

Date: 10.10.2024

**OFFER LETTER**

Dear

**Mr MATTE AJAY KIRAN**

We are delighted to offer you the position of **Farm Technician in Penver Products LTD** with effective from **18.10.2024** & been offered the Gross Salary of Rs **20,000/-per Month**. If you join in our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. Please note that you will be in probationary period of 6 months, in this tenure if the management is not satisfied with your performance, company may terminate your service without notice, In this Six month tenure management is Satisfactory with your Performance you will be consider this is a Confirmation to your Service.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed company expectations. In addition, we are expecting your personal accountability in all the products, actions, advice and results that you provide as an in return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The further roles and responsibilities and company norms will be conveyed to you in the appointment letter.

Kindly return a company of this offer letter duly signed by you in token of you are accepting the employment offer with us.

We wish you a long and successful career with us.

Authorized Signature

  
Mr P. Trinadh  
Sr Manager HR



REF:REF: AFL/HR&amp;ADMN/

Date: 11-12-2024

Mr.SANTANU SAHOO  
S/O LAL MOHAN SAHOO  
ARABAGA  
CONTAI  
WEST BENGAL  
721430  
Mobile No.9932142116

Dear Mr.SANTANU SAHOO


**Sub:- Offer letter for the position of Trainee Technical Sales Officer**

This has reference to your application and subsequent discussions you had with us, we are Pleased to offer you the position of **Trainee Technical Sales Officer**.

Please sign the enclosed copy of this letter as a token of your acceptance of this offer. A Detailed appointment order will be issued at the time of your joining.

You may report for duty to General Manager - Marketing on or before 10th January 2025, failing which the offer stands withdrawn.

Best wishes,

For AVANTI FEEDS LIMITED  
  
(S. P. RAO)  
MANAGER – HR & ADMN.

Accepted  
Signature:  
Date of Joining:

**Feed Manufacturing Plant :**  
KOVVUR - 534 350, East Godavari Dist.,  
Andhra Pradesh, India.  
☎ 08813-231541,231588, 📠 08813 231421  
✉ feedunit1@avantifeeds.com  
Cable : PRAWNFEEED



**Corporate Office :**  
G-2, Concorde Apartments, 6-3-658, Somajiguda,  
Hyderabad - 500 082, Telangana State, India.  
☎ +91(40) 23310260/61 📠 +91(40) 23311604  
🌐 www.avantifeeds.com  
✉ avantliho@avantifeeds.com

**Registered Office :**  
Flat No. 103, Ground Floor, R Square,  
Pandurangapuram,  
Visakhapatnam - 530 003,  
Andhra Pradesh, India.  
CIN : L16001AP1993PLC095778



**Personal & Confidential**

06.09.2024

Nakkanam Narasimha

**Employment Offer**

On behalf of ABIS Exports (I) Pvt. Ltd., we are pleased to make this Offer of Employment with the Company.

|                         |                              |
|-------------------------|------------------------------|
| <b>Designation</b>      | Executive                    |
| <b>Role</b>             | TSE                          |
| <b>Grade</b>            | JM2                          |
| <b>Department</b>       | Shrimp Feed                  |
| <b>Sub Department</b>   | Shrimp Feed Sales            |
| <b>Date of Joining</b>  | 09.09.2024 (On or Before)    |
| <b>Reporting Person</b> | Mr. Maradabudi Rajesh        |
| <b>Location</b>         | Saidapur, Raichur, Karnataka |

We hope that you decide to accept this offer and look forward to working with you in the future. To confirm your acceptance of this post, please sign both copies of this letter as indicated overleaf and return one copy by mail to us by **08.09.2024**. Please do confirm the date of joining so that necessary arrangements can be made for an effective induction.

Your appointment will commence with effect from your date of joining the Company, which should not in any case be later than the date of joining mentioned above. In the event of you failing to join by the aforementioned date, this employment agreement ('**Agreement**') shall stand terminated.

You can be transferred to any other office of the Company in any other location in India or outside India, as decided by the Company from time to time.

If the terms and conditions of this offer letter are acceptable to you, please confirm your acceptance by signing and returning a copy of this letter to the Company within the timelines specified by HR at the time of joining, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Your employment is subject to the following terms and conditions:

**Terms & Conditions**

**A. Compensation**

Your annual fixed compensation will be **INR 216000 (Two Lakh Sixteen Thousand Only)**. The detailed break-up of the salary components, allowance and reimbursements that are offered as part of your compensation is mentioned in **Annexure 1**.

The Company follows a system of annual appraisal of performance on the job to revise your compensation. The revision in your compensation post-performance evaluation is subject to the discretion of the Company. The changes in your compensation (if any) will be communicated to you separately.





VIKRAMA SIMHAPURI UNIVERSITY COLLEGE  
KAKUTUR, NELLORE – 524324

No.VSUC/RUSA 2.0/MB/CHV/2024

Date: 24.09.2024

PROCEEDINGS

Sub:- Vikrama Simhapuri University College, Nellore – Appointment of One Project Fellow in the Project entitled “*Efficiency of Biologically derived chitosan for treatment of Aqua & thermal effluents from South coastal Andhra Pradesh*” sanctioned under RUSA 2.0 – Orders – Issued.

- Read:-
1. No.RUSA-ANU/VSU/ResearchProject-03/Sanction Order/2024 dated 01.06.2024 received from RUSA Coordinator, Acharya Nagarjuna University, Nagarjuna Nagar, Guntur
  2. Letter No. VSU/DP&M-1/CHV/MB/ RUSA 2.0/CCM/ 2024 dated 04.09.2024 received from the Registrar, V.S. University, Nellore.
  3. Letter dated 20.09.2024 received from Prof. Ch. Vijaya, Dept. of Marine Biology, VSU College, Nellore.
  4. Directions from the Registrar dated 24.09.2024 and Principal's orders dated 24.09.2024

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ORDER:-

In pursuance of the orders read above, the following is appointed as Project Fellow in the Project entitled “*Efficiency of Biologically derived chitosan for treatment of Aqua & thermal effluents from South coastal Andhra Pradesh*” in the RUSA 2.0 Project sanctioned to Prof. Ch. Vijaya, Principal Investigator, Dept. of Marine Biology, VSU College, Nellore. The services of the following is engaged with effect from 25.09.2024 or from the date of joining. The other regulations shall be followed as per the RUSA 2.0 rules in force.

| S.No. | Name and Address  | Appointed as   |
|-------|---|----------------|
| 1     | S. Sushma Angle, 9/480, Railway feeders Road, Santhapet, Nellore -524001<br>Mobile No:9515779952.<br>Email <a href="mailto:sushmasamuel986@gmail.com">sushmasamuel986@gmail.com</a> | Project Fellow |

The appointment will be purely on temporary basis, initially for one year period with a fellowship amount of Rs.12,000/- per month. However, the candidate will be continued based on his / her performance. The Project Fellow is informed to report the duty within a week after issuing the order.

The Principal investigator is informed to submit the joining report of the Project Fellow to the undersigned.

(BY ORDER)

  
PRINCIPAL  
24.9.24

Vikrama Simhapuri University College  
Kakuturu - 524 320.  
SPS Nellore District. A.P.

To

The party concerned

Copy submitted to the Registrar, V.S. University, Nellore for favour of information  
Copy to Prof. Ch. Vijaya, Principal Investigator, Dept. of Marine Biology, VSU College, Nellore.  
Copy to Finance Officer, V.S. University, Nellore for information.  
Copy to Deputy Registrar, Finance Section V.S. University, Nellore for information  
Copy to Assistant Registrar, DP & M Section, V.S. University, Nellore for information  
Copy to file.

# ***Congratulations....***

## **Greetings from Growel HR!**

We are pleased to inform you that we were highly impressed with your qualifications and your performance during the recent personal interview. We are delighted to offer you the position of ***Apprentice*** at Growel Feeds Pvt Ltd.

Your apprenticeship period will be for one year from the date of joining, during which you will receive a stipend of Rs. 18,000/- per month. We firmly believe that you will be a valuable addition to our team.

As an apprentice, you will have the opportunity to learn advanced aquaculture techniques and take on key responsibilities as part of this program. We are confident that this experience will be both rewarding and enriching for you.

Kindly report to the HR department at the factory location on **16th December 2024 at 9:00 AM** to complete the joining formalities. Should you have any questions or concerns, please feel free to contact us.

We look forward to welcoming you to the Growel Feeds family!

- **Date of Birth proof certificate (Copy of Passport / Birth Certificate / S.S.C)**
- **Xerox copies of Academic Certificates (all from 10th to Highest)**
- **Seven passport-size photographs (Recent)**
- **Aadhaar Card Xerox Copies – 3 Nos**
- **PAN Card Xerox – 2 Nos**
- **Voter ID Xerox – 2 Nos**
  
- **Blood Group**
  
- **Bank Front Page copy Xerox-1**
- **Family Members Aadhaar Card Xerox – 1 No (Each One)**

## ***Congratulations....***

### **Greetings from Growel HR!**

We are pleased to inform you that we were highly impressed with your qualifications and your performance during the recent personal interview. We are delighted to offer you the position of ***Apprentice*** at Growel Feeds Pvt Ltd.

Your apprenticeship period will be for one year from the date of joining, during which you will receive a stipend of Rs. 20,000/- per month. We firmly believe that you will be a valuable addition to our team.

As an apprentice, you will have the opportunity to learn advanced aquaculture techniques and take on key responsibilities as part of this program. We are confident that this experience will be both rewarding and enriching for you.

Kindly report to the HR department at the factory location on **02nd January at 9:00 AM** to complete the joining formalities. If you have any questions or concerns, please don't hesitate to contact us.

We look forward to welcoming you to the Growel Feeds family!

- Date of Birth proof certificate (Copy of Passport / Birth Certificate / S.S.C)
- Xerox copies of Academic Certificates (all from 10th to Highest)
- 10 passport-size photographs (Recent)
- Aadhaar Card Xerox Copies – 3 Nos
- PAN Card Xerox – 2 Nos
- Voter ID Xerox – 2 Nos
- Blood Group
- Bank first Page copy Xerox-1
- Family Members Aadhaar Card Xerox – 1 No (Each One)
- Family Photo for ESI-2(Post card size)

10<sup>th</sup> December 2024

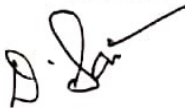
Mr.Vemavarapu Siva  
Piduguralla (Vil)  
Palnadu (Dist)  
Andhra Pradesh - 522413.

**CONTRACT OF ENGAGEMENT – FIXED PERIOD**

Dear Mr.Vemavarapu Siva,

With reference to your application dated 01<sup>st</sup> December 2024 and the subsequent discussions had with us for your appointment in our Company, we are pleased to appoint you as **Sales Trainee** at **Feed Sales** department in **Bantumilli** location on contractual basis for a fixed period on the following terms and conditions.

1. Your appointment is being made on Fixed Term contractual basis which commence from **10<sup>th</sup> December 2024** and expires on **09<sup>th</sup> November 2025**. Your contractual appointment will automatically come to an end on the expiry of the specified period and no notice of pay or retrenchment compensation will be payable to you by the management. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you.
2. Except one month's notice or salary in lieu thereof, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the aforesaid specified and fixed period of your service.
3. During the period of your employment with the company, you will be paid a consolidated annual remuneration of **INR 2,16,221 per annum (Rupees Two Lakh Sixteen Thousand and Two Hundred Twenty One only per annum)** on **Cost to Company** basis (Refer Annexure Enclosed).
4. Apart from the salary mentioned above, you will not be entitled to any privileges and benefits that are extended to other employees of the Company from time to time.
5. Your duties will include for efficient, satisfactory, and economical operation in the area of responsibility (LRT & PLRT) that may be assigned to you from time to time. As an employee of this company, you will maintain a high standard of loyalty, efficiency, integrity and will liaise with employees/workers in the factory/office.



contd ..

::2::

**Registered Office / Factory:**

Ananthapuram Village | T.P. Gudur Mandal | Nellore | Andhra Pradesh | 524 344  
T: +91 70759 33457 | E: info@waterbaseindia.com | CIN: L05005AP1987PLC018436



REF:REF: AFL/HR&ADMN/

Date: 21-08-2024

**Mr.Bammidi Siva**  
Ramana  
Maruvada Village  
Vangara Mandal  
Vizianagaram Dist  
Andhra Pradesh  
Mobile No.7075010646

Dear Mr.Bammidi Siva

**Sub:- Offer letter for the position of Trainee Technical Sales Officer**


This has reference to your application and subsequent discussions you had with us, we are Pleased to offer you the position of **Trainee Technical Sales Officer**.

Please sign the enclosed copy of this letter as a token of your acceptance of this offer. A Detailed appointment order will be issued at the time of your joining.

You may report for duty to General Manager - Marketing on or before 20th Septemdbber 2024, failing which the offer stands withdrawn.

Best wishes,

For AVANTI FEEDS LIMITED

  
(S. PRAO)  
MANAGER – HR & ADMN.

Accepted  
Signature:  
Date of Joining:



Date: 16-10-2024

To  
Mr. Bandili Naveen,  
S/o. B. Venkata Chalapathi,  
Chittamuru Village,  
Chittamuru Mandal,  
Tirupati Dist -524127,  
Andhra Pradesh

Dear Mr. Naveen,

Sub: - Remuneration offer as "**Sales Officer Technical - Trainee**"

\*\*\*\*\*

With reference to your application and recommendation by Mr.M.Rajakumar, Manager-Technical, we are pleased to offer you position as "**Sales Officer Technical - Trainee**" in our Organization for our Aqua Culture Products Division in **PONNERI** area in the State of **TAMILNADU** with Head Quarters at **PONNERI** as decided by the management at the time of appointment. The terms and conditions set out are hereunder

1. Your Gross remuneration will be ₹. 15,000/- (Rupees Fifteen thousand only) per month subject to deductions.
2. You will be on probation for a period of six months. Your services will be considered for confirmation after successful completion of probation and after you are found suitable in all respects you will be eligible for P.F deduction.
3. As per the Existing rules of the Company you will be eligible for the following.
  - (a) Motor Vehicle (2-Wheeler) ₹.4.00 per KM. covered on Bike (Elapsed Meter reading to be mentioned in the Expenses report if you own the vehicle.
  - (b) Bus Actual Bus fare on shortest route on production of Tickets.
  - (c) Railway Sleeper class railway fare on shortest route on production of Tickets.

REF:REF: AFL/HR&amp;ADMN/

Date: 23-12-2024

**Mr.KOPPALA MALLIKARJUNA**  
PENCHALAI AH  
D.No.5-107, AYYALARAJU PALLI(V)  
OBULAVARI PALLI (M)  
ANNAMAIAH DT  
516108  
Mobile No.9581010296

Dear Mr.KOPPALA MALLIKARJUNA


**Sub:- Offer letter for the position of Trainee Technical Sales Officer**

This has reference to your application and subsequent discussions you had with us, we are Pleased to offer you the position of **Trainee Technical Sales Officer**.

Please sign the enclosed copy of this letter as a token of your acceptance of this offer. A Detailed appointment order will be issued at the time of your joining.

You may report for duty to General Manager - Marketing on or before 22nd January 2025, failing which the offer stands withdrawn.

Best wishes,

For AVANTI FEEDS LIMITED  
  
(S.T. RAO)  
MANAGER – HR & ADMN.

Accepted  
Signature:  
Date of Joining:

**Feed Manufacturing Plant :**  
KOVVUR - 534 350, East Godavari Dist.,  
Andhra Pradesh, India.

☎ 08813-231541,231588, 📠 08813 231421

✉ feedunit1@avantifeeds.com

Cable : PRAWNFEED



**Corporate Office :**

G-2, Concorde Apartments, 6-3-658, Somajiguda,  
Hyderabad - 500 082, Telangana State, India.

☎ +91(40) 23310260/61 📠 +91(40) 23311604

🌐 www.avantifeeds.com

✉ avantiho@avantifeeds.com

**Registered Office :**

Flat No. 103, Ground Floor, R Square,  
Pandurangapuram,

Visakhapatnam - 530 003,

Andhra Pradesh, India.

CIN : L16001AP1993PLC095778