#### 7.3 Institutional Distinctiveness

#### 7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust

Institute's mission states "Committed to impart comprehensive hospitality education and enhance professionalism to attain global competency" It has always strived to fulfill the commitment made in its mission statement.

The students joining the course of hospitality management in this institute come from a wide range of strata which includes low income group as well as from rural and semi urban areas. These are exposed to the subject for the first time.

The syllabus designed by the University act as a bible and is helpful to impart comprehensive education of the subject. Thus the content of the syllabus are tenaciously followed for the overall development of the students. Along with proper planning and execution of academics, importance is also given for inclusion of co-curricular activities.

The academic plan prepared at the starting of the year helps to remind one and all about progress and timely completion of responsibilities. A detailed time table is prepared for academic dissemination of the syllabus, thus a proper disciplined approach is followed. It is strictly followed by all faculties and students. As a result the academics are duly completed within time. During the progress of the academic term enrichment is also emphasized through assignments, projects and trainings. The academic progress is assessed by way of continuous assessment which includes internal test and preliminary examination, for theory as well as practical.

The students are continuously counseled about the development of soft and communication skills required by the industry and for proper professional advances. These are routinely followed and practiced during the study period. Along with this large numbers of co-curricular and extracurricular activities are also conducted. These include interclass competition, food festival, bread day, theme dinner, tourism day, and industrial visits. They help to implant other human values and virtues. The activities help to instill appropriate skills, aptitude and comprehensive knowledge so as to reach the expected level for the industry. In these activities student learn to

make use of managerial skills for success of events. The success acts as a booster and thus motivates the students to make further progress.

A sense of social responsibility is developed through encouraging active student participation in activities like blood donation, Swachha Bharat Abhiyan, environment awareness, sanitation of historical sites, tree plantation and donations. The attitude developed among the students remains imbibed within them and are easily practiced during their careers.

The industrial training which is a part of the course helps the students to understand the actual working of the star rated hotels. It helps to provide a platform where students can demonstrate and exhibit their acquired technical knowledge and skills. It also helps in confidence building among the students. As a result students make progress towards becoming a true professionals and reach greater heights. The institute also arranges number of seminars on opportunities for higher education, training and internship in foreign countries.

After graduation scope of working is not restricted to the hotel industry, students also have opportunities in allied sectors such as cruise lines, malls, facility and so on. Opportunities are available globally and it has huge demand. Therefore institute take efforts to improve communication skills and impart required skills in operations so that students can be easily absorbed by the industry and in various countries. Result of all these efforts have been reflected in number of students undertaking training during the course or working in foreign countries. Few students have completed their training in the countries like USA, France, Singapore and Malaysia. Many students after graduation have worked and are working in the countries like USA, Canada, Australia, Dubai, New Zealand and so on. Thus institute is proud to mention that as stated in the mission statement, we are successfully moving towards enhancing professionalism amongst students to attain global competency.

#### HOTEL MANAGEMENT AND CATERING TECHNOLOGY AHMEDNAGAR

Lal Taki Road, Ahmednagar - 414001. Ph. / Fax (0241) 2326778

Approved by AICTE, Govt. of Maharashtra, DTE & Affiliated to Uni. of Pune

#### LIST OF STUDENTS WHO HAVE UNDERTAKEN INTERNSHIP ABROAD:

Sr. No.	Academic Year	Name of Students	Course	Country of Internship	Organization
					Inn at Peri Cabin Resort
1		Kale Chaityanya	ВНМСТ	USA	and Golf Club,
	2019-20				Maryland, USA
2		Bodhare Shubham	ВНМСТ	France	Hotel Les Pins Saint-
2		Bodilare Shubilani	BHIVICT	France	Jouin-bruneval-France
3	2018-19	Aher Tushar	ВНМСТ	France	Chez Camille
4		Gholap Karan	ВНМСТ	Malaysia	
5	2017-18	Minde Sangram	ВНМСТ	Malaysia	Dorsett Grand Subang
6	2017-16	Shirsath Dadasaheb	ВНМСТ	Malaysia	Jaya
7		Aher Prashant	ВНМСТ	Malaysia	
8	2016-17	Dhupar Gurshish	ВНМСТ	USA	Hyatt Regency
0	2010-17	Dilupai Gursinsii	BINCI	USA	Cincinnati
9	2014-15	Bhilla Abhijit	BScHS	Singapore	Hilton Hotel
10		Madan Mohit	ВНМСТ	Singapore	Marriott
11		Blesson Mathew	ВНМСТ		
12		Chaware Sudam	ВНМСТ	2	
13		More Prasad	ВНМСТ		
14	2013-14	Pathak Shubham	ВНМСТ	Malaysia	Palm Garden Hotel
15		Vitankar Sagar	ВНМСТ	200 To 200 To 20	
16		Shelke Ankush	ВНМСТ		
17		Thorat Pavan	ВНМСТ		



I/c. Principal
Institute of
Hotel Management & Catering Technology
Lai Taki Road, AHMEDNAGAR-414 001

#### HOTEL MANAGEMENT AND CATERING TECHNOLOGY AHMEDNAGAR

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#### LIST OF STUDENTS WHO ARE WORKING ABROAD: (Upto 2019 - 20)

Sr.	Course	Name of student	Year of	Country	Organization / Place of
No.	Course	Name of student	Graduation	Country	Working
1	B.Sc.HS	Sharma Rinku	2018-19	Dubai, UAE	Guest Services Associate at Swissôtel Hotels & Resorts
2	B.Sc.HS	Shaikh Javed	2018-19	UAE	Anantara Palm Jumera Hotel
3	ВНМСТ	Sali Anurag	2018-19	USA	Greenbrier Resort, WV, USA
4	B.Sc.HS	Sadaphal Nikhil	2018-19	USA	The Omni Homestead Resort, Hot Springs, Virginia
5	BHMCT	Horne Shubhendu	2017-18	Australia	Crown Plaza, Hunter Valley
6	ВНМСТ	Rathod Manoj	2017-18	Australia	Bathers Pavilion, Sydney
7	ВНМСТ	Pawale Anuj	2017-18	New Zealand	Queenstown, New Zealand
8	ВНМСТ	Amolik Pramod	2016-17	Europe	Royale Caribbean Cruise
9	ВНМСТ	Ghugarkar Santosh	2016-17	Australia	Kingfisher Bay Resort, Kingfisher Bay Island
10	ВНМСТ	Sanam Saurabh	2016-17	Australia	Bathers Pavilion, Sydney
11	ВНМСТ	Hembarde Gaurav	2016-17	Australia	Hotel Rottnest, Rottnest Island
12	B.Sc.HS	Shewale Ram	2016-17	UAE	Baisan International Hotel Bahrain
13	B.Sc.HS	Rohomare Ashish	2016-17	UAE	Wyndham Garden Manama, Bahrain
14	BHMCT	Sable Kishor	2015-16	Germany	P&O Cruise liner
15	B.Sc.HS	Kamble Kiran	2015-16	USA	Albuquerque, New Mexico
16	B.Sc.HS	Pawar Vaibhav	2015-16	Dubai	Marriott International, Dubai.
17	ВНМСТ	Shelke Ankush	2014-15	Australia	Kingfisher Bay Resort, Kingfisher Bay Island
18	ВНМСТ	More Prasad	2014-15	Australia	Crown Plaza, Coogee Beach Sydney
19	ВНМСТ	Blesson Mathews	2014-15	Australia	Crown Plaza, Hunter Valley
20	ВНМСТ	Bhilla Abhijit	2013-14	Malaysia	SOHO Group
21	ВНМСТ	Maniyar Asim	2013-14	Dubai	The Ritz-Carlton, Dubai
22	ВНМСТ	Pardeshi Gaurav	2013-14	Qatar	Crave Nation and Waqta Café,

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					Qatar
23	ВНМСТ	Badgujar Chetan	2013-14	Canada	Pizza Delight Caraquet, Brunswick
24	ВНМСТ	Shyam Nair	2013-14	United States	Carnival Cruise Line, Miami, Florida
25	ВНМСТ	Bale Gaurav	2013-14	USA	Cocoa Beach, Florida
26	ВНМСТ	Pawar Ajay	2012-13	Dubai	Dubai International
27	ВНМСТ	Raje Saurabh	2012-13	Canada	Fairmont Jasper Park Lodge, Jasper, Alberta
28	ВНМСТ	Pujari Amith	2011-12	United States	Carnival Cruise Line, Miami, Florida
29	ВНМСТ	Sangale Sushant	2010-11	Canada	Intercontinental at Employment and Social Development Canada
30	ВНМСТ	Shinde Sachin	2010-11	Singapore	Marina Bay Sands Resort,
	Billiter	Similar Suchini	201011	Singapore	Singapore
31	ВНМСТ	Shah Yash	2010-11	Singapore	Spago, Singapore
32	ВНМСТ	Urhe Laxman	2010-11	Canada	Toronto, Ontario
33	ВНМСТ	Kulkarni Alap	2009-10	Canada	Morgan Stanley
34	ВНМСТ	Shinde Rahul	2009-10	Australia	Pickle Barrel NSW
35	ВНМСТ	Harkale Jagdish	2009-10	Singapore	Ritz-Carlton, Singapore
36	ВНМСТ	Tambe Sagar	2008-09	Saudi Arab	Saudi Airlines
37	ВНМСТ	Joshi Abhijit	2008-09	UAE	Sofitel Dubai The Palm
38	ВНМСТ	Deshmukh Abhijit	2008-09	Caribbean Island	Castries, Saint Lucia
39	ВНМСТ	Bhatt Surjesh	2007-08	Qatar	Four Seasons Hotel Doha
40	ВНМСТ	Bhapkar Vishal	2006-07	Oman	Tata Starbucks, Oman
41	ВНМСТ	Shelke Mandar	2006-07	UK	P&O London, United Kingdom
42	ВНМСТ	Kakade Yogesh	2006-07	Australia	P&O Carnival Australia
43	ВНМСТ	Dhokale Sharad	2006-07	Cyprus	Aya Napa, Famagusta, Cyprus
44	ВНМСТ	Honde Ganesh	2006-07	Australia	P&O Cruises
45	BHYDCK	Patil Pratesh	2005-06	Dubai	Four Points by Sheraton, Dubai

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46	ВНМСТ	Rao Pooja	2005-06	USA	Marriott Hotels, Dallas, Texas
47	ВНМСТ	Ghule Vinay	2005-06	UAE	Al Hamra Golf Club, Ras Al Khaimah.
48	ВНМСТ	Sonawane Kiran	2000-01	Maldives	Amari Havodda Maldives
49	ВНМСТ	Srivastava Prafulla	2000-01	Abu Dhabi	Beach Rotana, Abu Dhabi



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# LIST OF STUDENTS WHO HAVE SECURED PERMANENT RESIDENT / CITIZENSHIP OF FOREIGN COUNTRY:

Sr. No.	Name of Students	Progra m	Year of Graduatio n	Country of PR	Name of Hotel	Designation
1	Badgujar Chetan	ВНМСТ	2013-14	Canada	Pizza Delight Caraquet, Brunswick	Server
2	Savant Abhijit	ВНМСТ	2006-07	UK	Gatwick, Bromley, United Kingdom	F & B Manager
3	Bhaval Rushikesh	ВНМСТ	2006-07	Canada	Park Hyatt Beaver Creek Resort & Spa, Drayton Valley	Sous Chef
4	Pandhare Bipin	ВНМСТ	2006-07	Canada	Pure Casino Yellowhead, Edmonton, Alberta	Sous Chef
5	Kharat Sachin	ВНМСТ	2006-07	Canada	River Cree Resort & Casino Edmonton, Alberta	Chef
6	Palan Sumit	BHMCT	2006-07	Canada	,Edmonton, Alberta	Sous Chef
7	Kadam Yogesh	ВНМСТ	2006-07	Canada	Revera - Retirement Living, Edmonton, Alberta	Chef
8	Chavan Swadhin	ВНМСТ	2005-06	Canada	Pure Casino Yellowhead, Edmonton, Alberta	Sous Chef
9	Jadhav Pramod	ВНМСТ	2005-06	United Kingdom	Old bridge Huntington Gretna Green, UK	Head Chef
10	Patil Niraj	ВНМСТ	2005-06	United Kingdom	Panjab Tadka, Central London	F & B Manager
11	Bankar Sagar	ВНМСТ	2005-06	USA	Copper Modern Indian Cuisine, Roanoke, Virginia	Restaurant Manager
12	Tapase Rohan	ВНМСТ	2003-2004	USA	Caribbean Way Miami, Florida Azamara Cruise line	CDP
13	Konde Abhijit	ВНМСТ	2003-2004	USA	Eurest-USA	Executive Chef (Ex Chef)
14	Ambhore Sachin	ВНМСТ	2002-2003	Australia	P&O Cruises Australia	Chef
15	Rathod Kamlesh	ВНМСТ	2001-2002	United Kingdom	Radisson,London, United Kingdom	Executive Head Chef
16	Nagare Swapnil	ВНМСТ	2001-2002	United Kingdom	The Savoy,London,	F & B Manager

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17	Kulkarni Gaurang	ВНМСТ	2001-2002	United Kingdom	Marriott - County Hall, London,	F& B Manager
18	Palghalmal Atul	ВНМСТ	2000-2001	Canada	Nugateau Patisserie. Toronto	Pastry Chef

From the above tables it is seen that the students from the institute are widely distributed and have worked or are working in developed countries all over the world. This allows the institute to empathetically state that the student have attained global competency, which has been a part of the mission statement. The attainment of the institutional mission can thus be said to be its distinctiveness.

I/c. Principal

Institute of Hotel Management & Catering Technology

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# Criterion 7 - Institutional Values and Best Practices (100) Key Indicator – 7.3 Institutional Distinctiveness (20) 7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust Sr. No. List of Documents Page No. Industrial Training Certificates of the students who have completed their trainings at overseas Documents of the alumni Citizenship/PR and working at overseas

# Certificate of Completion

INN
PERRY
C BIN

Presents this certificate to

# Chaitanya Kale

For completing a Front Desk & Activities Internship

From June 2019- November 2019

Jennifer Powell

Human Resources





www.hotel-erdeven.fr

www.logishotels.com

Awards this certificate to

Shubham Ashok Bodhare of IHMCT Ahmednagar,

in recognition of successfully completing

Industrial Exposure Training.

from 24-06-2019 to 30-11-2019 with 100% attendance

in Kitchen and F & B Service-

Stéphane Billon, **Training Manager** 

SARL Geshotel Hôtel les pins Rue Nationale - 56410 Erdeven Tel: 02 97 55 66 10 Siret: 497 604 751 00014- APE: 5510Z









# CERTIFICATE OF ACHIEVEMENT

This certificate is awarded to

#### Shirsath Dadasaheb Vishnu

in recognition of successful completion of

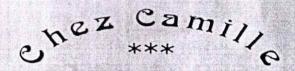
**Internship Programme** 

at Dorsett Grand Subang from 17<sup>th</sup> July 2017 – 5<sup>th</sup> January 2018

Nancy Teoh Regional Human Resources Director (SEA) d.

DORSETT HOTELS & RESORTS

Christina Toh (OIA)
S.//Area General Manager (Malaysia)



#### TRAINING CERTIFICATE

I the undersigned LAROUSSI Faycal, manager.

Stamp of the company:

SASU LAROUSSI
1 place Edouard Herriot
21230 ARNAY LE DUC
339 373 941 RCS Dijon- APE 5610A
Capital de 5 999 sures

Certify that: AHER Tushar born on 13/04/1999
Student in restaurant business.
It conducted a period of training in my company:

From: 23/07/2018 To 31/12/2018

In the department: kitchen

Place : Arnay le Duc (Côte d'Or 21)
Date : 23 \ 20 | 8

Sign:

1 Place Edouard Herriot 21230 Arnay Le Duc Tél : 03 80 90 01 38 Fax : 03 80 90 04 64 Wail : chez-camille@wanadoo.fr Site : www.chez-camille.fr

SASU LAROUSSI Capital de : 5000 € siret : 839 373 941 RCS Dijon



# INSTITUTE OF HOTEL MANAGEMENT AND CATERING TECHNOLOGY AHMEDNAGAR - 414001.

## TRAINEES PERFORMANCE APRAISAL

Name of the Trainee	: Ahee Tushoe Appa
Name & Address of the Hotel	Penaj le ducs tecrore
Training Department	FAB Production
Duration of Training	Smooths 8dy Days Form 23 July To 31 to
No. of Day (s) absent	:o Days Reason

Please refer to key over leaf & circle relevent score:

Sr.No.	Particulars		Perf	ormar	ıce	
1.	Attendance	(3)	4	3	2	1
2.	Grooming	5	( <del>4</del> )	3	2	1
3.	Communication Skills	5	( <del>4</del> )	3	2	1
4.	Attitude Towards Job	(5)	4	3	2	1
5.	Attitude Towards People	(5)	4	3	2	1
6.	Job Performance	(5)	4	3	2	1
7.	Job Knowledge Efficiency	(5)	4	3	2	1
8.	Tidiness At Work	(5)	4	3	2	1
9.	Initiative	(3)	4	3	2	1
10.	Overall Performance	(5)	4	3	2	1
	Total Score		Out	of 50	Marks	

Overall comments on the Trainee's Performance & Supervisor's Feedback.

Signature of Training Manager

Signature of H.O.D.





# CERTIFICATE OF ACHIEVEMENT

This certificate is awarded to

## Minde Sangram Sadashiv

in recognition of successful completion of

## **Internship Programme**

at Dorsett Grand Subang from

17<sup>th</sup> July 2017 – 5<sup>th</sup> January 2018

Nancy Teoh Regional Human Resources Director (SEA) d.

DORSETT
HOTELS & RESORTS

Christina Toh (CHA)
S:/Area General Manager (Malaysia)



SUBANG

28 December 2017

#### TO WHOM IT MAY CONCERN

This is to certify that Minde Sangram Sadashiv (Passport No: P9737837) from Institute of Hotel Management & Catering Technology has completed his Industrial Training in our hotel from 17 July 2017 till 5 January 2018.

During his training in the Housekeeping Department he has done his best in executing whatever tasks that was assigned to him.

We would like to take this opportunity to wish him all the best in his future undertakings.

Thank you.

Yours sincerely,

DORSETT GRAND SUBANG

(wholly owned by Subang Jaya Hotel Development Sdn Bhd (44190-A))

Christina Toh (CHA)

Area General Manager (Malaysia)

JALAN SS12/1, 47500 SUBANG JAYA, SELANGOR, MALAYSIA
T: +60 3 5031 6060 F: +60 3 5031 8686 E: info.subang@dorsetthotels.com
www.dorsetthotels.com/malaysia/subang



# INSTITUTE OF HOTEL MANAGEMENT AND CATERING TECHNOLOGY

AHMEDNAGAR - 414001.

#### TRAINEES PERFORMANCE APRAISAL

Name of the Trainee : Minde Sangram Sadashiy

Name & Address of the Hotel : Dorsett Grand Subang Jaya

Malaysia. Todate lumpur.

Training Department : Howekeeping

Duration of Training : 6 Worth Days Form 17 July To 5 Jan 2018

No. of Day (s) absent : \_\_\_\_\_ Days Reason\_\_\_\_\_

Please refer to key over leaf & circle relevent score:

Sr.No.	Particulars		Perf	ormai	nce	
1.	Attendance	5	4	3	2	1
2.	Grooming	5	4	3	2	1
3.	Communication Skills	5	4	3	2	1
4.	Attitude Towards Job	15	4	3	2	1
5.	Attitude Towards People	15	4	3	2	1
6.	Job Performance	5-	4	3	2	1
7.	Job Knowledge Efficiency	5-	4	3	2	1
8.	Tidiness At Work	5	VA	3	2	1
9.	Initiative	15	4	3	. 2	1
10.	Overall Performance	5	4	3	2	1
	Total Score		Out	of 50	Marks	

Overall comments on the Trainee's Performance & Supervisor's Feedback.

Signature of Training Manager

DORSETT
SEARCE
HOUSEKEEPING DEPARTMENT

Signature of H.O.D.







#### gursheesh dhupaar <gursheesh.dbb@gmail.com>

#### **Training Offer - Hyatt Regency Cincinnati**

Ana Triyella <atriyella@itn-usa.com>

Mon, Apr 4, 2016 at 2:48 PM

To: "gursheesh.dbb@gmail.com" <gursheesh.dbb@gmail.com>

Cc: Sonia May <s.may@itn-usa.com>, Kareer Krafters- Vandana <vandana@kareerkrafters.org>, Isabel Morato <smorato@itn-usa.com>

Dear Gursheesh,

#### CONGRATULATIONS!!!

s with great pleasure to announce to you that **Hyatt Regency Cincinnati** has extended an offer for you to join their prestigious hotel and train in the **Culinary** Department:

#### **Hyatt Regency Cincinnati**

Position: Culinary

Start Date: **Jun 13, 2016** End Date: **Nov 30, 2016** Salary: **\$10.00/hour** 

Duration: 5 Months and 17 Days

Attach is the Arrival Packet which will serve as your guide before you train at the property. The Arrival Packet will give you all the important information you may need to arrive safely and in a timely manner at the Hotel to begin your program. It contain information about the Host Company, Transportation, Applying for Social Security Card, Opening a Bank Account, Meals and Housing, Uniform and Salary.

√e are very happy with your placement and we know that you will gain a great deal of experience that will not only enhance your career, but grow as a person! My colleague Isabel Morato will be sending you the necessary documents that need to be signed and returned by **April 14, 2016.** 

If you should have any questions about the property or the position, please do not hesitate to contact me

Best regards,

Triyella Sta. Ana

Registration Coordinator, ITN - Philippines





## CERTIFICATE OF COMPLETION

#### **GURSHEESH DHUPAR**

This is to certify that Gursheesh Dhupar successfully completed a Culinary Internship at Hyatt Regency Cincinnati Davidson Hotels. He was a J1 intern from June 13, 2016 – December 13, 2016. If you have any further questions, please feel free to contact me directly at 513.354.4163 or <a href="mailto:stacey.miller@hyatt.com">stacey.miller@hyatt.com</a>.

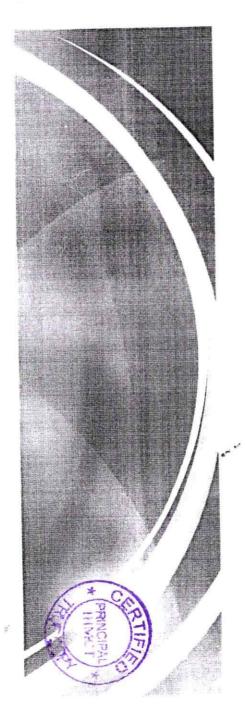
Sincerely,

Stacey Miller, MA, PHR

**Director of Human Resources** 

HYATT REGENCY Cincinnati 151 West Fifth Street Cincinnati, OH 45202 T: +1 513579 1234 F: +1 513354 4299 cincinnati.hyatt.com





## CERTIFICATE OF ACHIEVEMENT

Filling the earth with the light and warmth of hospitality.

—Conrad N. Hilton

Awarded to

# BHILLA ABHIJIT ANKUSH

For successful completion of Job Attachment Programme at Hilton Singapore from 26th January 2015 to 18th April 2015.

EILEEN ANG, DIRECTOR OF HUMAN RESOURCES

16 April 2015

DATE





















# INSTITUTE OF IOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR-414 001.

## TRAINEES PERFORMANCE APPRAISAL

ame of the Trainee	Bhilla	Abhilit	Ankush
The second second	,		

ame & Address of the Hotel : Hilton singapore 58 | Road

Ochard Road Singerpore

aining Department : Housekeep

ration fo Training : 3 mon the Days From 2/1/15 To 18/4/15

o. of Day (s) absent : \_\_\_\_\_Days Reason:

ease refer to key over leaf & circle relevent score:

0.	Particulars		Perf	forma	ince	
Atte	endance	(8)	.4	3	2	1
Gro	oming	5	4	3	2	1
Con	nmunication Skills	5	4	3	2	1
Attit	tude Towards Job	5	A	3	2	1
Attit	ude Towards People	5	<del>-</del> 4	3	2	1
Job	Performance	5	A	3	2	1
Job	Knowledge Efficiency	5	N	3	2	1
Tidir	ness At Work	5	A	3	2	1
Initia	ative	5	A	3	2	1
Ove	rall Performance	5	4	3	2	1
Tota	al Score	44	Out o	of 50	Marks	A 450

all comments on the Trainee's Performance & Supervisor's Feedback.

Thist is a very differed team member. Always executing any assigned tasks within time wine.

Excevent Attitude. Were done!

17(4/15

ature of Training Manager

Signature of H.O.D.





ROTER OF REPORT REPORTED ON SOUR FOR SOUR SOUR SOUR SO



Certificate of Participation

presented to

MOHIT MANJIT MADAN

for successfully completing

Professional Attachment
From 19 August 2013 to 18 November 2013

Naresh Kapoor
Director of Human Resources







# Certificate of Recognition

This certificate is awarded to

## **BLESSON MATHEW**

in recognition of

COMPLETED INDUSTRIAL TRAINING
31 MAY 2013 – 31 OCTOBER 2013
AT
PALM GARDEN HOTEL
PUTRAJAYA, MALAYSIA

Humar Researce Manager

SUCCEPTED A SOLI

47. ...

Santia Bashir

general Manage



# INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR-414 001.

### TRAINEES PERFORMANCE APPRAISAL

Name of the Trainee	· BLESSON
	The state of the s

Name & Address of the Hotel : PAUL SARDEN KOTEL

PUTRIDAYA , MALAYSIA

Training Department : 作べる

Duration fo Training : 150 Days From 1/6 To av/a

No. of Day (s) absent : \_\_\_\_\_ Days Reason : \_\_\_\_

Please refer to key over leaf & circle relevent score :

Sr.No.	. Particulars		Performance							
1.	Attendance :	(3)	4	3	2	1				
2.	Grooming	(5)	4	3	2	1				
3.	Communication Skills	(5)	4	3	2					
4.	Attitude Towards Job	(5)	4	3	2	1				
5,	Attitude Towards People	(5)	4	3	2					
6.	Job Performance	(3)	4	3	2	1				
7.	Job Knowledge Efficiency	(3)	4	3.	2	1				
8.	Tidiness At Work		4	3	2	1				
9.	. Initiative	5	(a)	3	2					
10.	Overall Performance	(5)	4	3	2					
	Total Score		Out	of 50	Marks					

Overall comments on the Trainee's Performance & Supervisor's Feedback.

OVERALL PERFORMANCE WAS VERY GOOD, ABLE PO

WERE INDEPENTEMENTS WITH LITTLE SUPERVISOR

HAVE SOME CREATIVE TOWNS TO MUDRICE ON

BUFFET SCIPP AND ALLACY GIVE SUGGESTION.

YERY HARDWERE GRAFFITSWELL TRAINS WILL BE
Signature of Fraining Manager STE ALLACY OF FIRMANCE OF BETTER.

KEEPUT UP!

31.100.5B



# Certificate of Recognition

This certificate is awarded to

## **CHAWARE SUDAM KADUBAL**

in recognition of

COMPLETED INDUSTRIAL TRAINING
31 MAY 2013 – 31 OCTOBER 2013
AT
PALM GARDEN HOTEL
PUTRAJAYA, MALAYSIA

V Mary Agres

Human Resources Manager

29 OCTOBER 2013

Date

Zarilla Bashir

General Manager

# INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR-414 001.

#### TRAINEES PERFORMANCE APPRAISAL

Name of the Trainee : Chawdre Ledam 15.

Name & Address of the Hotel : IDT Resort city, G2502 sefang

utara, malaysia 038943 2433

Training Department : L&B

Duration fo Training : 150 Days From 31/5 To 31/(2)

No. of Day (s) absent : \_\_\_\_ Days Reason : \_\_\_

Please refer to key over leaf & circle relevent score:

Sr.No.	Particulars			Per	forma	nce ;	•
1.	Attendance	*	(5)	4	3	2	1
2.	Grooming	. •	5	4	3.	.2	1
3.	Communication Skills	,	. 5	$\overline{(4)}$	3	, <b>2</b>	. 1
4.	Attitude Towards Job		5	4	3	2	. 12
5.	Attitude Towards People	•	(5)	. 4	<b>3</b> `.	2	1
6.	Job Performance	* •	(5)	4	3	. `2	1 .
7.	Job Knowledge Efficiency	. 1	(3)	. 4	3 /	·2	1
8.	Tidiness At Work . ,	٠,	5	4	3	2	1
9.	Initiative		<u>5</u> .	4	<b>3</b> .	2	1 -
10.	Overall Performance		(5)	: 4	3	2	1.
	Total Score (46)			Out	of. 50	Marks	<u> </u>

Overall comments on the Trainee's Performance & Supervisor's Feedback.

Palm Garden isos.
IOI Resort
62502 Putrajaya
Tel: 03-8943 2233
Fax: 03-8943 1122

Signature of Training Manager

Signature of H.O.D.



# Certificate of Recognition

This certificate is awarded to

## PRASAD MORE

in recognition of

COMPLETED INDUSTRIAL TRAINING
31 MAY 2013 – 31 OCTOBER 2013
AT
PALM GARDEN HOTEL
PUTRAJAYA, MALAYSIA

V May Agres

1 NOVEMBER 2013

Zarilla Bashir

Human Resources Manager

Date

General Manager

## **INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY**

AHMEDNAGAR - 414 001.

## TRAINEES PERFORMANCE APPRAISAL

Name of the Trainee	:•:: •:	TRASAD MORE
Name & Address of the Hotel	:	DALM GARDEN HOTEL
		purea Jaya macaysia.
Training Department	•	1 < B
Duration fo Training		150 Days From 16 To 1910
No. of Day (s) absent	:	Days Reason :
Please refer to key over leaf & c	ircle ı	relevent score :

Sr.No.	Particulars		Perf	orma	nce .	
1.	Attendance	5	4	3	2	1
2.	Grooming	5	4	3	2	1
3.	Communication Skills	- 5	4	3	2	1
4.	Attitude Towards Job	5	4	3	2	1
5.	Attitude Towards People	5	4	3	2	1
6.	Job Performance	5	4	3	2	1
7.	Job Knowledge Efficiency	- 5	4	3	2	1
8.	Tidiness At Work	5	4	3	2	1
9.	Initiative	5	4	3	2	1
10.	Overall Performance	5	4	3	2	1
	Total Score		Out	of 50	Marks	6

Overall comments on the Trainee's Performance & Supervisor's Feedback. OVERALL PERFORMANCE WAS good, HAVE THE RIGHT ATTITUDE TO WORK, BUT HAVE THE TIMES VERY HARD WORKING AND SOMETIMES RELAX MARKIN STANDING OFWER . KCEP U MI 101 Resort Signature of H.O.D. Signature of Training Manager

Fax: 03-8943 1122

#### CERTIFICATE OF TRAINING FROM HOTEL



# Certificate of Recognition

This certificate is awarded to

#### SHUBHAM PATHAK

in recognition of

COMPLETED INDUSTRIAL TRAINING
31 MAY 2013 – 31 OCTOBER 2013
AT
PALM GARDEN HOTEL
PUTRAJAYA, MALAYSIA

Vand Vandorstes

Human Resources Manager

1 NOVEMBER 2013

Date

Zarilla Bashir

General Manager



# INSTITUTE OF **HOTEL MANAGEMENT & CATERING TECHNOLOGY**

AHMEDNAGAR-414 001.

## TRAINEES PERFORMANCE APPRAISAL

Name of the Trainee	: SHUBHAM PATHAK
Name & Address of the Hotel	: PALM GARDEN HOTEL
	PUTRADAYA, MALAYSIA.
Training Department	: F«B
Duration fo Training	: 150 Days From 1/6 To 31/
No. of Day (s) absent	:Days Reason :
Please refer to key over leaf & o	circle relevent score :

Sr.No.	Particulars	Performance							
1.	Attendance	(5)	4	3	2	1			
2.	Grooming	5	4	3	2	1			
3.	Communication Skills	5	1	3	2	1			
4.	Attitude Towards Job	5	0	3	2	1			
5.	Attitude Towards People	5	9	3	2	1			
6.	Job Performance	(5)	4	3	2	1			
7.	Job Knowledge Efficiency	5	0	3	2	1			
8.	Tidiness At Work	5	4	3	2	1			
9.	Initiative	5	4	3	2	1			
10.	Overall Performance	6	4	3	2	1			
	Total Score		Out	of 50	Marks	3			

Overall comments on the Trainee's Performance & Supervisor's Feedback. OVERALL DERFORMANCE WAS VERY GOOD, EVEN THOUGH CARLIER WAS STARTED SLOW, BUT LATER PICK UP THING FAST . EFFECIENT, DEPENBABLE, MALE THE tugh pespon situating Signature of Training Manager ignature of H.O.D.

# INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR-414 001.

TR	AINE	ES	P	ER	FO	R	MA	W(	CE	A	P	RA	SAL
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Name of the Trainee	: SHUBHAM PATHAK
Name & Address of the Hotel	: PALM GARDEN HOTEL
Training Department	PUTRAJAYA, MALAYSIA.
Duration fo Training	: 150 Days From 1/6 To 31/10
No. of Day (s) absent	:Days Reason :
Diagon refer to key over loof 8	circle relevent score :

Sr.No.	Particulars	Performance							
1.	Attendance	(5)	4	3	2	1			
2.	Grooming	5	4	3	2	1			
3.	Communication Skills	5	4	3	2	1			
4.	Attitude Towards Job	5	0	3	2	. 1			
5.	Attitude Towards People	5	9	3	2	1			
6.	Job Performance	(5)	4	3	2	1			
7.	Job Knowledge Efficiency	5	4	3	2	1			
8.	Tidiness At Work	5	9	3	2	1			
9.	Initiative	5	4	3	2	1			
10.	Overall Performance	6	4	3	2	1			
100	Total Score		Out	of 50	Mark	S			

Overall comments on the Trainee's Performance & Supervisor's Feedback.

OVERALL PERFORMANCE WAS VERY GOOD, EVENTHOUGH

CARLIER WAS STARTED SLOW, BUT LATER PICK UP

THINK FAST CFFECIENT, DEPENDABLE, MALE THE

HIGH RESPONSIBILITY HATTER GARDENIGIE DOING SUCRAITE

IMPROVE ON SPONISY, ASSESSMENT SHORT

VERY YELL DONE! KEET TO MED 1/2 RTILL STARTE

Signature of Training Manager

Signature of H.O.D.



# Certificate of Recognition

This certificate is awarded to

## SAGAR VITANKAR

in recognition of

COMPLETED INDUSTRIAL TRAINING
31 MAY 2013 – 31 OCTOBER 2013
AT
PALM GARDEN HOTEL
PUTRAJAYA, MALAYSIA

V Mary Agnes

Human Resources Manager

1 NOVEMBER 2013

Date

Zarilla Bashir

General Manager

# INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR - 414 001.

## TRAINEES PERFORMANCE APPRAISAL

Name of the Trainee	: SAGAR WITANKAR
Name & Address of the Hotel	: PALM GARDEN HOTEL
	puzza JAGA, MALAY SVA.
Training Department	: + XB
Duration fo Training	: _/50 Days From / 6 To 3//10
No. of Day (s) absent	:Days Reason :

Please refer to key over leaf & circle relevent score:

Sr.No.	Particulars	$\Box$		Perf	orma	nce	
1	Attendance		6	4	3	2	1
1.			(5)	4	3	2	1
2.	Grooming		5	190	3	2	1
3.	Communication Skills		5 (5)	4	3	2	1
4.	Attitude Towards Job			4	3-50	<del></del>	1
5.	Attitude Towards People		(5)	4	3	2	1
6.	Job Performance		9	4	3	2	1
7.	Job Knowledge Efficiency	(4)	(5)	4	3	2	1
8.	Tidiness At Work		5	4	3	2	1
			5	4	3	2	1
9.	Initiative		5	Δ	3	2	1
10.	Overall Performance		<u> </u>	Out		Marks	
	Total Score			Out	01. 30	IVIAIRS	, 

Overall comments on the Trainee's Performance & Supervisor's Feedback.

PERFORMANCE WAS OUTSTANDING! HAS

PERFORMANCE WAS OUTSTANDING! HAS

PERFORMANCE WAS OUTSTANDING! HAS

SIEVEL INDROVED REPRESENTATION BEEN

SERVICE AND COMMUNICATION PROPRIET. AS WELL.

PENTUAL! 8000 9200 MITEL 03-8945 1722 Signature of H.O.D.

Signature of Training Manager

\*\*PRINCE SIGNATURE OF H.O.D.

ature



# Certificate of Recognition

This certificate is awarded to

## **ANKUSH SHELKE**

in recognition of

COMPLETED INDUSTRIAL TRAINING
26 JUNE 2013 – 31 OCTOBER 2013
AT
PALM GARDEN HOTEL
PUTRAJAYA, MALAYSIA

V Mary Agnes

Human Resources Manager

1 NOVEMBER 2013

Date

Zarilla Bashir

General Manager

# INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR-414 001.

## TRAINEES PERFORMANCE APPRAISAL

Name of the Trainee : ANKUSH

lav:

ature

Name & Address of the Hotel : PALM GAEDEN HOTEL

DUTRAJAYA, MALAYSIA.

Duration fo Training : 150 Days From 21/6 To 31/10

No. of Day (s) absent : \_\_\_\_\_Days Reason: \_\_\_\_\_

Please refer to key over leaf & circle relevent score:

Sr.No.	Particulars	Performance
1.	Attendance	5 4 3 2 1
2.	Grooming	5 4 3 2 1
3.	Communication Skills	5 4 3 2 1
4.	Attitude Towards Job	5 4 3 2 1
5.	Attitude Towards People	5 4 3 2 1
6.	Job Performance	5 4 3 2 1
7.	Job Knowledge Efficiency	5 4 3 2 1
8.	Tidiness At Work	5 4 3 2 1
9.	Initiative	<b>6</b> 4 3 2 1
10.	Overall Performance	5 4 3 2 1
	Total Score	Out of 50 Marks

Overall comments on the Trainee's Performance & Supervisor's Feedback.

DVERALL PERFORMANCE WAS AVERLY GOOD, ABLE & TO

PERFORM WITH LITTLE SUPERVISION, ONE TEACH

HOW TO DO - HAVE THE CHAPACTOR TO DO OCTRA

JOB WHEN NEEDED, HARDWORKING, WELL SPOOL

LISTEN INSTRUCTION CAREFLELY AND DOUT AT RIGHT A

Signature of Training Manager Signature of H.O.

Fax: 03-8943 1122



GOLF CLUB

# CERTIFICATE OF COMPLETION

This is to certify that

## PAVAN RAVINDRA THORAT

has successfully completed an On Job Training (F&B Hospitality)

From

20th June 2013 ~ 31st October 2013

....

General Manager

25/10/13

Date

# INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY

AHMEDNAGAR-414 001.

# TRAINEES PERFORMANCE APPRAISAL

	Pavan Ravinging Thoral
Name of the Trainee	: Tavan Ravinging
Name & Address of the Hotel	: Palm Garden Golf

Training Department

: 133 \_ Days From 20 Jun Jo 31 to at Duration fo Training

: \_\_\_\_\_Days Reason : \_\_\_\_ No. of Day (s) absent

Please refer to key over leaf & circle relevent score:

Particulars		Performance			-	
Sr.No.		(5)	4	3	2	1
1.	Attendance	(5)	4	3	2	1
2.	Grooming	5	(4)	3	2	1
3.	Communication Skills	(5)	4	3	2	. 1
4.	Attitude Towards Job	(5)	4	3	2	1
5.	Attitude Towards People	8	4	3	2	1
6.	Job Performance	(S)	4	3	2	1
7.	Job Knowledge Efficiency	1 3	4	3	2	1
8.	Tidiness At Work	6	4	3	2	1
9.	Initiative	(5)	4	3	2	1
10.	Overall Performance	Out of 50 Marks				
	Total Score	erformance & Supervisor's Feedba				

Overall comments on the Trainee's Performance & Supervisor's Feedback.

Signature of Training Manager

238m Signature of H.O.D.





# كوزينا للتجارة وإدارة المطاعم ذمم CUCINA TRADING & RESTAURANTS MANAGEMENT W.L.L

Name: Gauray Pardeshi

Address: India Date: 04/09/2016

Dear Mr. Gauray Pardeshi.

Congratulations! We are pleased to confirm you have been selected to work for Cucina Trading & Restaurants Management (W.L.I.). We are delighted to make you the following job offer:

Position: Line Cook

Working hours: As per Qatar Labor Law

Contract Period: Two Years

· Vacation: 21 working days per annum

· Probation: Six months from the date of joined

Salary & Allowance: As per table below

Components	Amount	Amount in Words	Remarks
Basic Salary	QAR 1.600	One Thousand and Six Hundred Qatari Riyals Only	•
Food Allowance	QAR 3,00	Three Hundred Qatari Riyals Only	•
Accommodation			Shared, Provided by company
Transportation			Provided by company as per duty hours
Total	QAR 1,900	One Thousand and Nine Hundred Oatari Riyals Only	*

Please sign the enclosed copy of this letter and return it to us via email at cucmaquata a gmail.com within two weeks from date of receipt thereof as a token of acceptance of the terms and conditions specified as

We are confident you will be able to make a significant contribution to the success of our Cucina Trading & Restaurants Management (W.L.L) and look forward to working with you.

Sincerely, Yousuf Khalil Yousuf Managing Partner





I accept the offer as outlined above.

Name & Date: GAURAU PARDESHI & 5/9 (2016

Signature:

C.R.No:86152 Office No. 16, 2nd Floor, Building No. 167, Street No. 790, Muathier North P.O.Box. 14524 Doha, Cat Office No. -974-44410830, Mobile No. +974-55819911, Email: cucinagatar@gmail.com

# CERTIFICATE OF COMPLETION

This certifies that

# Gaurav Hembade

Has successfully completed our Culinary Program

5/17/17 to 5/15/18

Big Cedar Lodge

Mary Illiatreault

Mary Filiatreault, Human Resources

Date May 15, 2018





# BIG CEDAR LODGE

+ AMERICA'S PREMIER WILDERNESS RESORT +

July 9th 2020

To Whom It May Concern:

Gaurav Hembade was employed at Big Cedar lodge for his culinary internship for a year that he completed in the year 2018.

Gaurav was trained to work the following stations where he learned to work without support, as a result he was able to work these stations strongly and confidently.

- Wood Fired Pizza oven
- Fry station
- Wood fired rotisserie station
- Saute station
- Garde manger station

- Live guest facing action stations
- Middle station
- Grill Station
- Banquet functions
- Special dinner events

Gaurav practiced these stations and the skills that he retained, Gaurav is a very hard worker and wants to learn at all times, Gaurav is skilled and likes a challenge, Gaurav is a people person and is a great communicator in expressing ideas.

It was a pleasure to have Gaurav here with us training he became a great asset to our team and a very dependable associate that cared about our guests experience and building his career.

Sincerely,

Stephanie Holmes Chef De Cuisine Big Cedar Lodge & Top of the Rock





612 Devil's Pool Road - Ridgedale, MO 65739 - 1-800-BCLODGE (1-800-225-6343) - www.bigcedat.com

April 2018

To Whom It May Concern:

Gaurav Avinash Hembade completed his internship at Big Cedar Lodge & Top of The Rock from May 2017 - May 2018.

He trained in many of the restaurants at our resort, and on different stations within this time, he excelled in every area we placed him. He also trained in the banquet department with many different events.

It has been a pleasure to have Guarav here with us training this year; he became a great asset to our team and will make a great addition to any team he chooses to join in the future.

Sincerely,

Mike Halbert

Executive Chef

Big Cedar Lodge & Top of the Rock

America's Premier Wilderness Resort



# North West Brewing Company PTY LTD North West Brewing Co ABN: 83 622 292 353 / ACN: 622 292 353 Lot 100 Mooligunn Road, Karratha Industrial Estate WA 6714 PO Box 1564. Karratha WA 6714

Mobile: Dan 0438938332

NORTH WEST

14<sup>th</sup> of October 2020

To whom this may concern,

This letter is to confirm that Gaurav Hembade is an employee of North West Brewing Co and he resides in staff housing at 67 Warambie Estate, Crane Circle, Pegs Creek WA 6714.

Should you have any queries, please do not hesitate to contact me on the details below.

Yours Sincerely,

**Daniel Scott** 

**Managing Director** 

M: 0438 938 332

E: dan@northwestbrewing.com.au





# NORTH WEST

BREWING CO.

### **EMPLOYMENT AGREEMENT**

NORTH WEST BREWING CO

AND

**Gaurav Avinash Hembade** 

DATED: 27/08/2020



3.2 The additional terms and conditions set out in the attached Schedule will also apply to your employment.

### 4. Ordinary hours of work

4.1 Your ordinary hours of work will be 38 hours per week, plus any reasonable additional hours that are necessary to fulfil your duties or as otherwise required by the employer.

### 5. Remuneration

- 5.1 You will be paid weekly at the rate of \$54,000 per year.
- 5.2 The employer will also make superannuation payments on your behalf in accordance with the Superannuation Guarantee (Administration) Act 1992.
- 5.3 Your remuneration will be reviewed annually and may be increased at the employer's discretion.

### 6. Leave

6.1 You are entitled to leave (e.g. annual leave, personal leave, carers leave, compassionate leave, parental leave, community service leave and long service leave) in accordance with the Hospitality Industry (General) Awards 2010 and the National Employment Standards.

### 7. Your obligations to the employer

- 7.1 You will be required to:
  - (a) Always perform all duties to the best of your ability;
  - (b) use your best endeavors to promote and protect the interests of the employer; and
  - (c) follow all reasonable and lawful directions given to you by the employer, including complying with policies and procedures as amended from time to time. These policies and procedures are not incorporated into your contract of employment.

### 8. Termination of employment

8.1 Under the Fair Work Act 2009 the employer may terminate your employment at any time by providing you with notice in writing in accordance with this table:

Length of continuous service with employer	Period of notice
Not more than 1 year	1 week
More than 1 year but less than 3 years	2 weeks
More than 3 years but less than 5 years	3 weeks
More than 5 years	4 weeks

- 8.2 You are entitled to an additional week's notice if you are over 45 years old and have completed at least 2 years of continuous service with the employer on the day the notice of termination is given.
- 8.3 If you wish to terminate your employment you are required to provide the employer with prior notice in accordance with the table at 8.1 above.



If you have any questions about the terms and conditions of employment, please don't hesitate to contact Daniel Scott on 0438938332.

Print name:

Daniel Scott

Managing Director

I, Gaurrau Hemback, have read and understood this letter and accept the offer of employment from North West Brewing Co PTY LTD trading as North West Brewing Co on the terms and conditions set out in the letter.

Date: 27, 08, 2020



### **Employment Agreement**

Date

September 30, 2019

Name

Mr. Vaibhav Namdev Pawar

**Email Address** 

pawarvaibhav1212@gmail.com

Contact No.

+919850253971

Dear Vaibhav,

On behalf of Golden Sands Hotel Co. LLC, owner of Four Points by Sheraton Downtown/ Sheikh Zayed Road Dubai (hereinafter referred to as "Employer"), we are delighted to offer you employment at the Four Points by Sheraton Sheikh Zayed Road and Downtown Dubai, UAE. The terms and conditions of your employment are set out in this offer letter. Your offer of employment shall be subject to Reference/ Background Checks and acquiring a visa from the Immigration Department for your entry into the UAE and a work permit to take up an employment position in the UAE. If you fail to pass the Reference/ Background Checks or qualify for a work visa, this offer letter will automatically become null and void. Marriott Internationals Inc., Four Points by Sheraton Down Town/ Sheikh Zayed Road Dubai and Golden Sands LLC will not be liable for any cost that you may incur as a result of your application for employment.

**Employment Status** 

You will be hired on a single status.

Position

Guest Service Agent

Department

Front Office

Property

Four Points by Sheraton Downtown Dubai

Term of Contract

Unlimited period.

Initial Point of Hire

Nagpur is considered your initial Point of hire.

To resume your employment, you will be provided with one way economy class airline ticket to Dubai from your point of hire on a carrier of our choice.

This is not applicable if you are hired locally (within UAE).

7. Salary

Your monthly basic salary will be AED AED 1,600 /- (Dirhams One

Thousand Six Hundred only)

Salaries are paid into your bank account in arrears on the first day of the following month. There are no taxes applicable at present in Dubai. There are no restrictions in remitting your earnings out of the country in a currency of your choice.

8. Accommodation

You will be provided with an air-conditioned furnished Sharing Room in our staff accommodation. The Employer will bear the costs of rent and utilities except communications charges. Please note that no remodeling and/or changes of furniture provided may be made without prior written approval from hotel management. We reserve the right to change this accommodation at our discretion. Housing Rules and Regulations are to be strictly complied with; a copy will be given to you upon arrival (with inventory list for your

accommodation).

9. Transportation

You will be provided with transportation between the hotel and staff

accommodation as per our hotel policy.

Four Points by Sheraton Sheikh Zayed Road PO Box 116162, Dubai United Arab Emirates T 971 4 323 0333 F 971 4 323 0343 FOURPOINTS.COM/SHEIKHZAYEDROAD

Four Points by Sheraton Downtown Dubai PO Box 116162, Dubai United Arab Emirates T 971 4 354 3333 F 971 4 354 3111 FOURPOINTS.COM/SHEIKHZAYEDROAD

Page 1 of 4



### 10. Date of Commencement

Your employment shall commence on the day you assume your duty, which is estimated to be around 5th October 2019. However, we reserve the right to delay this date should it become necessary for reasons beyond our control.

#### 11 Meals

You will be offered duty meals in the staff dining room.

### 12. Uniform/Laundry

You will be provided with hotel uniform, which will be laundered in the premises as per hotel policy. Uniforms are not to be taken out of the hotel premises.

### 13. Medical Fitness

- a) You will be subject to a complete medical checkup upon your arrival to Dubai. If the results determined that you are not medically fit. You will be considered as resignation case.
- b) Please note that if it is determined that you were suffering from any chronic illness prior to taking up this assignment but was not disclosed by you, your services will be terminated immediately upon discovery of such illness and you will be responsible to reimburse the hotel the cost of your recruitment expenses as well as repatriation expenses.

### 14. Medical Insurance

You will be provided with medical insurance as per the standard of UAE Law and our policies and procedures from your actual joining date.

### 15. Annual Vacation & Public Holidays

You will be entitled to the vacation days as per U.A.E. Labor Law (currently 30 days per annum) plus all legal public holidays entitled under local law. The Employer reserves the right to fix the timing and period of your annual leave.

Public holidays that fall within a period of vacation may be deemed to count against the vacation entitlement. If you are required to work on a public holiday, a day off may be granted in lieu rather than pay for that day, entirely at the management's discretion.

### 16. Air Ticket Entitlement

- a) An economy class return air Dubai Nagpur Dubai will be provided for you on completion of every 24 months of continuous service. Airline tickets cannot be accrued and cannot be exchanged for cash. Airline of travel will be determined by the hotel based on fares obtained at the time of booking.
- b) If you take an advance vacation ticket, should you resign before the ticket entitlement is 100% accrued, you agree to reimburse the hotel 100% of the total ticket cost.

### 17. Working Hours/ Off Days

Based on UAE Labor Law your working hours are indicated to be Forty Eight hours (48 hrs) per week excluding the meal break(s). Due to the nature of your position, there is not a set schedule that can be regarded as normal fixed hours. You are required to work all shifts if business demands. Exact hours will be determined by the demands of operation and you may be called upon to work in excess of the specified working period. You shall, as far as possible perform such duties when required.

### 18. Bonus / Commission

You will be included to the monthly service charge distribution after completing of two calendar months from your starting date.

### 19. End of Service Indemnity

You will be entitled to an End of Service Indemnity in accordance with the provision of the Labor Law of U.A.E at the time of leaving. In case of termination for gross negligence, dishonesty, and illegal activities or similar as per UAE Labor Law Article 120, you are not entitled to any End of Service (Indemnity) benefit.

Four Points by Sheraton Sheikh Zayed Road PO Box 116162, Dubai United Arab Emirates T 971 4 323 0333 F 971 4 323 0343 FOURPOINTS.COM/SHEIKHZAYEDROAD Four Points by Sheraton Downtown Dubai PO Box 116162, Dubai United Arab Emirates T 971 4 354 3133 F 971 4 354 311 FOURPOINTS.COM/SHEIKHZAYEDROAD



### 20. Probationary Period

Your employment will be subject to six (6) months probationary period with effect from date of commencement employment, during which your performance and progress will be assessed.

At any time during such period your employment maybe terminated at the Employer's discretion by giving one day's verbal or written notice. In such case you will NOT be entitled to any compensation to any annual leave, paid sick leave, notice or allowance, for notice period or end of service benefits.

### 21. Sick Leave

Paid sick leave will not be granted during probationary period. After completion of said period you will be entitled sick leave as per U.A.E. Labor Law computed as follows:

- a) The first 15 days with full pay.
- b) The next 30 days with half pay.
- Any subsequent period without pay.

If the illness is a direct result of your misconduct, no sick leave will be paid as per Labor Law of U.A.E.

### 22. Personal conduct

Personal conduct is particularly important for all employees of Four Points by Sheraton as they are expected to maintain and enhance the reputation of the employer. During your employment in U.A.E., you will be bound by the Employer's rules and regulations and must abide by the applicable Laws and local customs.

During your assignment, you are not permitted to join, be engaged in any other occupation, business or work, for any other company or individual, whether paid or unpaid.

#### 23. Contract

Upon signing this Agreement, you are accepting the terms and conditions for your employment with Four Points by Sheraton. In the event of a conflict between the provisions of this agreement and the Labor Law, the provisions of the latter shall prevail.

### 24. Personal Property

The company cannot accept responsibility for your personal property, which is lost, stolen or damaged within the hotel or at the accommodation.

### 25. Termination Notice

After the completion of six (6) months' probation period, the employee can terminate the contract by giving 2 (two) months' notice in writing and the employer by giving 1 (one) month notice in writing.

If either party wishes to terminate the contract by giving less than specified written notice (Labor Law Article 117-119), salary compensation equivalent to the said period should be paid to the other party in lieu of shortened notice. In the event of gross misconduct, habitual neglect of duty, insubordination, theft, fraud, dishonesty, excessive absenteeism or tardiness and such other causes as specified in the Labor Law Article 120 and company disciplinary chart, the Employer may terminate your services without notice and you will forfeit any severance pay that may be due to you. Also, in the event of Termination for these reasons, the Employer will not bear the cost of your recruitment expenses, final repatriation (air ticket back to your home country) or any other expenses and such expenses will be at your own expense.

### 26. Resignation/Repatriation

a) Please understand that any relocation costs are considered conditional payments until you have completed twelve (12) months of employment with the Company subsequent to your relocation and not being under notice of termination whether served by you or the Company. If you voluntarily leave the Company prior to twelve (12) months, you must refund the full amount conditionally received for relocation expenses. The Company will withhold, if necessary, any such amount due from your salary or other accrued compensation payable upon termination.

b) Should you submit your resignation upon completion of two years of service and above, the Employer will not bear the cost of your final repatriation (air ticket back to your home country), even though you have not utilized your Air Ticket entitlement Such expenses will be at your own expense.

Four Points by Sheraton Sheikh Zayed Road PO Box 116162, Dubai United Arab Emirates T 971 4 323 0333 F 971 4 323 0343 FOURPOINTS.COM/SHEIKHZAYEDROAD Four Points by Sheraton
Downtown Dubai
PO Box 116162, Dubai
United Arab Emirates
T 971 4 354 3333 F 971 4 354 3111
FOURPOINTS.COM/SHEIKHZAYEOROAD





- Upon leaving your employment, you must return all items or property belonging to the hotel, the company or Marriott Internationals Inc. that may be in your possession or under your control. All benefits for accommodation and hotel benefits will cease on your last working day.
- 27. Confidentiality Clause/Conflict of Interests:

All property business data, business plans, financial projections and results, customer information, computer program and similar materials and information made available to you during your employment are the sole property of the Hotel. All such materials and information shall be held by you in strictest confidence and shall not be shared or disclosed to any third parties or otherwise utilized except in the routine course of performance of your duties at the Hotel.

Any copies, summaries or compilations thereof shall be returned to the Hotel upon termination of your employment. You may not disclose information of confidential nature to unauthorized persons within or outside the hotel, during or after your employment with the Employer.

28. Amendment

The Employer reserves the right to change/alter the conditions of employment if it deems necessary to do so subject to 60 (sixty) days prior written notice. Notification in writing by a general notice or memorandum addressed to each member of the Staff of any amendments or alterations to the terms and conditions of employment shall be deemed to constitute notice.

29. Governing Law

This offer and any employment contract arising from your acceptance thereof shall be subject to the U.A.E Labor Law.

- Taxes and social/National Insurance: It is understood and agreed upon that the Employer is not in any way responsible for: Any personal taxes or duties levied or imposed on you and /or any payment in respect of Social/National Insurance contributions (or local equivalents) payable in your country of origin.
- 31. Relocation to another Four Points by Sheraton or Marriott Internationals Inc. property While you are assigned to the Four Points by Sheraton Downtown/Sheikh Zayed Road Dubai, you may be required to relocate to another property within the group/complex according to the needs of the company.
- 32. Labour Law

A copy of the U.A.E. Labour Law no. 8 of 1980 as amended maybe obtained for review from the Human Resources Department at your request upon your arrival in the U.A.E.

Mr. Vaibhav Pawar, we would like to take this opportunity to welcome you as a valued member of our team, wishing you every success in your new assignment at the Four Bodin's by Sheraton Sheikh Zayed Road & Downtown, Dubai.

Hotel Manager, Complex

Renate Buchholz

Director of Human Resources, Complex

NAN RESO I have read, fully understood and accepted all the terms and conditions stipulated in this Offer Letter

Name:

Signature

Date

Four Points by Sheraton Sheikh Zayed Road PO Box 116162, Dubai United Arab Emirates T 971 4 323 0333 F 971 4 323 0343 FOURPOINTS.COM/SHEIKHZAYEDROAD

Four Points by Sheraton Downtown Dubai PO Box 116162, Dubai United Arab Emirates T 971 4 354 3333 F 971 4 354 3111 FOURPOINTS.COM/SHEIKHZAYEDROAD

### HOTEL MANAGEMENT AND CATERING TECHNOLOGY AHMEDNAGAR

Lal Taki Road, Ahmednagar – 414001. Ph. / Fax (0241) 2326778

Approved by AICTE, Govt. of Maharashtra, DTE & Affiliated to Uni. of Pune

### Bipin Pandhare Cerificate of Canadian Citizenship



### Gertificate of Gertificat de Ganadian Gitizenship Gitoyenneté canadienne

The Minister of Immigration, Refugees and Citizenship hereby certifies and declares that Le ministre de l'Immigration, Réfugiés et Citoyenneté certifie et déclare par la présente que

### BIPIN SURYAKANT PANDHARE

is a Canadian citizen and, as such, is entitled to all the rights and privileges and bears all the responsibilities, obligations and duties of a Canadian subject. est citogen/ne canadien/ne et, à ce titre, jouit de tous les droits et privilèges d'un sujet canadien et assume l'ensemble des responsabilités, obligations et devoirs qui lui incombent.



2019/07/01

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Offection | On vigneur

limiter of Immigration, Refugees and Carzenship Sinistre de l'Immigration, Refugiée et Estogenatio

I/c. Principal
Institute of
Hotel Management & Catering Technology
Lal Taki Road, AHMEDNAGAR-414 001



### HOTEL MANAGEMENT AND CATERING TECHNOLOGY AHMEDNAGAR

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Yogesh Kadam Citizenship Ceremony in Canada



Swadhin Chavan and Bipin Pandhare Citizenship Ceremony in Canada







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### Chef Rushikesh Bhaval working in Canada



Pooja Rao working in Marriott, Canada



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### Gaurav Hembade working in Australia



Saurabh Sanam Working in Australia

Manoj Rathod and Shubhendu Horne worked in USA



I/c. Principal
Institute of
Hotel Management & Catering Technology
Lat Taki Road, AHMEDNAGAR-414 001



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Approved by AICTE, Govt. of Maharashtra, DTE & Affiliated to Uni. of Pune

### **Achievement of Students:**

### Yash Shah





Hotel Management & Cataring Technology Lai Taki Road, AMMEDNAGAR-414 001

I/c. Principal
Institute of

# देखें सराठी



अहमदनगर, सोमवार, २३ एप्रिल २०१८

સંત્રામાર

जिल्हा मराठा विद्या प्रसारक समाजाच्या हॉटेल मॅनेजमेंट इन्स्टिट्यूटच्या विद्यार्थ्यांचे यश; महाविद्यालयातर्फे विद्यार्थ्यांचा केला सत्कार

# 'हॉटेल मॅनेजमेंट'च्या पाच विद्यार्थ्यांना अमेरिकेत नोकरी

प्रतिनिधी । नगर

जिल्हा मराठा विद्या प्रसारक समाजाच्या हॉटेल मॅनेजमेंट इंस्टिट्यूटच्या पाच विद्यार्थ्यांना अमेरिकेत जॉब प्लेसमेंट मिळाली. विद्यार्थ्यांची महाविद्यालयातर्फे सत्कार करण्यात आला. यावेळी संस्थेचे अध्यक्ष नंदकुमार झावरे, उपाध्यक्ष रामचंद्र दरे. सचिव जी. डी. खानदेशे. संचालक डॉ. एन. आर. जगताप, सहसचिव ॲड. विश्वास आठरे, प्राचार्य योगिता सद्रे, प्रा. बाळासाहेब शेंडगे उपस्थित होते.

यावेळी नंदकमार झावरे म्हणाले. संस्थेने रोजगाराच्या संघी शोधत व्यावसायिक हॉटेल मॅनेजमेंट. इंजिनीयरिंग क्षेत्रात संस्थेचे



जिल्हा मराठा विद्या प्रसारक समाजाच्या पाच विद्यार्थ्यांना अमेरिकेत जॉब फ्लेसमेंट मिळाली. विद्यार्थ्यांसोबत संस्थेचे अध्यक्ष नंदकमार झावरे. उपाध्यक्ष रामचंद्र दरे, जी. डी. खानदेशे, डॉ. एन. आर. जगताप, ॲड. विश्वास आठरे, प्राचार्य योगिता सब्रे.

नेत आहेत. करियरमध्ये अमुलाग्र बदल कामाची ही पावती आहे. जी. डी. खानदेशे

नाव विद्यार्थी आंतरराष्ट्रीय पातळीवर म्हणाले, ग्रामिण भागातील सर्वसामान्य दृष्टीकोन बदलावा. संस्था नेहमीच चांगल्या घरातील विद्यार्थांना आंतरराष्ट्रीय पातळीवर अभ्यासक्रमाकडे पाऊल उचलले असून करत असल्याने संस्था करत असलेल्या जाण्याची संघी या माद्यमातून मिळत संचालक डॉ. एन. आर. जगताए यांनी आहेत. पालकांनी पाल्याकडे पाहण्याचा

विद्यार्थांच्या पाठीशी ठाम उभी राहिली आहे.

प्राचार्या योगिता सद्रे यांनी या शैक्षणिक वर्षात राष्टीय व आतंरराष्टीय पातळीवर विविध पंचतारांकित हॉटेल मध्ये निवड झालेल्या विध्यार्थांची माहिती दिली, हॉटेल वेस्टीन हिल्टन रिसॉर्ट ऍण्ड स्पा मध्ये श्बेंद्र होर्ने, अनुज पावले, मनोज राठोड येथे तर सुमित पवार व सागर झवेरी यांना ग्रॅण्ड जिनेव्हा रिसॉर्ट ऍण्ड स्पा मध्ये काम करण्याची संधी मिळाली आहे. निवड झालेल्या पाच विद्यार्थ्यांचा संस्थेच्या वतीने पुष्पगुच्छ देऊन सत्कार करण्यात आला. कार्यक्रमासाठी गोकुळ सोनवणे, अभिजित गजरलवार, प्रवीण राठोड, निर्मल संचिती, प्राची चव्हाण, वाहिद मनियार यांनी परिश्रम घेतले. बाळासाहेब शेंडगे यांनी सुत्रसंचालन व आभार मानले

This news autocle is about the job placement of our Budents in America published in Drivik Divya Blarathi local newspaper on 23/04/2018 monday.

नाना जार, ।कशार कुलकणी, ार अविनाश बुधवंत यांनी केले आहे.

# हॉटेल मॅनेजमेंटच्या चार 23)4/२०१४ विद्यार्थ्यांना अमेरिकेत नोकरी

लोकमत न्यूज नेटवर्क

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干九九

अहमदनगर : अहमदनगर जिल्हा मराठा विद्या प्रसारक समाजाच्या हाॅटेल मॅनेजमेंट इन्स्टिट्यूटच्या पाच विद्यार्थ्यांना प्लेसमेंटद्वारे अमेरिकेत नोकरी मिळाली आहे. संस्थेच्या वतीने या पाच विद्यार्थ्यांचा सत्कार करण्यात आला.

संस्थेचे अध्यक्ष नंदकुमार झावरे, उपाध्यक्ष रामचंद्र दरे, सचिव जी. डी. खानदेशे, संचालक डॉ. एन. आर. जगताप, सहसचिव विश्वास आठरे, प्राचार्य योगिता सद्रे, प्रा. बाळासाहेब शेंडगे आदी उपस्थित होते.

झावरे म्हणाले की, संस्थेने रोजगाराच्या संधी शोधत व्यावसायिक अभ्यासक्रमाकडे जाणे गरजेचे आहे. हॉटेल मॅनेजमेंट, अभियांत्रिकी क्षेत्रात जिल्हा मराठा शैक्षणिक संस्थेचे नाव विद्यार्थी आंतरराष्ट्रीय पातळीवर नेत आहेत. खानदेशे यांनी प्रामीण भागातील सर्वसामान्य घरातील विद्यार्थांना आंतरराष्ट्रीय पातळीवर जाण्याची संधी या माध्यमातून मिळत



अहमदनगर जिल्हा मराठा विद्या प्रसारक समाजाच्या हॉटेल मॅनेजमेंट इन्स्टिट्यूटच्या पाच विद्यार्थ्यांना प्लेसमेंटद्वारे अमेरिकेत नोकरी मिळाली आहे. संस्थेच्या वतीने या पाच विद्यार्थ्यांचा सत्कार करण्यात आला.

### या हॉटेलमध्ये निवड

शुबंदू होर्ने, अनुज पावले, मनोज राठोड यांची अमेरिकेतील हाँटेल वेस्टीन हिल्टन रिसॉर्ट ॲण्ड स्पामध्ये, तर सुमित पवार व सागर झवेरी यांना ग्रॅण्ड जिनेव्हा रिसॉर्ट ॲण्ड स्पामध्ये काम करण्याची संधी मिळाली आहे. या दोन्ही हाँटेलच्या अत्यंत अवघड अशा मुलाखतीच्या वेगवेगळ्या फेट्यांमधून या विद्यार्थ्यांची निवड करण्यात आली.

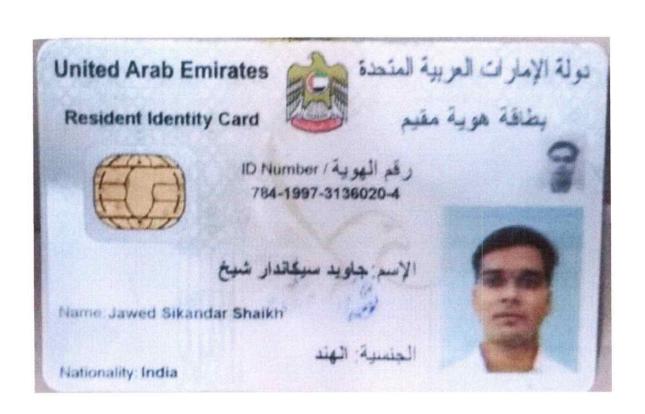
असून पालकांनी आपल्या पाल्याकडे

पाहण्याचा दृष्टिकोन बदलावा, असे आवाहन केले. संचालक डॉ.एन. आर. जगताप यांनी वार्षिक आढावा, प्रगती, आगामी काळातील वाटचाल या विषयी माहिती दिली.

निवड झालेल्या या पाच विद्यार्थ्यांचा संस्थेच्या पदाधिकाऱ्यांच्या हस्ते सत्कार करण्यात आला. कार्यक्रमासाठी प्रा. गोकुळ सोनवणे, प्रा.अभिजित गजरलवार, प्रा. प्रवीण राठोड, प्रा. निर्मल संचिती, प्रा. प्राची चव्हाण, प्रा. वाहिद मनियार यांनी परिश्रम घेतले. प्रा. बाळासाहेब शेंडगे यांनी सृत्रसंचालन केले.

Jais news strick was published in local newspaper Lokmat' on 23/4/2018 is shout jof placement of 5 students in America.





### SCHEDULE

Item 1	Employer name and details	Marasinghe PVT Limited t/a Fresco Family Restaurant and Bar 2/154 Harbour Village Gulf Harbour Auckland 0629		
Item 2	Your name and details	Anuj Pawale 33A Larch Hill Place, Frankton Road, Queenstown 20 <sup>th</sup> May 1996		
Item 3	Position	Chef De Partie		
Item 4	Commencement date	5 <sup>th</sup> February 2021		
Item 5	Location	2/154 Harbour Village Gulf Harbour Auckland	OR	Infusion Bar Unit 1, Tamrike Avenue Orewa, Auckland
		Monday - Sunday:		
Item 6	Business normal hours of operation	08:00am to 12:00am		
Item 7	Pay	per hour		
Item 8	Governing law	New Zealand		



THE WESTIN HILTON HEAD ISLAND RESORT & SPA

2 Grasslawn Avenue Hilton Head Island, SC 29928 United States

T +1 843.681.4000 F +1 843.681.1017

June 12, 2019

To whom it may concern,

This letter is to acknowledge that Manoj Rathod has completed his internship at the Westin Hilton Head Island Resort and Spa. He began his internship on June 11, 2018 and finished on June 11, 2019.

During Manoj's 12 months at the Westin, he rotated within the Culinary Department. Should you inquire further information regarding Manoj's internship, please feel free to contact our office at 843-681-0869.

Sincerely,

Sara Pace

Human Resources Generalist



Please return signed agreement to Australian internships by COB Tuesday, 09 July 2019

### International Hospitality Internship Program ANZSCO CODE 351311 - CHEF

Agreement dated:

8 July 2019

BETWEEN:

The Bathers' Pavilion

(Hereinafter referred to as "the Host Organisation")

AND:

Australian Internships

For Intern:

Manoj Rathod

(Hereinafter referred to as "the Trainee")

Training Location/s:

The Bathers' Pavilion 4 The Esplanade Balmoral NSW 2088

### **Host Organisation Summary:**

Bathers' Pavilion is owned by the famous Australian Chef Serge Dansereau who is renowned to be one of the best trainers of the classic chef. Serge believes a properly trained chef traditionally is one who has completed their studies at school.

In Serge's kitchen all Trainees receive the finest training in classical style of cuisine used in 4 & 5 Star hotels. Serge receives students from well-known collegues in the industry to get the experience necessary to work in hatted restaurants. This in itself is testimony to Serges' experience and qualifications; he is passionate about producing well rounded Chefs' experienced in all areas of the Kitchen and ready to take on responsibility.

Serge's food is appropriate to our surroundings. Both the food and wine lists have a close relationship with the seasons and change accordingly. They reflect Bathers' special relationships with small producers and growers.

The Bathers Pavilion is dedicated to the internal training and development of all staff and interns within its care, to ensure service levels are maintained at all times throughout the entire hotel, across all departments.

Department of Home Affairs staff are requested to contact Diana van Woerkom of Australian Internships on 1800 GO INTERN to confirm telephone and contact details of the Host Organisation.

The Training Program is designed to close the skill gap between the recent skill level (refer to Skill Audit) and the skill level of the nominated occupation towards a Hospitality Management Position. (Refer to Career Pathway information sheet)

Chef: Plans and organises the preparation and cooking of food in dining or catering establishments. Cooks, Fast Food Cooks, and Kitchenhands are excluded from this unit group. Fast Food Cooks and Kitchenhands are included in Minor Group 851 Food Preparations Assistants.

Skill Level: Most occupations in this unit group have a level of skill commensurate with the qualifications and experience outlined below.

In Australia: AQF Associate Degree, Advanced Diploma or Diploma (ANZSCO Skill Level 2). At least three years of relevant experience may substitute for the formal qualifications listed above, in some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.

Commercial in Confidence | Australian Internships | ABN 29 081 725 224| Intern to Initial here

### TRAINING AND RESEARCH PROGRAM RESPONSIBILITIES

#### Whereas:

1. The training to be completed by the Trainee is as set out below and the Trainee accepts the terms and conditions of the position stipulated by the Host Organisation.

2. Commence industry training on 04-11-2019 for a period 52 Weeks finishing on 30-10-2020

Hospitality industry hours and rosters will apply.

3. The Host Organisation remains committed to providing opportunities for Australian students and their training position will not disadvantage opportunities for Australian students.

4. The relationship between the Host and the Intern is not an employer/employee relationship and

the focus of the Internship Program remains training in the workplace.

5. The Objectives of the training program will outline the additional or enhanced skills the Trainee is aiming to gain.

6. The tasks to be completed will be consistent with the objectives of the program, include

timeframes and show progression to more difficult and complex tasks.

7. The Training Program will include an assessment of the Trainee's current level of skills in relation to the position of position of Chef as described in the Australian Internships Skill Audit form

Attached to the Training Agreement.

8. The Host Organisation's Training Program described within aims to provide the Trainee with structured workplace learning that will allow their progress from the initial industry experience gained in to a level of competence that would allow them to further progress towards an Executive Chef position.

### THE TRAINEES RESPONSILITIES:

1. The Trainee understands that the Training and Research Program is structured workplace learning aimed to further expand on the tertiary qualifications and past experiences specifically gained in at various hotel properties.

2. The Trainee has obtained their own insurance for medical, travel, accident and personal liability purposes prior to commencing the internship and supply copies of the insurance documents to

Australian Internships.

3. The Trainee agrees to hold a valid visa which is deemed appropriate for Hospitality Management

- Training and Research Visa.

4. The Trainee agrees to maintain regular contact and respond to all requests for information from the Internship Program Supervisor appointed by Australian Internships for the duration of the internship.

5. The Trainee agrees to take a conscientious and responsible approach to their position in the Chef training and recognises that this learning opportunity will allow them to further develop skills in

relation to Hospitality Management.

6. Progress is dependent on the Trainee's ability to demonstrate competence in relation to all aspects of the Chef Training Program. Upon successful demonstration of competencies the Trainee will continually progress to further develop skills in accordance with the attached training plan.

7. The Trainee will report to the General Manager and/or the nominated workplace supervisor of the Host Organisation.

8. The Trainee agrees to participate in assessment which will be used to measure progress and demonstrate competency in relation to the Chef position.

### THE HOST ORGANISATIONS RESPONSIBILITIES

1. Provide a Trainee position - Chef Training with an average of 30 hours per week for the Trainee for the period stipulated under the supervision of Serge Dansereau, Head Chef.

2. The Host Organisation will provide an initial orientation/induction for the trainee to develop an

understanding of the host organisations policies and procedures.

3. Pay the Trainee a minimum hourly rate in accordance with the State Award or Australian Workplace Agreement (AWA) for all hours completed.

a. Restaurant Industry Award 2010 - Cook Level 2/Grade 1 - \$46,500 + 9.5% superannuation. Hours of work will be 38 hours per week, plus any reasonable additional hours that are necessary to fulfil your duties or as otherwise required by the employer.

4. Provide a structured workplace-based training, specifically tailored and timed to the training needs of the trainee in accordance with the tasks and duties outlined in the Training Plan.

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5. Assess the Trainee's abilities in relation to all duties within the Chef Training Position.

6. Provide a workplace supervisor who will monitor; advise, assess and mentor the Trainee for the

duration of the Training Program.

7. The HO will ensure that the health and safety of the Intern is not placed at risk during the period of the internship and will comply with its obligations under applicable occupational health and safety and equal opportunity and anti-discrimination laws in respect of the Intern.

8. Provide structured training that will allow continuous progression of skills in relation to the Chef Position as follows together with other activities related to the training as per the attached training

plan.

- Competency Based Assessment will be ongoing throughout the training. The workplace supervisor
  will complete assessments on a quarterly basis and provide a copy of results to Australian
  Internships.
- 10. The Host Organisation will provide the Trainee on completion of their internship with a statement indicating the performance and duties completed throughout the duration of the internship.
- 11. The Host Organisation will not engage a Trainee unless the Trainee holds a valid visa which is deemed appropriate for the Training.

Please note visa processing times are determined by the Department of Home Affairs. Timelines may be exceeded where medical or character checks are required or where the Department of Home Affairs requests additional information from the applicant. In all cases Australian Internships will assist clients in addressing these additional requirements but cannot be held responsible for any delays in visa processing.

### 4.0 AUSTRALIAN INTERNSHIPS RESPONSIBILITES

Australian Internships Pty Ltd (ABN 29 081 725 224) will not be held responsible or liable at law for any losses damages or resulting claims that may arise out of the activity and behaviour of the Intern whilst performing their obligations under this training agreement.

### Australian Internships will appoint an Internship Program Supervisor to support and monitor the Trainee as follows:

 Arrange the Tax File Number, ensure a valid insurance policy is in place and assist with transport and accommodation services required when arriving in Australia;

Provide orientation and information that will develop a greater understanding of Australian culture

and business practices.

Monitor and support the Trainee for duration of the training through regular contact by either phone, email or personal meetings;
 Provide the Training Plan and obtain monthly updates on the Training Plan to monitor the progress

and adherence of agreed training.

Record progress and obtain copies of the completed assessment on a quarterly basis;
 Report any unexplained absences or breach in the agreement to the management of Australian Internships.

Australian Internships offer and arrange accommodation for the Trainees.

### Australian Internships will appoint a Hospitality Program Manager to support the Host Organisation as follows:

Provide a copy of the Trainee's insurance policy for the host organisation upon request;

Provide Assessment Checklist for recording quarterly assessments;

 Support the workplace supervisor for the duration of the Training Program through regular contact by either phone, email or personal meetings;

Record progress and obtain copies of the completed assessment on a quarterly basis;

 Report any unexplained absences or breach in the agreement to the management of Australian Internships.

Australian Internships will report any identified/unresolved breach in the training agreement to the Department of Home Affairs.

Cancellation of the arrangement must be approved by the Host Organisation and Australian Internships and advice of such forwarded to both Australian Internships and the Host Organisation.

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### 5.0 AGREEMENT

Now it is agreed as follows:

#### TERM:

The term of the agreement shall be for a period of 52 Weeks commencing on 04-11-2019.

### CONFIDENTIAL INFORMATION, INTELLECTUAL PROPERTY AND INTERNET USAGE:

The Trainee shall not, except as authorised by the Organisation Management, use for their benefit
or gain or divulge to any persons, the Host Organisation, or other organisations whatsoever any
confidential information relating to their affairs or dealings with the Host Organisation. The
restriction shall cease to apply to any information or knowledge which may subsequently come
into the public domain other than by way of authorised disclosure.

2. All confidential records, documents and other papers provided by the Host Organisation, together with any copies or extracts thereof, made or acquired by the Intern during the course of the

contract shall remain the property of the Host Organisation.

3. The Intern may, with approval of the Host, use documents that they create for the purposes of

their study and assessment.

4. "Confidential information" shall include all information which has been specifically designated as confidential by the Host Organisation and any information which relates to the commercial and financial activities of the Host Organisation, the unauthorised disclosure of which would embarrass, harm, or prejudice the agency. It does not extend to information already in the public domain unless such information arrived there by unauthorised means.

5. The Trainee shall abide by the Host Organisation's internet policy. Organisations in Australia usually reserve the right to monitor all on-line communications and conduct random employee

audits of e-mail use.

### **TERMINATION**

Should the Trainee fail (save in a trivial way) to observe comply and fulfil the obligations with the
Host Organisation under the Training Agreement, the Host Organisation should firstly contact
Australian Internships to discuss termination of the Training and Research Program. Notification
of termination will be given in writing (by Australian Internships or as agreed, by the Host
Organisation) to the Trainee.

2. After commencement of the Training Program, two weeks written notification is required from the

Trainee for cancellation of the Agreement with the Host Organisation.

Cancellation of the arrangement must be approved by the Host Organisation and Australian Internships and advice of such forwarded without delay to Australian Internships and the Host Organisation.



### 6.0 ACKNOWLEDGEMENT AND ACCEPTANCE

I have read and accept the terms and conditions of the Training Agreement for the International Professional Internship Program.

Date: July 8, 2019

Diana van Woerkom Managing Director AUSTRALIAN INTERNSHIPS

Host must date and sign below:

Date:

9/7/19.

Insert Digital Signature of Print and Sign

Signature First Name Surname The Bathers' Pavilion Company ABN

37 842270267.

Intern must date and sign below:

Date:

Insert Digital Signature or Print and Sign

Signature Manoj Rathod

**NOTICE TO INTERNS:** Please note that the information contained in this document should not be misconstrued as advice, legal or otherwise, regarding migration. Our sponsorship of your program in Australia is with the Host Organisation nominated in this Training Agreement and we cannot support or guarantee any change with a host company throughout the sponsorship period. Any negotiations that you may arrange independently with companies will not be supported by our existing sponsorship for your stay in Australia and advice regarding Migration should be sought from a licenced Migration agent.

(Page 5) PRINCIPAL IHMCT

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### Why keep this notice?

- Employers and other government agencies might ask for details in this notice so they can carry out checks using VEVO.
- To access your visa record in VEVO.

# Training (subclass 407) visa conditions Maintain health insurance (visa condition 8501)

This condition means that you must maintain adequate health insurance while you are in Australia. Reciprocal health arrangements may not be adequate.

More information: <u>immi.homeaffairs.gov.au/help-support/meeting-our-requirements/health/adequate-health-insurance</u>

### Work limitation (visa condition 8102)

This condition places a work restriction on the types of work you can do in Australia. It means that you are only permitted to work if it relates to your study or training.

### Activity limitation (visa condition 8303)

This condition means that you must not become involved in activities disruptive to, or violence threatening harm to the Australian community or a group within the community.

### Must maintain eligibility (visa condition 8516)

This condition means that you must continue to maintain your eligibility as a person who would satisfy the criteria for the grant of your visa.

### Australian working conditions

### Workplace rights

Pay rates and workplace conditions are set by Australian law. All people working in Australia, including those from overseas, have rights and protections at work. These cannot be taken away by contracts or agreements.

If you have questions about your pay and conditions while in Australia, you can contact the Fair Work Ombudsman for free information, resources and advice.

Visit <u>www.fairwork.gov.au</u> for information for visa holders and international students. This includes information in 27 languages.

You can also contact the Fair Work Ombudsman by phone within Australia on 13 13 94 (Translating and Interpreting Service 13 14 50).

### Pay

Your minimum pay rate can come from an award, enterprise agreement or other registered agreement, or the national minimum wage. Employees have to be paid the right pay rate for all hours they work including training, team meetings, opening and closing the business and doing a trial shift.

### National minimum wage

Certain employees may have different pay entitlements depending on whether they have a reduced work capacity because of disability, if they are under the age of 21 or if they are an

Dear Manoj Rohidas RATHOD

We have granted you a Training (subclass 407) visa on 27 August 2019.

### **Application status**

Training (subclass 407):

Granted

### Visa conditions

8102 - Work limitation

8303 - Activity limitation

8501 - Maintain health insurance

8516 - Must maintain eligibility

An explanation of each condition of this Training (subclass 407) visa is provided below.

You can check these conditions at any time by using the Visa Entitlement Verification Online (VEVO) service. The four-digit number presented next to each condition above is used in VEVO to identify each condition that applies to this Training (subclass 407) visa.

### Visa duration and travel

Date of grant	27 August 2019		
Must not arrive after	27 February 2020		
Length of stay	13 month(s) from the date of first arrival		
Travel	Multiple entries		

### Visa summary

Name	Manoj Rohidas RATHOD		
Date of birth	12 January 1997		
Visa	Training (subclass 407)	- Leave to Fig. 1986	
Date of grant	27 August 2019		
Visa grant number	0089521362723		
Passport (or other travel document) number	R4476807		
Passport (or other travel document) country	INDIA		
Application ID	1860630757	The state of the s	
Transaction reference number	EGON34ZBY8		
Sponsor	AUSTRALIAN INTERNSHIPS PTY LTD		
		The same of the sa	

These changes may include your name, passport, contact details, address or family members.

If you do not notify us of your new details, this can have serious consequences for you.

You must do this in writing and can use Form 1022 Notification of changes in circumstances (Section 104 of the Migration Act 1958), which is available at <a href="https://www.homeaffairs.gov.au/">www.homeaffairs.gov.au/</a> allforms

More information: immi.homeaffairs.gov.au/change-in-situation

### **Useful links**

- Check your visa details in VEVO: www.homeaffairs.gov.au/vevo
- Update your details in ImmiAccount: www.homeaffairs.gov.au/immiaccount
- Understand your workplace rights: <u>www.homeaffairs.gov.au/workplace-rights</u>
- Learn about family safety: www.dss.gov.au/family-safety-pack
- Update your details (including passport or if you have a baby): immi.homeaffairs.gov.au/change-in-situation
- More information: www.homeaffairs.gov.au

Yours sincerely

Lydia

Position Number: 60022108 Department of Home Affairs

Sent to: helena@internships.com.au

Sent on: 27 August 2019



apprentice or trainee. You can calculate your correct pay and entitlements using the Pay and Conditions Tool at <a href="https://www.fairwork.gov.au/pay">www.fairwork.gov.au/pay</a>

More information on employment in Australia is available on our website <a href="www.homeaffairs.gov.au">www.homeaffairs.gov.au</a> and on the website of the Department of Jobs and Small Business <a href="www.jobs.gov.au">www.jobs.gov.au</a>

### Tax file number

To receive an income in Australia, you need a Tax File Number (TFN). Income includes wages or salary from a job, government payments and income from investments.

For more information or to apply for a TFN online, go to the Australian Taxation Office website <a href="https://www.ato.gov.au">www.ato.gov.au</a>

# Information pack on domestic and family violence, sexual assault and forced marriage

The Australian Government has developed a family safety pack with information on Australia's laws regarding domestic and family violence, sexual assault and forced marriage. The family safety pack also includes important information about essential services and emergency contacts in Australia. This information can be found at <a href="https://www.dss.gov.au/familysafetypack">www.dss.gov.au/familysafetypack</a>

### Character requirements

Entering or remaining in Australia is a privilege. You must obey the law and not engage in criminal activity.

Your visa may be cancelled for a number of reasons, including if you have a substantial criminal record or behave in a way that is a risk to somebody in the Australian community.

More information: immi.homeaffairs.gov.au/help-support/meeting-our-requirements/character

### Polio vaccinations

On 5 May 2014, the World Health Organization (WHO) Director General declared the international spread of wild type polio virus to be a Public Health Emergency of International Concern under the International Health Regulations (IHR).

Since 5 May 2014, if you have spent 28 days or more in one or any combination of countries listed under the Endemic and Outbreak categories on the Global Polio Eradication Initiative website, we encourage you to have a polio vaccination before departing for Australia. Having the vaccination will also assist in eradicating the spread of polio.

More information and a link to the list of countries is available on our website immi.homeaffairs.gov.au/help-support/meeting-our-requirements/health/threats-to-public-health#content-index-3

To obtain maximum benefit in assisting with the eradication of the spread of polio, it is advisable to have the vaccination at least four weeks before your travel.

### Update us

You are required to tell us about any changes to your details as soon as possible.



### POSITION AND DUTIES STATEMENT

### Cook

- Prepare and cook dishes to meet the needs of our customers from both table d'hote and a la carte menus under the direction of the Head Chef.
- 2. Portioning and plating of meals, including garnishing and sauces.
- Accommodate customers specific dietary requirements and requests eg allergenawareness, vegetarian, gluten-free options.
- Manage raw ingredients, preparing menu items including marinating and seasoning.
- Accommodate customers specific dietary requirements and requests eg allergenawareness, vegetarian, gluten-free options.
- Comply with all the relevant food safety regulations, including the COVID-Safe Dining-In requirements
- Monitoring the temperatures of grills, ovens and fridges to ensure highest quality of food freshness.
- 8. Estimate food requirements, portion control and wastage control.
- 9. Participate in stocktaking.

10. Assist Head Chef with menu planning and training of junior staff and apprentices.

On behalf of Hodge Pub Investments Pty Ltd

Don Hodge, Director

Dated: 16-12-20

Sourabh Sanam

Dated: 17/12/2020

PLEASE KEEP A COPY OF THIS STATEMENT FOR YOUR RECORDS



Scanned with CamScanner

# BATHERS'

PAVILION

16/10/20

Reference for Sourabh Sanam

To Whom it may concern,

It is with great pleasure that I recommend to any perspective employer Sourabh Sanam. Sourabh worked with us at the Bather's Pavilion in the capacity of trainee chef from 16/10/2019-13/10/20.

During his tenure he proved to be an outstanding person of great capability. He Performed the day to day responsibilities in our Bistro which serves a style menu with a wide variety of dishes and cookery techniques. He assimilated immediately the concepts and instructions he was given and quickly put into practice technique and skills as required.

Sourabh's primary responsibilities included running both our breakfast and our cold larder sections. He executed his day to day work with great care. Attention to procedure and detail were always demonstrated along with a mature and disciplined attitude. Sourabh was always willing to extend himself to helping others and demonstrated a strong and well-developed attitude to the team culture. Given the opportunity he regularly showed a diligence to learning the work of others and could help above his station with ease.

Sourabh performed unsupervised and was a relied upon member of the kitchen brigade. He was punctual, well presented and thoroughly professional. I can recommend him most highly.

I would wish him every success in the future and have no hesitation in providing further recommendation.

Sincerely

Phillip Sajowitz

**Executive Chef** 

The Bather's Pavilion



# CERTIFICATE OF COMPLETION

This certifies that

# Sourabh Nagnath Sanam

Has successfully completed our

**Culinary Program** 

5/24/17 to 5/24/18

Big Cedar Lodge
Mary feliatreault



Mary Filiatreault, Human Resources

Date

May 24, 2018

افن دهول رقع :

الرقع الموحد :

الاسم الكامل:

محل الميلاد :

تاريخ العيلاد : رقع الحوال :

الحسية ا

August

المرافقون

الزوجة :

الأشاء :

الاسم :

العنوان :

تاريخ ومحل الاصدار : تاريخ صلاحية الفقول :

أجيز بنخول نوثة الاسارات العربية المتحدة الي:

### United Arab Emirates MINISTRY OF INTERIOR



حولة الامارات العربية المتحدة وزارة الداخلية الادارة العلمة للإقامة وشوون الاجلبيد

General Directorate of Residency & Foreigners Affairs

eVisa - أذن دخول الكثر ولى



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27-JAN-2016 DUBAI

26-MAR-2016

ENTRY PERMIT NO : Date & Place Of Issue :

Valid Until: U.I.D. No:

1 \*San 134.0

Allowed to Enter U.A.E to:

ME AJAY KUNDUK PAWAR PAWAR KUNDUK

Full Name : Nationality :

KISAN SO PAWAR KUNDLIK KISAN

Place of Birth

th: ARANGAON FALLKANAGA

Date of Birth

19-103-1993

Passport No :

NORMAL J5403003

Profession:

HOUSE KEEPER

Accompanied by

Wife:

Children :

None

الكفيل Sponsor

Name :

SIGNATURE HOTEL LLC

Address:

TEL 0557777277 POBOX 49789 2 1/231676

Note: ENJOY YOUR VISIT & LEAVE BEFORE YOUR VISA EXPIRES SO WE CAN WELCOME YOU AGAIN

تعتع بزيارتك و غادر قبل انتهائها لينم الترحيب بك مرة أخرى

Director of Residency & Foreigners Affairs

استوفيت الرسوم

8005111 / 04-3139999 : ...a For any inquiry please call AMER SERVICE tel: 04-3139999 / 8005111



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