

7.3 Portray the performance of the Institution in one area distinctive to its priority and thrust.

Sr. No.	List of Documents	Page No.
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Ahmednagar Jilha Maratha Vidya Prasarak Samaj's
INSTITUTE OF
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
Tushar Admane: Marriott Gaylord Rockies Resort & Convention, Aurora, Colorado, USA



Sunil Gavhane: Monarch Blackhawk Resort, Black Hawk, USA



Students felicitation for getting placement



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

Ahmednagar Jilha Maratha Vidya Prasarak Samaj's
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Approved by AICTE, Govt. of Maharashtra, DTE & Affiliated to Uni. of Pune

Sample list of students who got placement in abroad

Sr. No.	Academic Year	Name of students	Course	Country of Internship	Organisation
1	2021-22	Mr. Tushar Admane	BScHS	Aurora, Colorado, USA	Marriott Gaylord Rockies Resort & Convention
2	2021-22	Sunil Gavhane	BScHS	Black Hawk, USA	Monarch Blackhawk Resort
3	2019-20	Ankush Ghodake	BHMCT	New Zealand	Four Points by Sheraton Auckland
4	2019-20	Sainath Wandhekar	BScHS	Maldives	Maldives Inflight Catering Pvt. Ltd
5	2019-20	Someshwar Swami	BHMCT	Maldives	Season Holidays Luminous Maldives Pvt.Ltd.
6	2019-20	Sainath Lande	BHMCT	USA	Hard Rock Hotel & Casino Lake Tahoe
7	2016-17	Pramod Amolik	BHMCT	Malta UK	Celebrity Silhouette




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



TRAINING/INTERNSHIP PLACEMENT PLAN

SECTION 1: ADDITIONAL EXCHANGE VISITOR INFORMATION

Trainee/Intern Name (Surname/Primary, Given Name(s) (must match passport name))		E-mail Address
Adamane Tushar Ravindra		tusharadamane15@gmail.com
Program Sponsor	Program Category	
GlobalEducational Concepts, Inc.	Intern	
Occupational Category	Current Field of Study/Profession	Experience in Field (number of years)
Hospitality and Tourism	Hospitality Studies	0
Type of Degree or Certificate	Date Awarded (mm-dd-yyyy) or Expected	Training/Internship Dates (mm-dd-yyyy)
BACHELOR'S DEGREE	08-01-2022	From 11-01-2022 To 10-31-2023

SECTION 2: COMPENSATION

Organization Name		Address		Suite
Marriott Gaylord Rockies Resort & Convention Center		6700 N Gaylord Rockies Blvd		
City	State	Zip Code	Website URL	
Denver	Colorado	80019-2198	https://www.marriott.com/en-us/hotels/dengr-gaylord-rockies-resort-and-convention-center/	
Employer ID Number (EIN)	Exchange Visitor Hours Per Week	Compensation Stipend		Yes If Yes, how much?
52-1052660	32	Non-Monetary Compensation Value		\$17.25 per Hour
Worker's Compensation Policy	If so, Name of Carrier	Does your Worker's Compensation Policy cover exchange visitors?		
Yes	AIU Insurance Co.	Yes		
Number of FT Employees Onsite at Location		Annual Revenue		
1000		\$10 to 25 million		

SECTION 3: CERTIFICATIONS

Trainee/Intern - I certify that:

1. I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
2. I am entering into this Exchange Visitor Program in order to participate as a Trainee or Intern as delineated in this T/IPP and not simply to engage in labor or work within the United States.
3. I understand that the intent of the Exchange Visitor Program is to allow me to enhance my skills and gain exposure to U.S. culture and business in a way that will be useful to me when I return home upon completion of my program.
4. I understand that my internship/training will take place only at the organization listed on this T/IPP and that working at another organization while on the Exchange Visitor Program is prohibited.
5. I will contact the Sponsor at the earliest available opportunity regarding any concerns, changes in, or deviations from this T/IPP.
6. I will respond in a timely way to all inquiries and monitoring activities of my sponsor.
7. I will follow all of my sponsor's guidelines required for my participation in my program.
8. I will contact the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) at the earliest possible opportunity if I believe that my sponsor or supervisor (as set forth on page 3, section 4), is not providing me with a legitimate internship or training, as delineated on my T/IPP; and
9. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any document in the submission of this form.

Printed Name of Trainee/Intern	Tushar Ravindra Adamane	Date (mm-dd-yyyy)	09-01-2022
Signature of Trainee/Intern			



Sponsor -

1. I have reviewed, understand, and will ensure that the Supervisor (as set forth on page 3, section 4) follows his Training/Internship Placement Plan (T/IPP) regarding the Trainee or Intern listed above;
2. I will notify the designated U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) at the earliest available opportunity regarding any concerns about, changes in, or deviations from this Training/Internship Placement Plan (T/IPP), including, but not limited to, changes of Supervisor or host organization;
3. I will adhere to all applicable regulatory provisions that govern this program (see 22 CFR Part 62), including, but are not limited to, the following:

a. I will ensure that the Trainee or Intern named in this T/IPP receives continuous on-site supervision and mentoring by experienced and knowledgeable staff.

b. I have confirmed with the Supervisor or host organization representative that sufficient resources, plant, equipment, and trained personnel will be available to provide the specified training or internship program set forth in this T/IPP;

c. I will ensure that the Trainee or Intern named in this T/IPP obtains skills, knowledge, and competencies through structured and guided activities such as classroom training, seminars, rotation through several departments, on-the-job training, attendance at conferences, and similar learning activities, as appropriate in specific circumstances;

d. I will ensure that the Trainee or Intern named in this T/IPP does not displace full-or part-time temporary or permanent American workers or serve to fill a labor needed and ensure that the position that the Trainee or Intern fills exists primarily to assist the Trainee or Intern in achieving the objectives of his or her participation in this training or internship program;

e. I certify that this training or internship meets all of the requirements of the Fair Labor Standards Act, as amended (29 U.S.C.201 et seq.). I also certify that training or internships in the field of agriculture meet all requirements of the Migrant and Seasonal Worker Protection Act, as amended (29 U.S.C. 1801 et seq.)

f. I will notify the Department of State if I receive information regarding a serious problem or controversy involving the Trainee or Intern named in this T/IPP that could be expected to bring the Department of State, the Exchange Visitor Program, or the Sponsor's exchange visitor program into notoriety or disrepute; and

g. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Signature of Responsible Officer or Alternate Responsible Officer



Printed Name of Responsible Officer or Alternate Responsible Officer Katelyn Schroeder Date (mm-dd-yyyy) 09-12-2022

Name of Sponsor Organization Global Educational Concepts, Inc. Program Number P-4-10594

SECTION 4: TRAINING/INTERNSHIP PLACEMENT PLAN

Each Training/Internship Placement Plan should cover a definite period of time and should consist of definite phases of training or tasks performed with a specific objective for each phase. The plan must also contain information on how the trainees/interns will accomplish those objectives (e.g. classes, individual instruction, shadowing). Each phase must build upon the previous phase to show progression in the training/internship. A separate copy of pages 3 and 4 must be completed for each phase if applicable (e.g; if the trainee/intern is rotating through different departments).

Surname/Primary, Given Name(s) (must match passport name) Adamane, Tushar Ravindra	The Exchange Visitor is: Intern
Program Sponsor Global Educational Concepts, Inc.	Program Number P-4-10594
Main Program Supervisor/POC at Host Organization Adriana Lazcano Title Human Resources Manager	Supervisor Contact Information Phone 720-574-1504 Fax Email adriana.lazcanoperez@gaylordhotels.com

DS-7002
032015

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PHASE INFORMATION

Phase Site Name		Training/Internship Field	Phase Site Address
Marriott Gaylord Rockies Resort & Convention Center		Culinary	6700 N Gaylord Rockies Blvd Aurora, CO 80019-2198
Phase Name	Start Date (mm-dd-yyyy) of Phase	End Date (mm-dd-yyyy) of Phase	Phase
Arrival, Orientation, & Introduction to Culinary Arts in the United States	11/01/2022	11/14/2022	1 of 4
Primary Phase Supervisor		Supervisor Title	
Sean Ellis		Resort Executive Chef	
Email		Phone Number	
sean.ellis@gaylordhotels.com		7205741439	
Description of Trainee/Intern's role for this program or phase			
<p>Upon arrival at the Gaylord Rockies Resort & Convention Center, the intern will meet with and be provided continual support from Human Resources. The intern will be introduced to various areas and subject matters in a progressive training atmosphere which will ensure an enriching program. The intern will also receive information regarding the cultural activities that are available within the area. The Intern at the Gaylord Rockies has the exceptional opportunity to train at a brand-new property located in the beautiful Rocky Mountains. The intern will be educated in what it means to be one of our Gaylord Rockies STARS (Smiles, Teamwork, Attitude, Reliability, and Service with a Passion), and they will utilize their training to provide flawless service to our guests. Customer service is critical; learning American techniques of greeting, interacting, and providing exemplary service is at the heart of this phase of the program.</p>			
Specific goals and objectives for this program or phase			
<p>The beginning of the Training Program focuses largely on introducing the intern to the hotel and to American culture. The intern will attend an orientation class called "New STAR Premiere" to include discussion of Marriott International's vision & values, the Gaylord Culture and Gaylord Rockies specific culture, our Service Basics, and more. The Training Plan in its beginning phases is intended to make certain that the intern is familiar with the history of the company, the property, and our STAR Guarantee. The STAR Guarantee highlights the hotel-wide commitment that STARS are our top priority, always. Focusing on our STARS creates a great work environment and allows STARS to provide flawless service to our guests. An additional focal point of Phase 1 for the intern will be an introduction to Gaylord Rockies' quality standards for the total hotel, as well as within Culinary specifically. The intern will receive training in American methodologies of food safety; these trainings will be in compliance with state and local regulations and will be updated and reinforced through the twelve months of the program.</p>			
Please list the names and titles of those who will provide continuous (for example, daily) supervision of the Trainee/Intern, including the primary supervisor. What are these person's qualifications to teach the planned learning?			
<p>Sean Ellis is the Gaylord Rockies Executive Chef and will support and oversee all Culinary Interns. He has experienced an impressive career in the Culinary industry; Chef Ellis brings over 25 years of culinary expertise, creativity, and a passion for local, farm-to-table cuisine to his role. Prior to beginning at the Gaylord Rockies Resort & Convention Center, Chef Ellis previously served as the Executive Chef of the Westin Seattle. His experience spans 20 years with Starwood Hotels & Resorts, including the role of Executive Chef at the world-class Sheraton Centre Toronto Hotel; at this Sheraton, Chef Ellis managed a 35-million-dollar Food & Beverage operation. Additional experiences Chef Ellis' resume boasts include: Executive Chef at The Westin Calgary, Chef de Partie for The Sheraton Park Lane in London, and Chef de Partie for Simply Heathcotes – a rosette restaurant in London. Further, Chef Ellis attended Rathbone College – NVQ City & Guilds where he earned his Certificate in Culinary Arts.</p>			
What plans are in place for the Trainee/Intern to participate in cultural activities while in the United States?			
<p>As the intern settles into his/her new town, the intern will be encouraged to explore the rich history and historic sites around Aurora, as well as downtown Denver. The intern will be welcomed into the Gaylord/Marriott family with a cultural Orientation while he/she lives in the hotel and looks for more long term housing.</p>			
What specific knowledge, skills, or techniques will be learned?			
<p>The intern will gain a clear overview of Gaylord Rockies operations, clientele, and niche within the greater Denver area/Colorado market. Culinary Leadership will explain the scope of the hotel's activities and the objectives of the Culinary team, as well as reiterate the hotel mission as discussed during New STAR Premiere. The intern will begin to understand the significance of each department and how interdepartmental partnerships lead to success and a congenial work environment for all STARS and a flawless service experience for each guest. The intern will learn the American style of customer service and methodologies of Culinary Arts safety rules and regulations.</p>			
How specifically will these knowledge, skills, or techniques be taught? Include specific tasks and activities (Interns) and/ or methodology of training and chronology/syllabus (Trainees)			



The intern will:

- Meet with the Human Resources department to complete appropriate paperwork and schedule their New STAR Premiere (orientation) and additional training.
- Meet with co-STARS (coworkers), Supervisors, and Management to learn about their role within their department, the resort, and in conjunction with other departments.
- Learn about new policies and procedures related to the resort and be introduced to company benefits. Benefits will include a free daily meal in the Rock STAR Cafe, free laundered uniforms, and discounts offered via our online MHUB platform.
- Begin their education of American methodologies of the standard operating procedures in the Culinary department to be successful throughout their training program.

How will the Trainee/Intern's acquisition of new skills and competencies be measured?

The intern will have continuous interaction and feedback throughout this phase as they are guided through the paperwork and procedures for new STARS at the Gaylord Rockies. Primary supervision will come from the Gaylord Rockies Human Resources Team and the department Leaders. A discussion at the end of the two weeks will take place between Culinary Leadership and the intern to ensure they are prepared to move forward to the next phase.

Additional Phase Remarks (optional)

N/A

Phase Supervisor - I certify that:

1. I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
2. I will contact the Sponsor at the earliest possible opportunity if I believe that the Trainee or Intern is not receiving the type of training delineated on this T/IPP;
3. I will actively support the Sponsor by adhering to all applicable regulatory provisions that govern this program (see 22 CFR Part 62);
4. The Trainee or Intern named in this T/IPP will not displace full-or part-time, seasonal or permanent American workers, or serve to fill a labor need;
5. I will conduct the required periodic evaluations of the Trainee or Intern named in this T/IPP;
6. I will notify the designated Sponsor contact at the earliest available opportunity regarding any concerns about, changes in, or deviations from this T/IPP.
7. I will notify the Sponsor in the event of an emergency involving the Trainee or Intern named in this T/IPP, as well as any information that I receive about the Trainee or Intern that might have an effect on that exchange visitor's health, safety, or welfare;
8. I will notify the Sponsor if I receive information regarding a serious problem or controversy involving the Trainee or Intern named in this T/IPP that could be expected to bring the Department of State, the Exchange Visitor Program, or the Sponsor's exchange visitor program into notoriety or disrepute;
9. I am participating in this Exchange Visitor Program in order to provide the Trainee or Intern named in this T/IPP with training or an internship as delineated in this T/IPP;
10. I certify that this training or internship meets all the requirements of the Fair Labor Standards Act, as amended (29 U.S.C. 201 et seq.) and also certify that training or internships in the field of agriculture meet all requirements of the Migrant and Seasonal Worker Protection Act, as amended (29 U.S.C. 1801 et seq.).
11. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Signature of Supervisor

Sean Ellis

Printed Name of Supervisor

Sean Ellis

Date (mm-dd-yyyy)

08-30-2022

Phase Site Name

Marriott Gaylord Rockies Resort & Convention Center

Training/Internship Field

Culinary

Phase Site Address

6700 N Gaylord Rockies Blvd
Aurora, CO 80019-2198

Phase Name

Culinary Arts, Methodologies, and Techniques

Start Date (mm-dd-yyyy) of Phase

11/15/2022

End Date (mm-dd-yyyy) of Phase Phase

04/15/2023

2 of 4

Primary Phase Supervisor

Sean Ellis

Supervisor Title

Resort Executive Chef

Email

Phone Number

DS-7002
032015



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Description of Trainee/Intern's role for this program or phase

This phase is designed to immerse the intern into the Gaylord Rockies Culinary department by beginning in one of our kitchens. This phase will cover the basic cooking areas, the various kitchens on property, and tools and equipment that are utilized in production. This will help the intern to understand what elements are necessary in a Culinary Operation to ensure success and to provide exceptional culinary options for guests. The intern will receive training on how to prepare and cook food in the assigned work stations according to Gaylord recipes, quality standards, cleanliness standards, presentation standards, and food preparation checklists. The intern will learn how to operate the ovens, stoves, grills, and other kitchen equipment to be effective and efficient in production.

Specific goals and objectives for this program or phase

For the intern, the objectives and goals for Phase 2 of the Training Plan largely focuses on how to operate and function as a member of a large team at an American resort. Timing is a critical component of any kitchen. The intern will learn and practice timing and execution for both small and large operations; learning this skill outside of a classroom setting will be critical for success in the Culinary department. Sanitation will also be a key component of Phase 2 as the intern will be educated on sanitation as it relates to food safety. This will include discussion of the steps taken to ensure safe and sanitary food production, serving, and storage methods, especially considering high volume. One of the most essential goals of this phase is the introduction of and continual commitment to teamwork in the workplace. For Culinary Operations, teamwork is imperative. The intern will work with the entire team and various departments to ensure successful production of food for their specified location. This will also lend itself to a greater understanding of the organization of the kitchen, including work stations. In this section of training, technical skills will be taught and demonstrated, potentially including how to: use all tools available in the kitchen, prepare ingredients, follow recipes, monitor food quality, set-up and break-down work stations, portion control servings, and check temperatures of various kitchen equipment to ensure food safety.

Please list the names and titles of those who will provide continuous (for example, daily) supervision of the Trainee/Intern, including the primary supervisor. What are these person's qualifications to teach the planned learning?

Sean Ellis is the Gaylord Rockies Executive Chef and will support and oversee all Culinary Interns. He has experienced an impressive career in the Culinary industry; Chef Ellis brings over 25 years of culinary expertise, creativity, and a passion for local, farm-to-table cuisine to his role. Prior to beginning at the Gaylord Rockies Resort & Convention Center, Chef Ellis previously served as the Executive Chef of the Westin Seattle. His experience spans 20 years with Starwood Hotels & Resorts, including the role of Executive Chef at the world-class Sheraton Centre Toronto Hotel; at this Sheraton, Chef Ellis managed a 35-million-dollar Food & Beverage operation. Additional experiences Chef Ellis' resume boasts include: Executive Chef at The Westin Calgary, Chef de Partie for The Sheraton Park Lane in London, and Chef de Partie for Simply Heathcotes – a rosette restaurant in London. Further, Chef Ellis attended Rathbone College – NVQ City & Guilds where he earned his Certificate in Culinary Arts.

What plans are in place for the Trainee/Intern to participate in cultural activities while in the United States?

During the full training program, the host company will assist with coordinating and encouraging cultural activities for the intern to participate in.

Q1, Q2 - The intern will have ample time to venture out into the Rocky Mountain outdoors on her days off and take advantage of the warm summer weather. The intern will experience an American Labor Day holiday and all the activities surrounding the ceremonial end of summer. The intern will have the chance to experience a Colorado Rockies baseball game, or visit one of the many street festivals that take place throughout the city in summer.

Q3 - The intern will continue to enjoy winter in the Rocky Mountains and watch the return of warmer Spring and Summer temperatures. The intern will be included in all hotel celebrations, including Employee Appreciation Week, historically celebrated during this time. The intern will also be encouraged to spend time in Denver's many Spring festivals and even visit Red Rocks Amphitheater when the Summer concert season kicks off in May.

- The intern will be encouraged to explore the Rocky Mountains as they explode into full colors of Fall and to take advantage of the warmer weather before Winter sets in. Denver Zoo & Gardens visit and picnics in the hill may be organized. This slower season between Thanksgiving and Christmas would also be perfect timing for the intern to venture into Denver to take in an American NBA or NFL game before Winter Season kicks off.

What specific knowledge, skills, or techniques will be learned?

In our Gaylord Rockies Culinary Operations, the intern will:

- Learn preparation procedures for both small and large operations.
- Be familiarized with the equipment, tools, and resources available within the kitchen.
- Practice techniques for sanitation and food safety.
- Begin to understand the flow of the kitchen operation, including an understanding of what each work station oversees.
- Develop their technique for setting their individual work station and maintaining cleanliness and order to maximize efficiency.
- Commit to teamwork through understanding the structure of their kitchen location, as well as through communication.
- Sharpen their organizational skills to ensure flawless service.

How specifically will these knowledge, skills, or techniques be taught? Include specific tasks and activities (Interns) and/ or methodology of training and chronology/syllabus (Trainees)

Following initial department training, the intern will be integrated fully into the Culinary Team. Skills, techniques, and best practices will be shared in group and individual training sessions. Our Culinary Leadership Team will mentor the intern to support them in sharpening and honing their own abilities. Greater responsibility and independence will be offered as the intern's skills continue to develop. There will be direct instruction and continuous verbal evaluation as the intern is assigned learning activities. The intern will be introduced to the variable experience of the day-to-day operations of a busy kitchen.

How will the Trainee/Intern's acquisition of new skills and competencies be measured?

The intern will have an introductory period to their department that will encompass initial training and assessment of skills as a part of their onboarding. With this foundation, the Supervisor will provide on-the-job training as they develop and mentor the intern in all aspects of American Culinary methodologies and techniques. The intern's Training Plan and their progress will be reviewed periodically with their Leader

Additional Phase Remarks (optional)

N/A

Phase Supervisor - I certify that:

1. I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
2. I will contact the Sponsor at the earliest possible opportunity if I believe that the Trainee or Intern is not receiving the type of training delineated on this T/IPP;
3. I will actively support the Sponsor by adhering to all applicable regulatory provisions that govern this program (see 22 CFR Part 62);
4. The Trainee or Intern named in this T/IPP will not displace full-or part-time, seasonal or permanent American workers, or serve to fill a labor need;
5. I will conduct the required periodic evaluations of the Trainee or Intern named in this T/IPP;
6. I will notify the designated Sponsor contact at the earliest available opportunity regarding any concerns about, changes in, or deviations from this T/IPP.
7. I will notify the Sponsor in the event of an emergency involving the Trainee or Intern named in this T/IPP, as well as any information that I receive about the Trainee or Intern that might have an effect on that exchange visitor's health, safety, or welfare;
8. I will notify the Sponsor if I receive information regarding a serious problem or controversy involving the Trainee or Intern named in this T/IPP that could be expected to bring the Department of State, the Exchange Visitor Program, or the Sponsor's exchange visitor program into notoriety or disrepute;
9. I am participating in this Exchange Visitor Program in order to provide the Trainee or Intern named in this T/IPP with training or an internship as delineated in this T/IPP;
10. I certify that this training or internship meets all the requirements of the Fair Labor Standards Act, as amended (29 U.S.C. 201 et seq.) I also certify that training or internships in the field of agriculture meet all requirements of the Migrant and Seasonal Worker Protection Act, as amended (29 U.S.C. 1801 et seq.).
11. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Signature of Supervisor

Sean Ellis

Printed Name of Supervisor

Sean Ellis

Date (mm-dd-yyyy)

08-30-2022

Phase Site Name

Marriott Gaylord Rockies Resort & Convention Center

Training/Internship Field

Culinary

Phase Site Address

6700 N Gaylord Rockies Blvd
Aurora, CO 80019-2198

Phase Name

Advanced Culinary Training

Start Date (mm-dd-yyyy) of Phase

04/16/2023

End Date (mm-dd-yyyy) of Phase

08/14/2023

3 of 4

Primary Phase Supervisor

Sean Ellis

Supervisor Title

Resort Executive Chef

Email

sean.ellis@gaylordhotels.com

Phone Number

7205741439

Description of Trainee/Intern's role for this program or phase

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This phase will transition from learning basic kitchen operations to focusing on advanced culinary skills, techniques, and food management. The intern will be given more advanced tasks and responsibilities in this phase. The intern will learn to fulfill orders, respond to requests, think proactively, and problem solve in a fast-paced setting. They will also be introduced to some aspects of Culinary Leadership, which will span inventory, planning, and timing.

Specific goals and objectives for this program or phase

The main objective of this phase is for the intern to be exposed to advanced skills in food preparation in an upscale American resort. The intern will further develop their core competencies and techniques to help increase their productivity and quality of food preparation. The intern will partake in a seminar to potentially include: how menus are designed, how we adapt to trends in the culinary world, and how our kitchens source and prepare food of excellent quality. Their Leaders and Supervisors will share an overview of operational knowledge, processes, and policies. It is the objective that at the end of this phase the intern to demonstrate knowledge of high quality food products, proper storage of food, an overall understanding of the department, and the tools and resources needed to run a successful kitchen.

Please list the names and titles of those who will provide continuous (for example, daily) supervision of the Trainee/Intern, including the primary supervisor. What are these person's qualifications to teach the planned learning?

Sean Ellis is the Gaylord Rockies Executive Chef and will support and oversee all Culinary Interns. He has experienced an impressive career in the Culinary industry; Chef Ellis brings over 25 years of culinary expertise, creativity, and a passion for local, farm-to-table cuisine to his role. Prior to beginning at the Gaylord Rockies Resort & Convention Center, Chef Ellis previously served as the Executive Chef of the Westin Seattle. His experience spans 20 years with Starwood Hotels & Resorts, including the role of Executive Chef at the world-class Sheraton Centre Toronto Hotel; at this Sheraton, Chef Ellis managed a 35-million-dollar Food & Beverage operation. Additional experiences Chef Ellis' resume boasts include: Executive Chef at The Westin Calgary, Chef de Partie for The Sheraton Park Lane in London, and Chef de Partie for Simply Heathcotes – a rosette restaurant in London. Further, Chef Ellis attended Rathbone College – NVQ City & Guilds where he earned his Certificate in Culinary Arts.

What plans are in place for the Trainee/Intern to participate in cultural activities while in the United States?

During the full training program, the host company will assist with coordinating and encouraging cultural activities for the intern to participate in.

Q1, Q2 - The intern will have ample time to venture out into the Rocky Mountain outdoors on her days off and take advantage of the warm summer weather. The intern will experience an American Labor Day holiday and all the activities surrounding the ceremonial end of summer. The intern will have the chance to experience a Colorado Rockies baseball game, or visit one of the many street festivals that take place throughout the city in summer.

Q3 - The intern will continue to enjoy winter in the Rocky Mountains and watch the return of warmer Spring and Summer temperatures. The intern will be included in all hotel celebrations, including Employee Appreciation Week, historically celebrated during this time. The intern will also be encouraged to spend time in Denver's many Spring festivals and even visit Red Rocks Amphitheater when the Summer concert season kicks off in May.

Q4 - The intern will be encouraged to explore the Rocky Mountains as they explode into full colors of Fall and to take advantage of the warmer weather before Winter sets in. Denver Zoo & Gardens visit and picnics in the hill may be organized. This slower season between Thanksgiving and Christmas would also be perfect timing for the intern to venture into Denver to take in an American NBA or NFL game before Winter Season kicks off.

What specific knowledge, skills, or techniques will be learned?

Within Phase 3 of the Training Plan, the intern will gain a strong foundation of their Culinary Operation, their role, and the hotel environment. In this phase, the intern will dive deeper into advanced culinary training and will:

- Continue sharpening their knife skills
- Further their understanding of preparation and planning
- Learn to respond to cues and anticipating needs
- Learn to provide feedback on processes to creatively improve their workspace
- Be coached on food portion and waste controls
- Learn process of menu design
- Learn continued development on plating

How specifically will these knowledge, skills, or techniques be taught? Include specific tasks and activities (Interns) and/ or methodology of training and chronology/syllabus (Trainees)

The intern will be developed and mentored by various members of our Culinary Team, through both group and individual instruction. They will also receive additional support from their fellow co-STARS and will learn in the day-to-day work environment by being a contributing member of the Culinary Team and sharing ideas and best practices. The intern will engage in daily planning processes to ensure all areas are organized and ready to support the activities and functions of the kitchen. The Executive Chef will partner with Culinary Leadership to provide both formal and informal training sessions to ensure the intern can work towards mastering their craft.

How will the Trainee/Intern's acquisition of new skills and competencies be measured?



The intern will be mentored and provided real-time feedback and support. One-on-ones and coaching will be provided by Culinary Leaders to assess progress, professional growth, and compliance with the Training Plan. The intern will also have meetings with the HR manager to review the outcome of each phase, as well as general feedback and support. The intern will be evaluated on their successful completion of formal training seminars and daily assignments and be given feedback upon the completion of the phase.

Additional Phase Remarks (optional)

N/A

Phase Supervisor - I certify that:

1. I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
2. I will contact the Sponsor at the earliest possible opportunity if I believe that the Trainee or Intern is not receiving the type of training delineated on this T/IPP;
3. I will actively support the Sponsor by adhering to all applicable regulatory provisions that govern this program (see 22 CFR Part 62);
4. The Trainee or Intern named in this T/IPP will not displace full-or part-time, seasonal or permanent American workers, or serve to fill a labor need;
5. I will conduct the required periodic evaluations of the Trainee or Intern named in this T/IPP;
6. I will notify the designated Sponsor contact at the earliest available opportunity regarding any concerns about, changes in, or deviations from this T/IPP.
7. I will notify the Sponsor in the event of an emergency involving the Trainee or Intern named in this T/IPP, as well as any information that I receive about the Trainee or Intern that might have an effect on that exchange visitor's health, safety, or welfare;
8. I will notify the Sponsor if I receive information regarding a serious problem or controversy involving the Trainee or Intern named in this T/IPP that could be expected to bring the Department of State, the Exchange Visitor Program, or the Sponsor's exchange visitor program into notoriety or disrepute;
9. I am participating in this Exchange Visitor Program in order to provide the Trainee or Intern named in this T/IPP with training or an internship as delineated in this T/IPP;
10. I certify that this training or internship meets all the requirements of the Fair Labor Standards Act, as amended (29 U.S.C. 201 et seq.) I also certify that training or internships in the field of agriculture meet all requirements of the Migrant and Seasonal Worker Protection Act, as amended (29 U.S.C. 1801 et seq.).
11. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Signature of Supervisor

Sean Ellis

Printed Name of Supervisor

Sean Ellis

Date (mm-dd-yyyy)

08-30-2022

Phase Site Name

Marriott Gaylord Rockies Resort & Convention Center

Training/Internship Field

Culinary

Phase Site Address

6700 N Gaylord Rockies Blvd
Aurora, CO 80019-2198

Phase Name

Kitchen Administration Phase

Start Date (mm-dd-yyyy) of Phase

08/15/2023

End Date (mm-dd-yyyy) of Phase

10/31/2023

4 of 4

Primary Phase Supervisor

Sean Ellis

Supervisor Title

Resort Executive Chef

Email

sean.ellis@gaylordhotels.com

Phone Number

7205741439

Description of Trainee/Intern's role for this program or phase

Performing at a high level in the Culinary realm goes beyond decorative plating and food production. For Phase 4, there will be an emphasis on the many components required to make food service a success; this includes purchasing, food safety, menu design, planning, and maintaining standards of exceptional quality. In this phase, the intern will receive a more in-depth training on the leadership and decision-making components of the Culinary Operation. This could include but is not limited to: food cost analysis, quantity ordering, storage of foods and ingredients, scheduling, addressing guest complaints or inquiries, and effectively partnering with the other members of the Culinary Team.

Specific goals and objectives for this program or phase

DS-7002
032015



The objective of this phase is to train the intern on how to apply their Culinary knowledge to prepare themselves for future positions as culinarians. Upon completion of the final phase of the Training Plan at the Gaylord Rockies Resort & Convention Center, the intern will have a variety of experiences. This will allow them to excel in future Culinary roles by preparing them with the tools to assess and manage Culinary situations, both through cooking and some management skills. The intern will further develop their understanding of the impact of the Culinary Operation on the overall property financial goals and objectives. They will learn how to achieve or exceed those goals by inventory control, costing items, and proper storage of foods.

Please list the names and titles of those who will provide continuous (for example, daily) supervision of the Trainee/Intern, including the primary supervisor. What are these person's qualifications to teach the planned learning?

Sean Ellis is the Gaylord Rockies Executive Chef and will support and oversee all Culinary Interns. He has experienced an impressive career in the Culinary industry; Chef Ellis brings over 25 years of culinary expertise, creativity, and a passion for local, farm-to-table cuisine to his role. Prior to beginning at the Gaylord Rockies Resort & Convention Center, Chef Ellis previously served as the Executive Chef of the Westin Seattle. His experience spans 20 years with Starwood Hotels & Resorts, including the role of Executive Chef at the world-class Sheraton Centre Toronto Hotel; at this Sheraton, Chef Ellis managed a 35-million-dollar Food & Beverage operation. Additional experiences Chef Ellis' resume boasts include: Executive Chef at The Westin Calgary, Chef de Partie for The Sheraton Park Lane in London, and Chef de Partie for Simply Heathcotes – a rosette restaurant in London. Further, Chef Ellis attended Rathbone College – NVQ City & Guilds where he earned his Certificate in Culinary Arts

What plans are in place for the Trainee/Intern to participate in cultural activities while in the United States?

During the full training program, the host company will assist with coordinating and encouraging cultural activities for the intern to participate in.

Q1, Q2 - The intern will have ample time to venture out into the Rocky Mountain outdoors on her days off and take advantage of the warmer weather. The intern will experience an American Labor Day holiday and all the activities surrounding the ceremonial end of summer. The intern will have the chance to experience a Colorado Rockies baseball game, or visit one of the many street festivals that take place throughout the city in summer.

Q3 - The intern will continue to enjoy winter in the Rocky Mountains and watch the return of warmer Spring and Summer temperatures. The intern will be included in all hotel celebrations, including Employee Appreciation Week, historically celebrated during this time. The intern will also be encouraged to spend time in Denver's many Spring festivals and even visit Red Rocks Amphitheater when the Summer concert season kicks off in May

Q4 - The intern will be encouraged to explore the Rocky Mountains as they explode into full colors of Fall and to take advantage of the warmer weather before Winter sets in. Denver Zoo & Gardens visit and picnics in the hill may be organized. This slower season between Thanksgiving and Christmas would also be perfect timing for the intern to venture into Denver to take in an American NBA or NFL game before Winter Season kicks off.

What specific knowledge, skills, or techniques will be learned?

The skills to be imparted on the intern will include how to coordinate activities and to understand the day-to-day operations of all the kitchen team members. The intern will learn how to prioritize food orders with timing and quantity. The intern will also receive training on how to properly interact with a guest who might have questions or concerns.

How specifically will these knowledge, skills, or techniques be taught? Include specific tasks and activities (Interns) and/ or methodology of training and chronology/syllabus (Trainees)

The intern will receive hands-on training and immersive learning that centers around observation, discussions, and interactions with the Executive Chef, his Sous Chefs, and the entire Culinary Team. Within this phase, close partnership and real-time feedback will lend itself to successful fulfillment of the Training Plan. The intern will be given the opportunity to demonstrate proficient understanding and application of the skills they have been taught throughout the course of the program. Depending on the intern's skill level, they will either be provided additional one-on-one time to develop their craft further or will be given additional responsibilities to expand their scope.

How will the Trainee/Intern's acquisition of new skills and competencies be measured?

The conclusion of Phase 4 will be measured and assessed by a final meeting with Leaders from the Culinary Team and a review will be conducted. This review will encompass successful completion of the Training Plan and performance evaluation regarding the past twelve months. The designated Human Resources Professional will also meet with the intern to recognize their contributions, provide any additional feedback, and welcome feedback from the intern about their experience. Both the intern and hotel leadership will also complete the provided final evaluation of the program from the sponsor.

Additional Phase Remarks (optional)

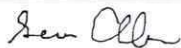
N/A



Phase Supervisor - I certify that:

1. I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
2. I will contact the Sponsor at the earliest possible opportunity if I believe that the Trainee or Intern is not receiving the type of training delineated on this T/IPP;
3. I will actively support the Sponsor by adhering to all applicable regulatory provisions that govern this program (see 22 CFR Part 621);
4. The Trainee or Intern named in this T/IPP will not displace full-or part-time, seasonal or permanent American workers, or serve to fill a labor need;
5. I will conduct the required periodic evaluations of the Trainee or Intern named in this T/IPP;
6. I will notify the designated Sponsor contact at the earliest available opportunity regarding any concerns about, changes in, or deviations from this T/IPP.
7. I will notify the Sponsor in the event of an emergency involving the Trainee or Intern named in this T/IPP, as well as any information that I receive about the Trainee or Intern that might have an effect on that exchange visitor's health, safety, or welfare;
8. I will notify the Sponsor if I receive information regarding a serious problem or controversy involving the Trainee or Intern named in this T/IPP that could be expected to bring the Department of State, the Exchange Visitor Program, or the Sponsor's exchange visitor program into notoriety or disrepute;
9. I am participating in this Exchange Visitor Program in order to provide the Trainee or Intern named in this T/IPP with training or an internship as delineated in this T/IPP;
10. I certify that this training or internship meets all the requirements of the Fair Labor Standards Act, as amended (29 U.S.C. 201 et seq.). I also certify that training or internships in the field of agriculture meet all requirements of the Migrant and Seasonal Worker Protection Act, as amended (29 U.S.C. 1801 et seq.).
11. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Signature of Supervisor



Printed Name of Supervisor

Sean Ellis

Date (mm-dd-yyyy)

08-30-2022

PRIVACY ACT STATEMENT

AUTHORITIES: The information is sought pursuant to Section 102 of the Mutual Educational and Cultural Exchange Act of 1961, as amended (the Fulbright-Hays Act)(22 U.S.C. 2452) which provides for the administration of the Exchange Visitor Program (J visa).

PURPOSE: The information solicited on this form will be used to provide clarity of training and intern programs offered by entities designated by the U.S. Department of State to conduct exchange visitor programs; for general statistical use; and to administer the Trainee and Intern categories of the Exchange Visitor Program.

ROUTINE USES: The information on this form may be shared with entities administering the program on behalf of the Department; federal, state, local, or foreign government entities for law enforcement purposes; to members of Congress in response to a request on your behalf. More information on the Routine Uses for the system can be found in the System of Records Notice State-08, Educational and Cultural Exchange Program Records.

DISCLOSURE: Participation in this program is voluntary; however, failure to provide the information may delay or prevent participation in the Exchange Visitor Program.

PAPER WORK REDUCTION ACT

Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time required for searching existing data sources, gathering the necessary documentation, providing the information and/or documents required, and reviewing the final collection. You do not have to supply this information unless this collection displays a currently valid OMB control number. If you have comments on the accuracy of this burden estimate and/or recommendations for reducing it, please send them to: ECA/EC, SA-5, Fifth Floor, U.S. Department of State, Washington, DC 20522.




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

Offer Letter Agreement Form

Exchange Visitor ID number 57324

HOST ENTITY INFORMATION

Host Entity Name: Monarch Blackhawk Resort

Site of Activity Address: 488 Main Street, Black Hawk, CO, 80422, United States

POSITION INFORMATION

Position Title Culinary Kitchen Rotation

Start date - Earliest 15 May 2022 Latest 15 September 2022

End date - Earliest 14 May 2023 Latest 14 September 2023

Stipend 19.00 \$ per hour

Estimated tips N/A

Average hours per week 32

Required Interviews Sponsor Interview, Host Interview

HOUSING INFORMATION

Housing Model Host company assisted

EXCHANGE VISITOR SECTION

Exchange Visitor Printed Name	SUNIL RAJENDRA GAVHANE	Date of birth	10 / 08 / 2001
Program Start Date	11 / 01 / 2022	Program End Date	10 / 31 / 2023
Signature	Date		
Sponsor or agency representative name	Kareer Krafters LTD		

I confirm that I have read, understood, and agreed to the conditions outlined in this Offer Letter. I agree to adhere to all Alliance Abroad and Department of State program rules regarding employment and program participation, including the Terms and Conditions which were part of my program application. If I change my position title without receiving prior permission from Alliance Abroad, or if I violate other Alliance Abroad rules or J-1 program regulations, Alliance Abroad may end my program early, and I will be required to return home. I understand that if my program ends due to regulation violations it may have a negative impact on future U.S. visa applications.

Section 1

HOST ENTITY INFORMATION

Entity name	Monarch Blackhawk Resort
Description	Monarch Casino Black Hawk is conveniently located 45 minutes west of Denver in the historical mining town of Black Hawk. It is the first casino you see when you arrive from Denver on Highway 119. Valet and covered self-parking are available for your convenience. Monarch Casino – bet on fun!
Web site	http://monarchblackhawk.com/
Primary contact name	Angela Poitras



Title	Human Resources Manager
Department	Human Resources
Phone 1	720-772-3874
Email	apoitras@monarchblackhawk.com

Section 2

DETAILED POSITION INFORMATION

Site of Activity address	488 Main Street, Black Hawk, CO, 80422, United States
Position Title	Culinary Kitchen Rotation
Special requirements	<p>Housing for this position is Host Company Assisted Housing - details to be communicated prior to arrival by Housing Provider.</p> <p>Specific start/arrival dates will be communicated prior to arrival based on housing availability. Participants should wait until specific start dates are communicated before booking airline tickets. There will be 3 waves of arrivals depending on when you receive your visa and are eligible to travel. Start dates will either be May 15th, June 15th or July 15th.</p> <p>Housing may be up to \$600 per month, per participant in rent. Transportation to/from Monarch is \$4 per roundtrip (estimated \$80 per month) and Denver public transportation could be up to \$200 per month for RTD (http://www.rtd-denver.com) should you purchase the monthly pass.</p> <p>Transportation to/from Monarch Resort could be up to 1 hour each way on the shuttle.</p>
Position details and description	Culinary Arts Rotation - Orientation, Restaurants and Garde Manger, Fine Dining & Hot Line Production, Culinary Administration (Trainee)
Department	Kitchen
Training Schedule	Varies - 6:00AM-12:00AM
Average hours per week	32
Stipend	\$19.00
Is Overtime available	Yes
Overtime wage (if applicable)	1.5 times hourly rate if 40+ hours/week. Overtime hours not guaranteed.
Required experience	1+ Years
English level	Excellent
Supervisor	Jennifer Johnson

Section 3

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POSITION REQUIREMENTS

Grooming	
Grooming standards	Per company policy - see Grooming Standards document
Dress code	Per company policy - see Grooming Standards document
Uniform provided?	Yes
Cost to Exchange Visitor	Black pants and black non-slip shoes to be purchased before start date
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	If participant fails their drug test, they will no longer be employed with this organization
Will Exchange Visitor incur a cost for screening	No
Cost to Exchange Visitor (if applicable)	N/A
When is screening fee due	N/A
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Transportation to/from Blackhawk to be payroll deducted at the discounted rate of \$4 roundtrip
Estimated tips	N/A
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	Onboarding with Human Resources and introduction of outlets and departments
Will Exchange Visitor be paid during training/orientation	Yes
Length of training/orientation	2 weeks
Will Exchange Visitor incur a cost for training/orientation	No
Cost to participant	None
When is training fee due	N/A

Section 4

HOUSING INFORMATION

If company provided housing or temporary housing is not offered, Exchange Visitors will need to secure housing after they have accepted the



Offer Letter.

Does Host Entity provide temporary housing?	No
Duration of temporary housing	N/A
Cost of temporary housing	N/A

Housing Lead 1

Housing model	Host company assisted
Gender requirement	Any
Housing type	Apartment
Housing name	Silver Reef Apartments
Contact name	Patrick McFarland
Address	12419 W 2nd Place, Lakewood, CO, 80228
E-mail	monarch@premiercareersolutions.com
Phone	310-357-0729
Web Address	www.liveatsilverreef.com
Cost per participant	165.0
How often is rent due?	Per week
Is weekly cost/rent payroll deducted?	Yes
Housing deposit	750.0
Is housing deposit payroll deducted?	No
Housing fees - additional comments	The housing deposit is due 30 days in advance of arrival on the program Your rent will be pay-roll deducted and the payment includes a \$330 rent fee per pay period.
Is deposit refundable	Yes
Deposit refund policy	Yes
Can housing be co-ed	Yes
Is renters insurance required	No
Housing amenities	Dining room table, twin beds, TV, wifi, and basic dishes.
Distance between work site and housing	29 miles



Description	Apartments will include 2 to 3 bedrooms, utilities, wifi, and some furnishings such as a dining room table, chairs, couch, twin beds, and basic dishes. There will be approximately 1 to 2 bathrooms per apartment and there is a pool and exercise room. Participants must provide their own pillow, blanket, wash cloths, and towels. There could be up to 3 candidates per room or 6 candidates per apartment.
Number of beds per room	3
Number of bedrooms	Varies
Exchange Visitors per property	76
Exchange Visitors per room	3
Bathrooms per property	1
Bedding and towels	No
Bedding and towel payment due	Bedding and towels are not provided, Student should bring these along with them.
Kitchen facilities	There are kitchen facilities available, a dining room table, chairs, and basic dishes.
Additional items must bring	Personal Items, Pillow, blankets, towels, wash cloths.
Additional comments	There could be 1 to 2 bathrooms per housing unit depending on the unit. There may be 2 to 3 bedrooms per unit depending on the unit.
Included in cost	Utilities, basic housing furnishings, access to an exercise room, and pool facility and wifi.
Additional items included in cost	Your rent will be pay-roll deducted and the payment includes a \$330 rent fee (deducted per pay period, every two weeks).
Administration fee	100.0
Administration fee due	30 days in advance of program start date
Housing deposit due	<p>The initial housing deposit includes \$550 to be applied towards an advance payment of rent, plus the \$100 administration fee (non-refundable) plus the \$100 security deposit (refundable).</p> <p>Total \$750.00</p> <p>The housing deposit is due 30 days in advance of arrival on the program. If the housing deposit is not received by the housing vendor you will not be able to move into the apartment.</p> <p>Total cost due 30 days before arrival: \$750 (includes \$550 advance rent payment, \$100 security deposit, \$100 administration fee for a total of \$750 upfront housing costs).</p> <p>Candidates will need to pay their housing deposit to Premier Career Solutions by contacting Patrick McFarland at monarch@premiercareersolutions.com</p> <p>Participants need to follow the below banking information to wire Patrick McFarland their housing deposit:</p> <p>Company Name: Premier Career Solutions, Inc. Bank: Capital One Bank</p>



Routing # 113024915
Account # 1537861424
Swift Code HIBKUS44

Address: 239 Whitney Run, Buda, TX 78610

Housing deposit refundable	Yes
Further information on housing refund policy	<p>Please note a maximum of \$100 is refundable of the total \$750 deposit paid. (See breakdown above)</p> <p>Refundable security deposit of \$100 - Fully refundable security deposit provided there are no pending damages to the apartment at the end of program, and is in the same clean condition it was received in.</p> <p>Your housing is tied to the job offer. If participants are let go or decide to leave their housing early you may lose your placement at Monarch Black Hawk Resort and forfeit your housing deposit.</p>
Lease required	Yes
Length of lease	12 Months
Further information on length of lease	Full duration of the program
Fees additional comments	<p>The housing deposit is due 30 days in advance of arrival on the program</p> <p>Your rent will be pay-roll deducted and the payment includes a \$330 rent fee per pay period.</p>

Section 5

ARRIVAL INSTRUCTIONS

Alliance Abroad provides Orientation to all Exchange Visitors either in the Exchange Visitors home country or in the United States. If Exchange Visitors attend Orientation in their home country, they will travel directly to the Host Entity upon arrival. If Exchange Visitors attend Orientation in the U.S., they will travel to the Host Entity after Orientation is completed.

Closest port of entry airport	DIA - Denver International Airport
Nearest airport to site of activity	DIA - Denver International Airport
Airport/bus/train pickup provided	No
General arrival instructions	<p>*****</p> <p>HOST COMPANY CONTACTS (to start the onboarding process and request shuttle schedule)</p> <p>APoitras@monarchblackhawk.com GSoto@monarchblackhawk.com Pphan@monarchblackhawk.com</p> <p>HOUSING COMPANY CONTACT (to sign the housing agreement and get deposit details)</p> <p>Patrick McFarland: monarch@premiercareersolutions.com *****</p> <p>Participants must contact both the Host Company and the Housing Company at least 30 days prior to their start date to confirm arrangements.</p> <p>*****Plan to arrive Monday evening for a Tuesday orientation at 9am.*****</p>



Please communicate your arrival information before your arrival into the US, to your agency or submit it in your AAG participant portal.

Participants will need to arrange their own transport from the airport (DIA - Denver International Airport) to the housing secured prior to arriving into the US.

Route 1:

- Take a tram from Denver Airport Station to Union Station Track 1 (Cost: \$11)
- From Union State Track 1 transfer to Union Station Track 12. Take Union Station track 12 to Jeffco Government Center Station (Cost: \$6)
- From Jeffco Government Center Station you can take a taxi to your housing location (Cost: \$85).

Route 2:

- Take a tram from Denver Airport Station to Union Station Track 1 (Cost: \$11)
- You will need to transfer at Denver Union Station and take the CDOT West Line bus to Idaho Springs (Cost: \$8).
- From Idaho Springs you can take a taxi to your housing location (Cost: \$22).

Hotel Information & Transportation for Late Arrivals:
Microtel Inn & Suites by Wyndham Denver
18600 E 63rd Ave, Denver, CO 80249, United States
+13033718300

Regional Transportation District
<https://www.rtd-denver.com/>
303-299-6000

Yellow Cab
denveryellowcab.com
303-777-7777

Metro Taxi
metrotransportationdenver.com
303-333-3333 Bustang (CDOT West Line)
<https://ridebustang.com/>
800-900-3011

Uber
Uber.com
App on Play/Google Store

IMPORTANT: Participants must contact both the Host Company and the Housing Company at least 30 days prior to their start date to confirm arrangements and complete the following information BEFORE they arrive in the United States:

1. Social Security Number – If you do not already have one, use this link to obtain a temporary Social Security number in order to complete Step #3 for the Online Application: <https://www.ssn-verify.com/generate>

2. Social Security Card – Make sure to schedule an appointment with the Social Security Administration prior to arrival. An official Social Security card will need to be presented within 30 days of orientation: <https://www.ssa.gov/ssnumber/>

3. Online Application - Select any position on the list to apply. This is just part of the process to upload your information into Monarch's system: <https://jobs.monarchblackhawk.com/jobs>

4. Housing Information – You will need to pay your housing deposit before arrival. Please reach out to the Housing Company (contact information below) for wire transfer details and accommodation confirmation.

5. New Hire Orientation – The shuttle for Monarch Blackhawk Resort is located at 11601 west 2nd Place, Lakewood, CO 80228 and departs at 8:00am, so please arrive 20 minutes early to purchase a ticket. The roundtrip fare costs \$30, but you will be given an Employee bus pass to reduce the price for the remainder of your program. It is an 8-minute walk from the housing to the shuttle stop: <https://www.rome2rio.com/map/12201-W-2nd-Pl-3105-Lakewood-CO-80228->



ANKUSH AMBADAS GHODKE

and

NEW ZEALAND HOTEL 396 QUEEN MANAGEMENT LP
(COMPANY NUMBER 9429047596672)

INDIVIDUAL EMPLOYMENT AGREEMENT

Dated: 10 June 2022



TERMS OF INDIVIDUAL EMPLOYMENT AGREEMENT

BETWEEN ANKUSH AMBADAS GHODKE ("the Associate")

AND NEW ZEALAND HOTEL 396 QUEEN MANAGEMENT LP
("the Company")

1. POSITION

- 1.1. The Associate is employed by the Company as **Housekeeping Attendant** reporting to the **Executive Housekeeper**. The Associate's employment will commence on **8 August 2022** and will end on **7 August 2023**. The employer and employee agree that there is a genuine need for a fixed term agreement. This fixed term agreement is to assist with the internship requirements of the associate.
- 1.2. The duties and responsibilities owed by the Associate to the Company under this Agreement are also owed to Marriott International Management Company B.V., ARBN 094 976 039 ("Marriott"), insofar as Marriott may act on behalf of the Company.
- 1.3. The job description for this position is enclosed as **Schedule 1** to this Agreement. However, the duties and responsibilities of this position may change to best accommodate the needs of the Company.
- 1.4. The Associate must use their best endeavours to promote and protect the Company's interests and must not do anything that is harmful to those interests.
- 1.5. The Associate will not accept any payment or other benefit or income from any person as an inducement of any act or forbearance, or in connection with any matter or business transacted by or on behalf of the Company.
- 1.6. The Associate must diligently and faithfully perform their duties and exercise such powers as may from time to time be assigned to the Associate in relation to the conduct and management of the Company's business.



- 1.7. The Associate will comply with all lawful directions given to him by or on behalf of the Company.

2. PLACE OF WORK

- 2.1. The Associate's normal place of work will be at the Four Points by Sheraton Auckland, New Zealand ("the Hotel") which is presently managed by Marriott.
- 2.2. The Employer reserves the right to change the normal place of work to anywhere within Auckland.
- 2.3. The Associate may be required to travel within Asia Pacific to fulfil the requirements of this position.
- 2.4. The Associate's employment is conditional on maintaining at all times a right to work in New Zealand. The Associate is solely responsible for maintaining their right to work in New Zealand. Should the Associate at any time lose the right to work in New Zealand the Company may terminate their employment with immediate effect. Prior to commencement of employment the Associate may be required to provide the Company with proof of a right to work in New Zealand.

3. HOURS OF WORK

- 3.1. The Associate is employed on a full-time basis and will be rostered to work a minimum of 30 hours per week. Permanent changes to the Associate's start times and days of work may be made by the Company following consultation with the Associate.
- 3.2. The Associate's hours will be worked on the days and times set out in the roster which may include day shifts, night shifts and/or weekend shifts. The roster may be changed by the Company by providing the Associate with at least 24 hours' notice or at any time with the Associate's consent.

4. REMUNERATION

- 4.1. The Associate will be paid NZD \$22.75 gross per hour ("Wages") which will be paid by fortnightly instalments directly into the Associate's nominated bank account. If the pay day is not a usual business day the



Associate's Wages will be processed latest on the following business day. No overtime wage rate is payable for hours worked beyond the hours specified at clause 3.1 above unless approved by departmental manager or GM.

- 4.2. The Associate's Wages will be annually reviewed, taking into account the Associate's performance, the financial performance of the Company, market conditions and/or any other factors that the Company, in its sole discretion, elects to consider.
- 4.3. The Company has no obligation to increase the Associate's Wages at any annual review. At the Company's sole discretion the Associate's Wages may be maintained at its existing level or increased by an amount and/or subject to any terms and conditions as the Company may in its absolute discretion decide.

5. DISCRETIONARY BENEFITS

- 5.1. In addition to the Associate's Wages the Company may, at its discretion, provide the Associate with other benefits. The Company may cease providing those benefits, or change the basis on which it provides them, at its sole discretion. Unless the Associate is advised in writing that a benefit has become a part of their remuneration package, it will be a discretionary benefit to which this clause applies.
- 5.2. The discretionary benefits the Company currently provides are set out at **Schedule 2** to this Agreement.

6. REFUND OF EXPENSES

- 6.1. Any reasonable expenses the Associate necessarily and wholly incurs while on Company business will be reimbursed, provided they have been approved by the Company before being incurred and provided the Company has received such documentary evidence of those expenses (including GST information) as it will reasonably require.

7. PROBATIONARY AGREEMENT



- 7.1 Every new employee must complete a satisfactory three-month probationary arrangement before the Employee's part-time or full-time employment pursuant to this Agreement is confirmed.
- 7.2 One month and two months respectively after the Employee's commencement date, the Employer may review the Employee's work performance. Where a review is carried out, any deficiencies will be advised to the Employee orally, and may at the discretion of the Employer, be recorded in writing. The Employee will be advised by the Employer of the steps required to achieve satisfactory work performance and assisted in achieving such work performance where practicable.
- 7.3 At the end of the three-month probationary arrangement, the Employer will again review the Employee's work performance, including efforts made by the Employee to remedy any deficiencies previously identified (either orally or in writing) by the Employer.
- 7.4 After discussing the Employee's work performance, and listening to any reasons that the Employee may have for poor work performance, the Employer may:
- 7.4.1 confirm the Employee's part-time or full-time employment pursuant to this Agreement;
- 7.4.2 extend the probationary arrangement for a further period of up to three months, whereupon the provisions of this clause will apply as if there had not been a previous probationary arrangement;
- 7.4.3 terminate the Employee's employment on one week's notice or payment in lieu thereof if dissatisfied with the Employee's work performance. Termination of the Employee's employment may take place up to one week after the expiry of the first or second probationary arrangement.

8. KIWISAVER

- 8.1. The Associate will be automatically enrolled in KiwiSaver unless they are already a member of a KiwiSaver scheme or falling within certain exceptions to automatic enrolment.



- 8.2. Once enrolled in KiwiSaver, the Company will deduct the Associate's "Employee Contributions" and pay the "Employer Contribution" at the rate legally required by KiwiSaver legislation, provided the Associate has not opted out of KiwiSaver or is observing a contributions holiday. Further information about KiwiSaver can be found by visiting www.ird.govt.nz or www.kiwisaver.govt.nz.

9. ANNUAL HOLIDAYS

- 9.1. After 12 months' continuous employment with the Company, the Associate will be entitled to four weeks' annual holidays in accordance with the Holidays Act 2003. The Associate will be paid for annual holidays in the pay period which covers the holiday period. The Associate should take any annual holiday entitlements in the year it falls due.
- 9.2. If the parties are not able to reach agreement on when the Associate will observe annual holidays, the Company may require the Associate to take annual holidays on specified dates by giving the Associate 14 days' notice of those dates.

10. SICK LEAVE

- 10.1. After six months' continuous employment the Associate will be entitled to ten days' sick leave in each subsequent year of service, in accordance with the Holidays Act 2003. Sick leave may be taken when the Associate or the Associate's spouse, or dependent, is sick or injured.
- 10.2. Untaken sick leave will accumulate from year to year, up to a maximum of 20 days.
- 10.3. If the Associate has used up all of the entitlements to sick leave, the Associate will be entitled to up to 2 days unpaid sick leave for each occasion requiring you to take sick leave.
- 10.4. The Associate will be required to provide the Company with a medical certificate if the sickness or injury that gives rise to the leave is for a period of three or more consecutive calendar days (whether working days or not) unless the Company determines otherwise. The Associate may also be required to provide the Company with a medical certificate within three consecutive days, in which case the Company will inform the Associate as



soon as possible that proof is required and meet the Associate's reasonable expenses in obtaining that proof.

- 10.5. Where reasonably practicable, the Associate must notify Marriott on behalf of the Company no less than two hours before commencement of duty of an inability to attend for duty, and advise the nature and estimated duration of the absence.
- 10.6. Any untaken sick leave is not paid out on when the Associate's employment ends for any reason.

11. BEREAVEMENT LEAVE

- 11.1. After six months' continuous employment with the Company, the Associate will be entitled to three days' bereavement leave on the death of the Associate's partner, parent, child, sibling, grandparent, grandchild, or partner's parent.
- 11.2. The Associate will be entitled to one day's bereavement leave on the death of any other person if, having regard to the factors in the Holidays Act 2003, the Company accepts that the Associate has suffered a bereavement.
- 11.3. The Associate must personally notify their department manager by telephone as soon as possible before the Associate's normal start time if the Associate needs to take bereavement leave, or if that is not practical, as soon as possible after that time.

12. PUBLIC HOLIDAYS

- 12.1. The 12 public holidays listed in the Holidays Act 2003 will be observed, but the Associate may be required to work on a public holiday if it is a day the Associate would otherwise normally have worked. The Associate may only work on a public holiday if the department Manager and/or their designate has authorised that in advance.
- 12.2. If the Associate is required or authorised to work on a public holiday, the Associate will be paid at the rate of one and a half times the Associate's relevant daily pay or average daily pay, as the case may be, for time actually worked on the public holiday. The Associate is also entitled to a



paid alternative holiday for working on a public holiday that falls on a day that the Associate would normally work.

12.3. Any alternative holiday to which the Associate becomes entitled to shall be taken by agreement between the parties. If agreement cannot be reached, the alternative day may be taken on a day determined by the Company on a reasonable basis. The Company shall give at least 14 days' notice to the Associate of the requirement to take the alternative holiday.

12.4. The parties may agree in writing to transfer all or part of a public holiday in accordance with the Holidays Act 2003.

13. FURTHER INFORMATION ABOUT HOLIDAYS ACT 2003

13.1. The Associate can contact the Ministry of Business, Innovation and Employment for further information on the Holidays Act 2003 by phoning 0800 20 90 20.

14. COMPANY POLICY

14.1. The Associate must know and comply with all of the Company's policies or Marriott's policies as introduced from time to time. The Company or Marriott may introduce new policies, or amend or delete any existing policies, at its sole discretion. When that occurs, the Associate will be notified of any changes.

15. SUSPENSION

15.1. The Company may suspend the Associate from the workplace or from all or any of the Associate's usual duties and/or responsibilities to enable the Company to investigate any workplace matter or for health and safety reasons.

15.2. Any suspension may be paid or unpaid. Whether or not the suspension is paid or unpaid will be at the Company's sole discretion.

15.3. Before any suspension is implemented, the Associate will be given a reasonable opportunity to comment on the proposed suspension and whether any suspension should be paid or unpaid.



16. TERMINATION OF EMPLOYMENT

- 16.1. Either party may terminate employment by giving the other two weeks' written notice.
- 16.2. If the Associate fails to provide adequate notice, the Company may deduct from the Associate's final pay, or recover from the Associate, an amount equal to what the Associate would have been paid during the period of notice that was not given. By signing this Agreement, the Associate consents to the Company making such a deduction.
- 16.3. When notice of termination has been given by either party, the Company may elect to pay the Associate in lieu of some or all of the notice period. If the Associate is required to work some or all of the notice period, the Company may also require the Associate to remain away from normal duties; the workplace; clients; colleagues; customers; distributors; and/or suppliers during some or all of the notice period.
- 16.4. The Company may terminate the Associate's employment without notice or payment in lieu on the grounds of serious misconduct. Serious misconduct includes but is not limited to the following:
- a. Refusing to carry out a lawful instruction including, without limitation, any failure to carry out a reasonable job assignment or job request.
 - b. Committing any serious breach of a fundamental term of this Agreement;
 - c. Any serious misconduct or neglect in the discharge of the Associate's duties or responsibilities.
 - d. Engaging or being involved in conduct that causes imminent, or serious, risk to the health or safety of a person or the reputation, viability or profitability of the Company's business.
 - e. Committing or attempting to commit any act of theft, fraud or dishonesty.
 - f. Wilfully damaging Company property.



- g. Gambling at work.
- h. Possessing a lethal weapon at work.
- i. Being under the influence of alcohol or illegal drugs at work or unauthorised possession of alcohol or illegal drugs at work.
- j. Wilfully falsifying any Company books or records including but not limited to Associate applications, payroll and financial reports.
- k. Hitting, pushing or otherwise striking another person or engaging in any other disorderly conduct whilst at work or engaging in such conduct in connection with the Company.
- l. Entering a guest's room without authority.
- m. Wilfully disregarding or breaching any of the policies, practices or procedures of the Company.
- n. Being convicted of any criminal offence, other than an offence which in the reasonable opinion of the Company does not affect the Associate's employment with the Company.

16.5. The Company may terminate the Associate's employment on notice if the Associate becomes incapable of the proper ongoing performance of this position as a result of illness (either physical or mental) or injury.

17. MEDICAL EXAMINATION

17.1. Where the Associate wants to return to work after a period of absence on sick leave, the Company may require the Associate to:

- a. provide a further medical certificate (at the Company's expense) certifying that the Associate is fit to resume normal duties; and/or
- b. undergo an examination by the Company's nominated registered medical practitioner (at the Company's expense) to assess whether the Associate is fit to resume normal duties.

17.2. If the Associate is found to be unfit to perform full normal duties the



Company may refuse to allow the Associate to return to work until medical clearance to resume full normal duties has been obtained.

17.3. The Associate agrees that the Company may, at its expense, require the Associate to undergo a medical examination by a registered medical practitioner (or practitioners) nominated by the Company in the event of:

- a. determining whether or not any sick leave taken is genuine;
- b. obtaining a further medical opinion where the Associate has provided a medical certificate or report;
- c. providing documentation to third party insurers for the purposes of assessing life, travel, or medical insurance associated with the position; or
- d. determining whether the Associate's employment should be terminated by reason of any medical incapacity (whether physical or mental).

17.4. By signing this Agreement, the Associate agrees to co-operate with any medical assessment and/or examination and consent to the release of any subsequent medical information to the Company.

18. ABANDONMENT OF EMPLOYMENT

18.1. If the Associate is absent from work for three consecutive working days without notifying the Company and without good cause, the Associate's employment will automatically terminate at close of business on the third day on the grounds of abandonment. Written confirmation of termination shall be sent to the Associate's last known address.

19. REDUNDANCY

19.1. A redundancy arises if the Associate's position becomes surplus to the Company's requirements. If the Associate's employment is to be terminated on the grounds of redundancy the Company shall give the Associate the notice required under this Agreement, or payment in lieu of such notice.



- 19.2. In the event that employment is terminated by reason of redundancy the Company will provide notice, however no redundancy compensation will be payable.

20. EMPLOYEE PROTECTION PROVISION

- 20.1. For the purpose of this clause, "Restructuring" means any arrangement under which all or part of the Company's business is sold, transferred or contracted out to a new employer ("New Employer"). It does not include sale or transfer of any or all of the shares of the Company or any arrangement entered into while the Company is in receivership or liquidation.
- 20.2. In the event of such a Restructuring potentially affecting the Associate's position, the Company will, as soon as reasonably practicable, taking into account the commercial and confidentiality requirements of the business, commence negotiations with the New Employer concerning the impact of the Restructuring on the Associate.
- 20.3. Where reasonably practicable, the Company will advise the Associate in advance of when negotiations are to be held, who will be present at the negotiations and what the agenda for any meeting to be held is. Following any negotiations, the Company will report back to the Associate as soon as reasonably practicable, on the matters that have been discussed, subject to any information being commercially sensitive or confidential in nature.
- 20.4. In those negotiations, the Company will, subject to any statutory, commercial confidence or privacy issues, provide the New Employer with all information about the Associate and it will negotiate with the New Employer in an attempt to offer the Associate employment on generally no less favourable terms and conditions of employment. However, whether or not the New Employer does offer the Associate ongoing employment and on what terms and conditions, will ultimately be the decision of the New Employer.
- 20.5. If the Associate does not transfer to the New Employer, the Company will consult with the Associate regarding whether the Associate is suitable for redeployment with the New Employer's organisation in a different role and any other beneficial arrangements for the Associate. However, whether or



not the Associate is suitable for redeployment with the New Employer is the decision of the New Employer.

- 20.6. In the event that employment is terminated by reason of redundancy the Company will provide notice, however no redundancy compensation will be payable in the event the Associate's role is disestablished or the Associate is offered employment with the New Employer (irrespective of the terms of that offer).

21. DEDUCTIONS

- 21.1. The Associate consents to the Company making deductions from any remuneration or other monies owing to the Associate, for reasons that include but are not limited to the following:

- a. To account for time lost as a result of any unauthorised time off work.
- b. To account for any city ledger accounts, laundry charges, charges for personal telephone calls, un-refunded cash advances or house floats.
- c. To recover any over-payments made to the Associate.
- d. For a failure by the Associate to provide adequate notice of termination.
- e. Where the Associate has lost, damaged or failed to return any of the Company's property.

- 21.2. The Company will consult with the Associate before any deduction is made.

22. COMPANY PROPERTY

- 22.1. Upon termination the Associate must return all of the Company's property including any documents or other material that the Associate has received, made or copied during the course of employment with the Company, including any material stored electronically. No information or material is to be retained by the Associate following termination of



employment. The Associate agrees that their final pay will not be processed until all of the Company's property has been returned.

23. USE OF ELECTRONIC EQUIPMENT

- 23.1. The Associate will have access to email and the internet during the course of the employment. The Associate must comply with all email and internet policies that may be issued by the Company from time to time.
- 23.2. The Company's electronic equipment (including, but not limited to, emails, computers and phones) are intended for business purposes, and a fair and reasonable level of personal use of computers is permitted only. Only authorised users are allowed to login to the Company's computers and the Associate must keep all relevant login details and other information stored on electronic equipment confidential.
- 23.3. All electronic equipment provided under this Agreement are owned by the Company. Backup copies of all electronic documents, including email correspondence, produced on the Company's systems may be retained by the Company.

24. WORKPLACE SURVEILLANCE

- 24.1. The Company operates continuous camera, computer and tracking surveillance in the Associate's work location. In areas where camera surveillance occurs, notices reminding the Associate of such surveillance are installed.
- 24.2. Computers may be subject to surveillance to ensure compliance with all policies and procedures. The security system installed in this office allows tracking by recording when and where the Associate uses their key card access.
- 24.3. The Associate agrees to the above surveillance from the date of commencement of their employment.

25. CASH HANDLING RESPONSIBILITIES

- 25.1. If the Associate is responsible for cash handling, he/she must be fully aware of the responsibility that comes with this and comply with all



relevant policies and procedures.

- 25.2. Cash floats must be maintained at the amount issued and the Associate must report any overage or shortage to the department Manager or their designate as soon as it occurs.
- 25.3. If the Associate is issued with a float, the float will be subject to periodic audits. Any discrepancies will be investigated and will require explanation.
- 25.4. The Associate must return all monies when their employment ends for any reason.

26. HEALTH AND SAFETY

- 26.1. The Company is committed to providing a healthy and safe working environment. The Associate agrees to take responsibility for ensuring their own health and safety and the health and safety of others in the workplace, including complying with all health and safety requirements, policies, procedures, training, guidelines and recommendations.
- 26.2. The Associate will immediately report all work related injuries, accidents, near misses (whether or not the accident or near miss took place on the Company's premises) and hazards or potential hazards to the Company, including but not limited to any harassment, bullying, victimisation or stress related claims the Associate may have as soon as practicable. The Associate will complete any necessary records including but not limited to the accident register, if required to by the Company.

27. CONFIDENTIALITY

- 27.1. Confidential information includes (but is not limited to) information relating to pricing; sales; marketing; financial details; any "personal information" as defined under the Privacy Act 1993 held by the Company about third parties; training and operational matters; technical processes; third party contractual arrangements; commercially sensitive material; computer programming and software; intellectual property; and the terms of this Agreement, including the remuneration provisions ("Confidential Information").

- 27.2. During the course of employment, the Associate will obtain, or have



access to, Confidential Information concerning the Employer. Confidential Information must be kept strictly confidential, both during and after the employment relationship has ended, and must only be used by the Associate in the performance of their work or as required by law.

27.3. The Associate must not during employment or at any time following termination of employment, except in the course of the Associate's usual duties or as may be required by law or with the prior written consent of the Employer:

- a. disclose, directly or indirectly, any Confidential Information to any person for any reason other than in the performance of the Associate's duties; or
- b. use, copy, transmit or remove, or attempted to use, copy, transmit or remove any part of the Confidential Information for any purpose other than the Company's business or in any manner which may cause or be likely to cause injury or loss to the Company; and

27.4. The Associate must use best endeavours to protect the disclosure of any Confidential Information by or to third parties.

27.5. The Associate must immediately notify the Company of any suspected or actual unauthorised use or disclosure of Confidential Information.

28. INTELLECTUAL PROPERTY

28.1. The Associate acknowledges that all improvements, discoveries, developments, techniques, ideas, trade secrets and inventions made or conceived alone or in conjunction with others arising out of or in the course of the Associate's employment, whether or not patentable ("the Works"), will be the sole and exclusive property of the Company and the Associate will promptly disclose in writing to the Company all the Works.

28.2. The Associate acknowledges that the Company will own all intellectual property rights including all patents, trademarks, trade secrets and copyrights in all of the Works, which in any way relate to or are derived from the actual or anticipated business of the Company, or which result or are derived from any task assigned to the Associate during the Associate's employment, without being required to pay the Associate



additional compensation for those intellectual property rights.

28.3. The Associate will, upon request, and at the Company's expense, enter into any agreements or documents required by the Company to assign to it any right, title and interest in each of the Works.

28.4. By entering into this Agreement, the Associate waives any moral rights or right to have authorship attributed to the Associate in relation to the Works.

29. CONFLICT OF INTEREST

29.1. The Associate will protect the Company's commercial interests and will not be permitted to engage in any other business activities without the Company's prior written consent.

29.2. The Associate agrees not to enter into any contracts, business interests and/or activities, which may conflict in any way with the interests of the Company and the Associate's responsibilities to the Company, or reflect adversely on the Company's business or its public perception.

29.3. The Associate agrees that the above clauses are necessary to prevent real conflicts of interest and/or to protect the Company's commercially sensitive information and reputation.

30. EMPLOYMENT RELATIONSHIP PROBLEMS

30.1. A plain language explanation of the services available for raising and resolving employment relationship problems is set out in **Schedule 3** of this Agreement.

31. ASSOCIATE REPRESENTATIONS

31.1. The Associate warrants that the information provided to the Company before the offer of employment was made is correct and agrees that this information has materially influenced the Company's decision to offer employment.

31.2. The Company may cancel this Agreement and/or take disciplinary action up to and including summary dismissal if the Company becomes aware



that the Associate has made untrue, misleading or incomplete statements or representations as to any matter which the Company relied on prior to this offer of employment or failed to disclose any matter that may have materially influenced the Company's decision to employ the Associate.


32. COMPLETENESS

- 32.1. This Agreement represents the entire agreement between the parties and supersedes any prior agreements, implied terms or arrangements either written, or oral, between the parties. Any changes, additions or variations to this Agreement are not effective unless recorded in writing and are dated and signed by both parties.

33. ACKNOWLEDGEMENT

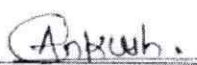
- 33.1. The Associate acknowledges that they have read, considered and accepted these terms and conditions of employment.
- 33.2. The Associate acknowledges that the Company has provided a reasonable opportunity for the Associate to seek and/or obtain independent advice on these terms and conditions prior to accepting this offer of employment.

Signed:


PAUL GALLOP FOR AND ON
BEHALF OF NEW ZEALAND HOTEL
396 QUEEN MANAGEMENT LP
("the Company")

Date: 10/06/2022

Signed:


ANKUSH AMBADAS GHODKE
("the Associate")

Date: 15/06/2022



SCHEDULE 1**JOB DESCRIPTION**

The Company reserves the right to use the Associate's skills to its best advantage. The Company reserves the right to use the Associate's skills to its best advantage. The Associate acknowledges that this position may change to include other tasks within the Associate's capabilities, in addition to those set out in the job description.

Please find attached Job Description.



SCHEDULE 2**CURRENT DISCRETIONARY BENEFITS**

The discretionary benefits the Company currently provides include the following:

*Discretionary dry
cleaning*

Complimentary dry cleaning of uniform as per hotel policy.



SCHEDULE 3**RESOLVING EMPLOYMENT RELATIONSHIP
PROBLEMS**

1. An employment relationship problem is any problem (including personal grievances and disputes) relating to or arising out of an employment relationship.
2. The Associate must raise any employment relationship problem in writing to the Company in first instance.
3. If the employment relationship problem is a personal grievance, the Associate has 90 days within which to raise that personal grievance with the Company from the date of the events giving rise to it occurred or when those events came to the Associate's knowledge, whichever is the later.
4. If the Associate raises a personal grievance after 90 days from the date of the events giving rise to it occurring or when those events came to the Associate's knowledge, and the Company does not consent to the personal grievance being raised outside that 90 day time period, then the Associate may apply to the Employment Relations Authority for leave to bring the personal grievance out of time.
5. If the Associate is not satisfied with the Company's response to any employment relationship problem then the Associate may seek assistance from the Ministry of Business, Innovation and Employment contactable on 0800 209020, or the Associate's union (if the Associate is a member), or an advocate, or lawyer.
6. If the parties cannot resolve the employment relationship problem using the above procedures, then either party may seek mediation assistance from the Ministry of Business, Innovation and Employment.
7. If the employment relationship problem cannot be resolved through mediation, either party may make an application to the Employment Relations Authority. Further information about this process may be obtained by contacting the Ministry of Business, Innovation and Employment contactable on 0800 209 020.



April 16, 2022

Letter of Appointment

Dear Mr. Sainath Bhausahab Wandhekar,

I am pleased to offer you the post of Commis Cook in MIC:

1. Details of the Employer:

Name	: Maldives Inflight Catering Pte Ltd
Address	: Male' International Airport
Full Address	: P.O. Box 2151, Male, Republic of Maldives
Telephone and Fax	: Tel: 3325084, Fax: 3325094
E-Mail Address	: hrcoordinator@mic.com.mv
Country	: Maldives
Type of Business (If Investment)	: Flight Caterer
Registration	: C-0011/1988

2. Details of the Employee:

Name	: Sainath Bhausahab Wandhekar
Permanent Address	: Joharwadi, Post-Khandgaon, Mokata Vasti, Tal-Pathardi, Dist-
Ahmednagar, India	
Current Address	: Joharwadi, Post-Khandgaon, Mokata Vasti, Tal-Pathardi, Dist-
Ahmednagar, India	
Contact	: +917719993893
Passport No	:
Nationality	: Indian
Date of Birth	: 18-Dec-1999
(In case of Emergency)	:
Contact Name	:
Address	:
Contact Number	:

3. Details of the Job:

Title	: Commis Cook
Remuneration and other Benefits	: USD 519.00 Per Month
Remuneration Standard and Calculation	: As per Employment Agreement
Date of Salary Payment	: 30th of each month
Worksite and Job Description	: Seaplane Terminal
Commencement of Employment	: On Arrival, 1 year of Duration
Work Status	: Contract



Work Type

: Inflight Catering

Work Site

: Velana International Airport, k. Hulhule, Maldives

4. Details of Signee:

Employer/ Sponsor

: Maldives Inflight Catering

Name of Employer/ Sponsor

: Ng Kok Theng (Steve)

Signature

Designation

: Group General Manager

Date

: April 16, 2022

Stamp

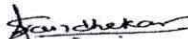
:

5. Employee Acknowledgement:

Name of Employee

: Mr. Sainath Bhausheb Wandhekar

Signature

: 

Date

: 19/04/2022





Control No.: PII2715683

1050 Caribbean Way, Miami, Florida 33132-2096
1-877-414-CREW(2739) or 1-305-982-CREW(2739)
FAX 305 / 603-0053

Letter of Employment *

☐ New Hire

☒ Re-Employment

Unique ID #: 472795

This is to certify that AMOLIK, PRAMOD HOUSHINATH
Family/Last Name First Name
of India Nationality, Passport No. L8475149, has a confirmed
position as CELEBRITY CLEANER onboard the M/S /GTV CELEBRITY SILHOUETTE
of MALTA Registry. The seaman is to report to the Port of SOUTHAMPTON, UNITED KINGDOM
on Sign On Date: September 04 2021
month day year
Estimated Sign-Off Date: April 30 2022
month day year

For Use at Port of Entry - Immigration & Custom Authorities - Transit Request

If the above named seaman is granted transit for the purpose of joining the named vessel or a vessel of our line, and fails to join within the period of time for which the seaman is admitted, this Company will be responsible for any costs incurred to repatriate the seaman to his homeland.

For Embassy / Consulate Use Only

Please issue a multiple entry visa valid for the entire contract plus a period of at least one month beyond the estimated sign-off date. For ships sailing to or in U.S. Waters a C1 and D visa is required for a minimum of one year.

Hotel Use Only

This letter is valid for hotel accommodations checking out on sign-on date above.

Employee Use Only

Please note: (1) You must reconfirm your assignment prior to your return date. Failure to give sufficient notice if you are unable to return may affect your rehire eligibility. (2) Failure to return for the assigned date cancels your sign-on employment agreement. (3) You must have with you (A) Your passport valid for at least six months beyond your sign-off date; (B) All visas & documentation must be valid for your entire contract. (C) Your valid Pre-Employment and Shipboard Medical Examination form B that states you are Fit for Duty.

Date Issued: 08/18/21
month day year

Amy K. Alexy

Amy Alexy
SVP, Chief HR Officer
Royal Caribbean Group

Issuer ID: 127176



**This Copy for the Use of
Homeland Security Only.**

Unauthorized usage, alterations, copying or duplicating is considered fraud and punishable by law.





MINISTRY OF ECONOMIC DEVELOPMENT

Male'
Maldives



WP00385252

Work Permit Entry Pass

Important: Ensure that this approval has not been cancelled nor expired

Check via xpat.egov.mv (click work permit verification and enter below entry pass number & your name) or email to wp@trade.gov.mv.

Check your details before you leave your home country!

Employee Name	Someshwar Sanjay Swami
Passport	P9739781
Date of Birth	05-Mar-1998
Gender	M
Nationality	Indian
Entry Pass Number	WP00385252
Employer	ENTRY TRAVEL MALDIVES PVT LTD
Employer Registration Number	C-0988/2016
Occupation	Sales & Marketing Coordinator (Sales & Marketing Coordinator)
Basic Salary	USD 300.00
Site ID	ST00038304
Work Site	SEASON HOLIDAYS
Entry Pass Issued Date	13-Sep-2021
Last Entry Allowed	12-Dec-2021
Printed On	13-Sep-2021

Note: Permission to enter Maldives is subject to Health Protection Agency's health restrictions.

Important Note:

Before you leave home

Check your details

Check and confirm your work permit entry pass details.

Ensure that this work permit entry pass has not been cancelled nor expired

Protect Yourself

Protect yourself by knowing your right and responsibilities whilst working in the Maldives

After you arrive in Maldives

Collect your card

You and your employer must complete the requirements of work permit within 30 days of your arrival and collect your work permit card. Otherwise this approval will be revoked and you risk being sent home.

Ministry of Economic Development, Huravee Building (3rd Floor), Boduthakurufaanu Magu Mobile: 1485 Email: wp@trade.gov.mv





MINISTRY OF ECONOMIC DEVELOPMENT

Male'
Maldives

WP00428303

Work Permit Document**Important: Ensure that this approval has not been cancelled nor expired**Check via xpat.egov.mv (click work permit verification and enter below work permit number & your name) or email to xpat@1500help.mv**Check your details before you leave your home country!**

Employee Name	Someshwar Sanjay Swami
Passport	P9739781
Date of Birth	05-Mar-1998
Gender	M
Nationality	Indian
Work Permit Number	WP00428303
Employer	LUMINOUS MALDIVES PVT LTD
Employer Registration Number	C-0744/2017
Category	Commercial
Occupation	Hotel receptionist
Work Site	Season Holidays
Accommodation Address	HM. Lot No: 10412, K. Male', Maldives
Basic Salary	USD 300.00
Work Permit Issued Date	14-May-2022
Valid Till	13-Aug-2022 valid
Printed On	14-May-2022

**Important Note:****Before you leave home**

Check your details

Check and confirm your work permit details.

Ensure that this work permit has not been cancelled nor expired

Protect Yourself

Protect yourself by knowing your right and responsibilities whilst working in the Maldives

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Ministry of Economic Development, Huravee Building (3rd Floor), Boduthakurufaanu Magu Mobile: 1485 Email: xpat@1500help.mv



U.S. Department of State

Training/Internship Placement Plan

*OMB APPROVAL NO. 1405-0170
EXPIRATION DATE: 05/17/2024
EDWARD SUZUKI, CHAIRMAN

Exchange Visitor (surname/primary, given name)

Lande, Sainath Dynanoba

Email Address: sainathlande275@gmail.com

Category: TRAINEE

Occupational Category: Hospitality and Tourism

SEVIS ID: N0033261305

Program Sponsor: International Cultural Exchange Organization, Inc.

Program Number: B-3-14420

Training/Internship Dates: 08/08/2022 - 08/03/2023

Additional Participant Details

Current Field of Study/Profession: Culinary

Experience in Field: 1 years

Type of Degree or Certificate: Bachelor

Date Awarded or Expected: 04/24/2020

Host Organization

Phases: 5

Host Organization Name: Hard Rock Hotel & Casino Lake Tahoe

Address: 50 HWY 50, Stateline, NV 89449

Number of FT Employees: 400

Onsite at Location:

Annual Revenue: \$25 Million or More

Website URL: www.hardrockcasinolaketahoe.com

Main Program: Crossgrove, Kelly

Supervisor/POC: Director of Human Resources
kelly.crossgrove@hrhctahoe.com
Phone: 775-589-7633

Employer ID Number: 461348044

Worker's Comp Policy: Yes, Copperpoint American Insurance Company

Worker's Comp for Exchange Visitor: Yes

Stipend: N/A, \$5.00 per hour

Exchange Visitor Hours per week: 32

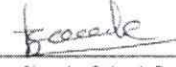
Non-Monetary Compensation Value:

Certifications

Trainee/Intern

I certify that:

1. I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
2. I am entering into this Exchange Visitor Program in order to participate as a Trainee or Intern as delineated in this T/IPP and not simply to engage in labor or work within the United States;
3. I understand that the intent of the Exchange Visitor Program is to allow me to enhance my skills and gain exposure to U.S. culture and business in a way that will be useful to me when I return home upon completion of my program;
4. I understand that my internship/training will take place only at the organization listed on this T/IPP and that working at another organization while on the Exchange Visitor Program is prohibited;
5. I will contact the Sponsor at the earliest available opportunity regarding any concerns, changes in, or deviations from this T/IPP;
6. I will respond in a timely way to all inquiries and monitoring activities of my sponsor;
7. I will follow all of my sponsor's guidelines required for my participation in my program;
8. I will contact the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) at the earliest possible opportunity if I believe that my sponsor or supervisor (as set forth on page 3, section 4), is not providing me with a legitimate internship or training, as delineated on my T/IPP; and
9. I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.


Signature of Lande, Sainath Dynanoba

Date: 06/29/2022
mm/dd/yyyy

