.

4.2 Provision of Subsistence and Training

The Hotel shall provide the student with meals, laundry facilities and 'on the job' training as it deems necessary for the Student to fulfill its duties and responsibilities.

4.3 Internship Performance Register and Testimonial

The Hotel shall complete the Performance Register, Testimonial and any other documents required by the Internship Program, and on completion of internship shall hand all documents to the Educational Institution or the Student, as the case may be.

5. Non-performance

Neither Party shall be bound to fulfill this contract if the reasons for non-performance.

6. Breach

Should the Student breach this agreement or fail to comply with any of the terms and conditions contained herein, the Hotel shall inform the Student, in writing, of such breach. Should the breach be fundamental and not rectifiable, or should the Student fail to rectify the breach within seven (7) days of receipt of written

Annexe A

Section 1. The Parties

Agreement entered into by and between:

1.1 The Hotel		1.2 The Student	
Name:	W Algarve	Steven Fortes	
Street Address:	Estrada da Galé, Sesmarias - CX Postal 290, H, 8200-385 Albufeira	V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa - 403720. India	
Contact Numbers:	+351 289 372 300	+91 832 6623000	

Section 2 Stipend

The stipend / scholarship shall be Euros 350 per month

Internship Agreement

Section 3 Commencement Date and Term

The commencement date and term of this agreement shall be:

Start Date: 18th July 2023

End Date: 18th January 2024

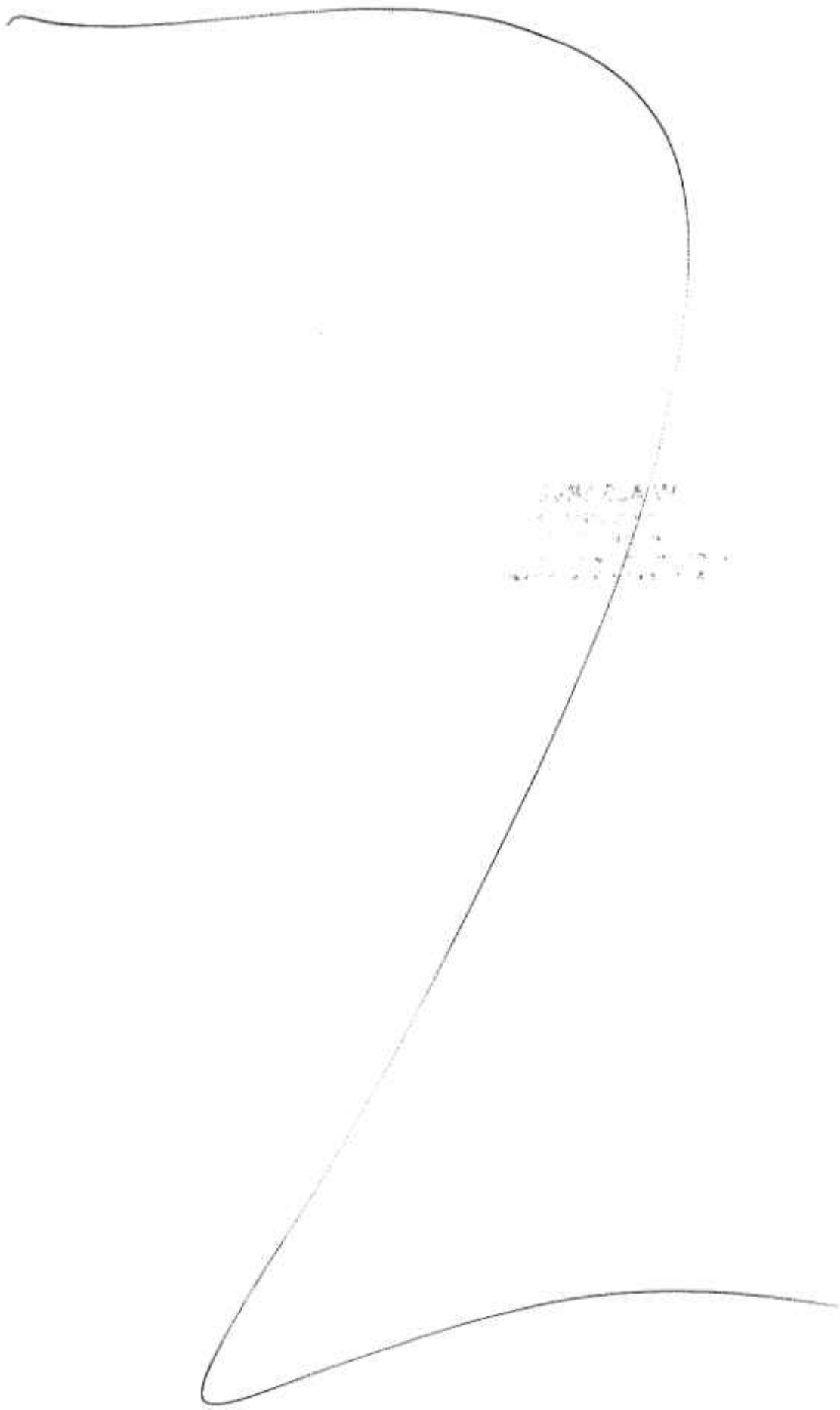
Section 4 Scope of Work

The contractor shall be responsible for the duties and responsibilities as set out herein read with: 5.1 Hotel Regulations, attached hereto.

Section 5 Signature

Signed on the 5th day of May 2023

Hotel signature:	 W ALGARVE NOZUM ALGARVE S.A NIF. 504.589.112 Estrada da Gale - Sesmarias - Cx. Postal 290H 8200-385 Albufeira Portugal	Student signature:>	
Name:	Lauro Andrade Director of Human Resources	Name:>	Mr. Steven Fortes V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa -403720, India




TAJ
RESORT & CONVENTION CENTRE
GOA

13-Feb-23

Mr. Veebhav Wali
V. M. Salgaocar Institute of International Hospitality Education
Email id: veebhavw@gmail.com
Contact number: 8830081341

Dear Veebhav,

Sub: Hotel Operations Training – Batch 2023

Congratulations!

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 Training (Front Office) 2023**.

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

1. **Date of joining:** June 01, 2023
2. **Stipend payable:** Rs. 20,000/- (Rupees Twenty Thousand Only) per month during the training period.
3. **Period of Training:** 12 months
4. **Location of training:** The unit of posting will be communicated closer to the date of joining
5. 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. Valentine Aithade,
Contact no. +91 9916479377 or Email Id: Valentine.Athaide@tajhotels.com
Mr. Pancham Vinay,
Contact no. +91 7739268230 or Email Id: pancham.vinay@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 latest by February 28, 2023

Welcome aboard!


Ramu Vemotapally
Area Human Resources Director - Goa
and Director of Human Resources

Candidate's Acknowledgement: I, **VEEBHAV WALI**, ACKNOWLEDGE & ACCEPT

Signature / Date:  (Signed in acceptance)

Vidheyesh Prabhu <itsmevidheyeshprabhu123@gmail.com> 10:12 AM (9 minutes ago)

to me

On Thu, 16 Feb 2023 at 4:22 PM, Puthran, Sheetal <Sheetal.Puthran@marriotthotels.com> wrote:

Dear Vidheyesh,

Congratulations, we are pleased to offer you the opportunity to join us as '**Voyage - Graduate Development Trainee – Revenue**' 'on behalf of Marriott International's operating hotels and new openings in India. Please consider this email as a formal confirmation of your program with us for Batch of 2023 - 2024. The program is tentatively anticipated to begin in July 2023, and we shall be communicating the final date in the month of June along with the assigned location.

During the program you will be assigned to one or more hotels as per business needs of the company.

On successful completion of the program after 18 months, you will graduate as an '**Assistant Manager**'.

Your compensation entitlement will be as follows:

1st Year : **INR 28000 / Month**

2nd Year : **INR 33000/ Month**

Graduation : **INR 40000 [conditioned on successful completion of the program]**

The break-up of your salary will be provided in the appointment letter issued by your assigned property which will cover other relevant details on the entitlements, program overview & development schedule planned for the duration of the training.

We are excited to welcome you to the Voyage Program and looking forward to partner with you for your learning journey. Please do reply to this email with your acceptance.

Do make note that Sheetal Puthran [Sheetal.puthran@marriott.com] is your one point of contact to reach out for any further queries and clarifications.

Best Regards,
South Asia Recruitment Team
Marriott International

Internship Agreement



Entered into by and between:

The Hotel described in Annexe A Section 1.1, (Hereinafter referred to as the "Hotel") and
The Student described in Annexe A Section 1.2 (Hereinafter referred to as the "Student").

1. Interpretation

In this agreement:

- Any reference to
- (i) the singular includes the plural and vice versa;
 - (ii) a gender includes the other genders;
 - (iii) natural persons include legal persons and vice versa.
- Effective date shall mean the date recorded in Section 4 of Annexe A attached hereto;
- Functions shall mean the duties and responsibilities set out herein and the forms described in Annexe A Section 5 hereto;
- Term shall mean the period starting on the effective date and ending on the termination date recorded in Section 4 of Annexe A attached hereto.

2. Agreement

The Hotel agrees to contract the Student as a trainee, who agrees to fulfill the functions recorded herein. This agreement does not:

- 2.1 Constitute an employer / employee relationship.
- 2.2 Constitute the parties as partners, joint venture partners, co-owners, principal-agent, or otherwise participants in a joint or common undertaking.
- 2.3 Allow either party to create or assume any obligation on behalf of the other party for any purpose whatsoever.

3. Functions

3.1 The Student commits to the responsibilities and duties as set out herein, read with all Hotel regulations, in promoting, controlling and maintaining the interests of the Hotel.

3.2 Good Faith

3.2.1 The Student hereby undertakes to fulfill all the functions recorded herein, in a professional manner and in terms of all laws relating thereto, so as to protect and preserve the Hotel's good name and to safeguard its goodwill and profitability;

3.2.2 The Student shall be just and faithful to the Hotel and diligent in all transactions relating to the Hotel, and shall give a true account of the hours worked, distances traveled and expenses incurred, when and so often as the same shall reasonably be required, and the Student shall, upon request, inform the Hotel of all letters, accounts, or any other information or thing which may come into its hands which concerns the Hotel.

3.3 Confidentiality

The Student shall at all times maintain all confidential information received by it in strictest confidence. The Student shall not disclose it to any third party, and shall use it only as is necessary to perform hereunder. At the termination of this Agreement, the Student shall promptly return all tangible confidential information to the Hotel.

Internship Agreement

4. Hotel's Duties

4.1 Payment of Stipend

The Hotel shall pay to the Student the stipend on the date and in terms of the provisions specified in Annex A Sections 2 and 3, attached hereto.

4.2 Provision of Subsistence and Training

The Hotel shall provide the student with meals, laundry facilities and 'on the job' training as it deems necessary for the Student to fulfill its duties and responsibilities.

4.3 Internship Performance Register and Testimonial

The Hotel shall complete the Performance Register, Testimonial and any other documents required by the Internship Program, and on completion of internship shall hand all documents to the Educational Institution or the Student, as the case may be.

5. Non-performance

Neither Party shall be bound to fulfill this contract if the reasons for non-performance.

6. Breach

Should the Student breach this agreement or fail to comply with any of the terms and conditions contained herein, the Hotel shall inform the Student, in writing, of such breach. Should the breach be fundamental and not rectifiable, or should the Student fail to rectify the breach within seven (7) days of receipt of written

Annexe A

Section 1. The Parties

Agreement entered into by and between:

	1.1 The Hotel	1.2 The Student
Name:	Martihal Sagres Beach Family Resort	Ms. Pooja Muley
Street Address:	Martihal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa - 403720. India
Contact Numbers:	+351 282 240 200	+91 832 6623000

Internship Agreement

Section 2 Stipend

The stipend / scholarship shall be Euros 760 per month

Section 3 Commencement Date and Term

The commencement date and term of this agreement shall be:

Start Date:	1 st June 2023	End Date:	30 th November 2023
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Section 4 Scope of Work

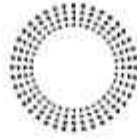
The contractor shall be responsible for the duties and responsibilities as set out herein read with:

5.1 Hotel Regulations, attached hereto.

Section 5 Signature

Signed on the 3rd day of April 2023

Hotel signature:	 Elegant Family Hotels Management, S.A. NIPC 513 773 802 Quinta do Martinhal, Lote 95 Apartado 54 - 8650-908 SAGRES	Student signature:>	
Name:	Mr. Rui Cristino Group Human Resources Director Martinhal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	Name:>	Ms. Pooja Muley V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa -403720, India



MARTINHAL

RESIDENCES

LETTER OF INTENT

07th July 2023

Dear Prof. Mirza,

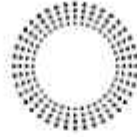
Regarding the partnership between V.M. Salgaocar Institute of International Hospitality Education and Vila Gale Hotels, as Head of Human Resources, I am glad to inform you that our group will host Mr./ Ms. Adwait Chintamani Kelkar Internship from 1st September 2023 to 31st March 2024, for a total period of 6 months, 40 hours of working activity per week.

The address of the student accommodation is: Praça do Príncipe Perfeito N^o 1, 1990-221 Lisboa.

We will provide a tutor during the working activities and will help with his integration. Moreover, we will offer the student free accommodation, meals during all the internship period, and a scholarship of 450 Euros.

Cristiana Félix
(HR Manager)

ELEGANT FAMILY
OPERATIONS, S.A.
Quinta do Martinhal, Lote 95
8650-330 SAGRES
NIPC 514 329 238



MARTINHAL

RESIDENCES

LETTER OF INTENT

07th July 2023

Dear Prof. Mirza,

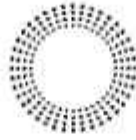
Regarding the partnership between V.M. Salgaocar Institute of International Hospitality Education and Vila Gale Hotels, as Head of Human Resources, I am glad to inform you that our group will host Mr./ Ms. Kritik Nagpal Internship from 1st September 2023 to 31st March 2024, for a total period of 6 months, 40 hours of working activity per week.

The address of the student accommodation is: Praça do Príncipe Perfeito Nº 1, 1990-221 Lisboa.

We will provide a tutor during the working activities and will help with his integration. Moreover, we will offer the student free accommodation, meals during all the internship period, and a scholarship of 450 Euros.

ELEGANT FAMILY
OPERATIONS, S.A.
Quinta do Martinhal, Lote 95
8650-330 SAGRES
NPC 514 329 238

Cristiana Félix
(HR Manager)



MARTINHAL

RESIDENCES

LETTER OF INTENT

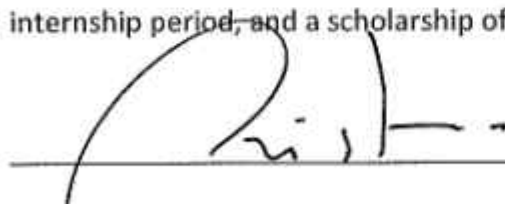
07th July 2023

Dear Prof. Mirza,

Regarding the partnership between V.M. Salgaocar Institute of International Hospitality Education and Vila Gale Hotels, as Head of Human Resources, I am glad to inform you that our group will host Mr./ Ms. Maria Elaine Furtado Internship from 1st September 2023 to 31st March 2024, for a total period of 6 months, 40 hours of working activity per week.

The address of the student accommodation is: Praça do Príncipe Perfeito Nº 1, 1990-221 Lisboa.

We will provide a tutor during the working activities and will help with his integration. Moreover, we will offer the student free accommodation, meals during all the internship period, and a scholarship of 450 Euros.


Cristiana Félix
(HR Manager)

**ELEGANT FAMILY
OPERATIONS, S.A.**
Quinta do Martinhal, Lote 95
8650-330 SAGRES
NIPC 514 329 238

Internship Agreement

Entered into by and between:

The Hotel described in Annexe A Section 1.1, (Hereinafter referred to as the "Hotel") and
The Student described in Annexe A Section 1.2 (Hereinafter referred to as the "Student").

1. Interpretation

In this agreement:

- Any reference to
- (i) the singular includes the plural and vice versa;
 - (ii) a gender includes the other genders;
 - (iii) natural persons include legal persons and vice versa.
- Effective date shall mean the date recorded in Section 4 of Annexe A attached hereto;
- Functions shall mean the duties and responsibilities set out herein and the forms described in Annexe A Section 5 hereto;
- Term shall mean the period starting on the effective date and ending on the termination date recorded in Section 4 of Annexe A attached hereto.

2. Agreement

The Hotel agrees to contract the Student as a trainee, who agrees to fulfill the functions recorded herein. This agreement does not:

- 2.1 Constitute an employer / employee relationship.
- 2.2 Constitute the parties as partners, joint venture partners, co-owners, principal-agent, or otherwise participants in a joint or common undertaking.
- 2.3 Allow either party to create or assume any obligation on behalf of the other party for any purpose whatsoever.

3. Functions

3.1 The Student commits to the responsibilities and duties as set out herein, read with all Hotel regulations, in promoting, controlling and maintaining the interests of the Hotel.

3.2 Good Faith

3.2.1 The Student hereby undertakes to fulfill all the functions recorded herein, in a professional manner and in terms of all laws relating thereto, so as to protect and preserve the Hotel's good name and to safeguard its goodwill and profitability;

3.2.2 The Student shall be just and faithful to the Hotel and diligent in all transactions relating to the Hotel, and shall give a true account of the hours worked, distances traveled and expenses incurred, when and so often as the same shall reasonably be required, and the Student shall, upon request, inform the Hotel of all letters, accounts, or any other information or thing which may come into its hands which concerns the Hotel.

3.3 Confidentiality

The Student shall at all times maintain all confidential information received by it in strictest confidence. The Student shall not disclose it to any third party, and shall use it only as is necessary to perform hereunder. At the termination of this Agreement, the Student shall promptly return all tangible confidential information to the Hotel.

Internship Agreement

4. Hotel's Duties

4.1 Payment of Stipend

The Hotel shall pay to the Student the stipend on the date and in terms of the provisions specified in Annex A Sections 2 and 3, attached hereto.

4.2 Provision of Subsistence and Training

The Hotel shall provide the student with meals, laundry facilities and 'on the job' training as it deems necessary for the Student to fulfill its duties and responsibilities.

4.3 Internship Performance Register and Testimonial

The Hotel shall complete the Performance Register, Testimonial and any other documents required by the Internship Program, and on completion of internship shall hand all documents to the Educational Institution or the Student, as the case may be.

5. Non-performance

Neither Party shall be bound to fulfill this contract if the reasons for non-performance.

6. Breach

Should the Student breach this agreement or fail to comply with any of the terms and conditions contained herein, the Hotel shall inform the Student, in writing, of such breach. Should the breach be fundamental and not rectifiable, or should the Student fail to rectify the breach within seven (7) days of receipt of written

Annexe A

Section 1. The Parties

Agreement entered into by and between:

	1.1 The Hotel	1.2 The Student
Name:	Martihal Sagres Beach Family Resort	Mr. Jaydevsinh Mahara
Street Address:	Martihal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa - 403720. India
Contact Numbers:	+351 282 240 200	+91 832 6623000

Internship Agreement

Section 2 Stipend

The stipend / scholarship shall be Euros 760 per month

Section 3 Commencement Date and Term

The commencement date and term of this agreement shall be:

Start Date:	1 st June 2023	End Date:	30 th November 2023
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Section 4 Scope of Work

The contractor shall be responsible for the duties and responsibilities as set out herein read with:
5.1 Hotel Regulations, attached hereto.

Section 5 Signature

Signed on the 3rd day of April 2023

Hotel signature:	Elegant Family Hotels Management, S.A. NIB: 513-373 092 Quinta do Martinhal, lote 35 Apartado 54 • 8650-330 SAGRES	Student signature:>	
Name:	Mr. Rui Cristiano Group Human Resources Director Martinhal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	Name:>	Mr. Jaydevsinh Mahara V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa -403720, India

Internship Agreement



Entered into by and between:

The Hotel described in Annexe A Section 1.1, (Hereinafter referred to as the "Hotel") and
The Student described in Annexe A Section 1.2 (Hereinafter referred to as the "Student").

1. Interpretation

In this agreement:

- Any reference to
- (i) the singular includes the plural and vice versa;
 - (ii) a gender includes the other genders;
 - (iii) natural persons include legal persons and vice versa.
- Effective date shall mean the date recorded in Section 4 of Annexe A attached hereto;
- Functions shall mean the duties and responsibilities set out herein and the forms described in Annexe A Section 5 hereto;
- Term shall mean the period starting on the effective date and ending on the termination date recorded in Section 4 of Annexe A attached hereto.

2. Agreement

The Hotel agrees to contract the Student as a trainee, who agrees to fulfill the functions recorded herein. This agreement does not:

- 2.1 Constitute an employer / employee relationship.
- 2.2 Constitute the parties as partners, joint venture partners, co-owners, principal-agent, or otherwise participants in a joint or common undertaking.
- 2.3 Allow either party to create or assume any obligation on behalf of the other party for any purpose whatsoever.

3. Functions

3.1 The Student commits to the responsibilities and duties as set out herein, read with all Hotel regulations, in promoting, controlling and maintaining the interests of the Hotel.

3.2 Good Faith

3.2.1 The Student hereby undertakes to fulfill all the functions recorded herein, in a professional manner and in terms of all laws relating thereto, so as to protect and preserve the Hotel's good name and to safeguard its goodwill and profitability;

3.2.2 The Student shall be just and faithful to the Hotel and diligent in all transactions relating to the Hotel, and shall give a true account of the hours worked, distances traveled and expenses incurred, when and so often as the same shall reasonably be required, and the Student shall, upon request, inform the Hotel of all letters, accounts, or any other information or thing which may come into its hands which concerns the Hotel.

3.3 Confidentiality

The Student shall at all times maintain all confidential information received by it in strictest confidence. The Student shall not disclose it to any third party, and shall use it only as is necessary to perform hereunder. At the termination of this Agreement, the Student shall promptly return all tangible confidential information to the Hotel.

Internship Agreement



4. Hotel's Duties

4.1 Payment of Stipend

The Hotel shall pay to the Student the stipend on the date and in terms of the provisions specified in Annex A Sections 2 and 3, attached hereto.

4.2 Provision of Subsistence and Training

The Hotel shall provide the student with meals, laundry facilities and 'on the job' training as it deems necessary for the Student to fulfill its duties and responsibilities.

4.3 Internship Performance Register and Testimonial

The Hotel shall complete the Performance Register, Testimonial and any other documents required by the Internship Program, and on completion of internship shall hand all documents to the Educational Institution or the Student, as the case may be.

5. Non-performance

Neither Party shall be bound to fulfill this contract if the reasons for non-performance.

6. Breach

Should the Student breach this agreement or fail to comply with any of the terms and conditions contained herein, the Hotel shall inform the Student, in writing, of such breach. Should the breach be fundamental and not rectifiable, or should the Student fail to rectify the breach within seven (7) days of receipt of written

Annexe A

Section 1. The Parties

Agreement entered into by and between:

	1.1 The Hotel	1.2 The Student
Name:	Martihal Sagres Beach Family Resort	Ms. Kelly Tracy Filomena Albuquerque
Street Address:	Martihal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa - 403720. India
Contact Numbers:	+351 282 240 200	+91 832 6623000

Internship Agreement

Section 2 Stipend

The stipend / scholarship shall be Euros 760 per month

Section 3 Commencement Date and Term

The commencement date and term of this agreement shall be:

Start Date:	1 st June 2023	End Date:	30 th November 2023
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Section 4 Scope of Work

The contractor shall be responsible for the duties and responsibilities as set out herein read with:
5.1 Hotel Regulations, attached hereto.

Section 5 Signature

Signed on the 3rd day of April 2023

Hotel signature:	Elegant Family Hotels Management, NIPC 513 373 802 Quinta do Martinhal, Lote 95 Apartado 54 + 8650-330 SAGRES	Student signature:>	
Name:	Mr. Rui Cristino Group Human Resources Director Martinhal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	Name:>	Ms. Kelly Tracy Filomena Albuquerque V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa -403720, India

Internship Agreement

Entered into by and between:

The Hotel described in Annexe A Section 1.1, (Hereinafter referred to as the "Hotel") and
The Student described in Annexe A Section 1.2 (Hereinafter referred to as the "Student").

1. Interpretation

In this agreement:

- Any reference to
- (i) the singular includes the plural and vice versa;
 - (ii) a gender includes the other genders;
 - (iii) natural persons include legal persons and vice versa.
- Effective date shall mean the date recorded in Section 4 of Annexe A attached hereto;
- Functions shall mean the duties and responsibilities set out herein and the forms described in Annexe A Section 5 hereto;
- Term shall mean the period starting on the effective date and ending on the termination date recorded in Section 4 of Annexe A attached hereto.

2. Agreement

The Hotel agrees to contract the Student as a trainee, who agrees to fulfill the functions recorded herein. This agreement does not:

- 2.1 Constitute an employer / employee relationship.
- 2.2 Constitute the parties as partners, joint venture partners, co-owners, principal-agent, or otherwise participants in a joint or common undertaking.
- 2.3 Allow either party to create or assume any obligation on behalf of the other party for any purpose whatsoever.

3. Functions

3.1 The Student commits to the responsibilities and duties as set out herein, read with all Hotel regulations, in promoting, controlling and maintaining the interests of the Hotel.

3.2 Good Faith

3.2.1 The Student hereby undertakes to fulfill all the functions recorded herein, in a professional manner and in terms of all laws relating thereto, so as to protect and preserve the Hotel's good name and to safeguard its goodwill and profitability;

3.2.2 The Student shall be just and faithful to the Hotel and diligent in all transactions relating to the Hotel, and shall give a true account of the hours worked, distances traveled and expenses incurred, when and so often as the same shall reasonably be required, and the Student shall, upon request, inform the Hotel of all letters, accounts, or any other information or thing which may come into its hands which concerns the Hotel.

3.3 Confidentiality

The Student shall at all times maintain all confidential information received by it in strictest confidence. The Student shall not disclose it to any third party, and shall use it only as is necessary to perform hereunder. At the termination of this Agreement, the Student shall promptly return all tangible confidential information to the Hotel.

Internship Agreement



4. Hotel's Duties

4.1 Payment of Stipend

The Hotel shall pay to the Student the stipend on the date and in terms of the provisions specified in Annex A Sections 2 and 3, attached hereto.

4.2 Provision of Subsistence and Training

The Hotel shall provide the student with meals, laundry facilities and 'on the job' training as it deems necessary for the Student to fulfill its duties and responsibilities.

4.3 Internship Performance Register and Testimonial

The Hotel shall complete the Performance Register, Testimonial and any other documents required by the Internship Program, and on completion of internship shall hand all documents to the Educational Institution or the Student, as the case may be.

5. Non-performance

Neither Party shall be bound to fulfill this contract if the reasons for non-performance.

6. Breach

Should the Student breach this agreement or fail to comply with any of the terms and conditions contained herein, the Hotel shall inform the Student, in writing, of such breach. Should the breach be fundamental and not rectifiable, or should the Student fail to rectify the breach within seven (7) days of receipt of written

Annexe A

Section 1. The Parties

Agreement entered into by and between:

	1.1 The Hotel	1.2 The Student
Name:	Martihal Sagres Beach Family Resort	Mr. Parin Prashant Haldankar
Street Address:	Martihal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa - 403720. India
Contact Numbers:	+351 282 240 200	+91 832 6623000

Internship Agreement

Section 2 Stipend

The stipend / scholarship shall be Euros 760 per month

Section 3 Commencement Date and Term

The commencement date and term of this agreement shall be:

Start Date:	1 st June 2023	End Date:	30 th November 2023
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Section 4 Scope of Work

The contractor shall be responsible for the duties and responsibilities as set out herein read with:
5.1 Hotel Regulations, attached hereto.

Section 5 Signature

Signed on the 3rd day of April 2023

Hotel signature:	 Elegant Family Hotels Management, S.L. NIPC 543 373 802 Quinta do Martinhal, Lote 55 Apartado 54 - 8650-330 SAGRES	Student signature:>	
Name:	Mr. Rui Cristino Group Human Resources Director Martinhal Sagres Beach Family Resort Quinta do Martinhal, Apartado 54 8650-908 Sagres, Portugal	Name:>	Mr. Parin Prashant Haldankar V.M. Salgaocar Institute of International Hospitality Education, Manora – Raia, Goa -403720, India