

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

Criterion 5 – Student support and progression		
Key Indicator – 5.2 Student Progression		
5.2.1. Number of placement of outgoing students during the year		
Sr. No.	List of Documents	Page No.
1	List of Students placed for both programs in the institute	1
2	Offer Letters / Appointment Letters of the students placed	2



INSTITUTE OF HOTEL MANAGEMENT AND CATERING TECHNOLOGY, AHMEDNAGAR

(NAAC Accredited with 'B' Grade)

Lal Taki Road, Ahmednagar - 414 001. Ph. / Fax (0241) 2326778

Approved by Govt. of Maharashtra, DHE & Affiliated to S. P. Pune University


INST. CODE NO. C001863

Ref. No. :

Date : / / 20

List of Final Year Students Placed A.Y. 2022 – 2023

No.	Name of student	Program	Name of the employer	Package Offered (in INR)
1	Adigopul Vaishnavi Dattatraya	BHMCT	The Ritz-Carlton , Pune	60,000
2	Aswar Ninad Satish	BHMCT	Hotel Omni Fort Worth Texas, USA	18,43,200
3	Dhumal Rohit Machhindra	BHMCT	The Westin Savannah, USA	20,25,062
4	Ghodke Vrushabh Rajkumar	BHMCT	The Ritz-Carlton, Pune	60,000
5	Joshi Mandar Ravindra	BHMCT	Radisson Blu Hotel & Spa Nashik	60,000
6	Sayyad Ayyub Nashir	BHMCT	Omni Amelia Resort, Florida, USA	18,43,200
7	Shaikh Uwaz Navid	BHMCT	The Oberoi Beach Resort, Al Zorah	4,22,400
8	Shingade Shivraj Ramesh	BHMCT	Café Coffee Day, Pune	2,25,001
9	Sisodiya Abhishek Maganlal	BHMCT	Courtyard by Marriott Chakan, Pune	60,000
10	Sisodiya Abhishek Maganlal	BHMCT	Harrahs & Harvey Lake Tahoe, USA	19,66,080
11	Achpale Atul Vinayak	B.Sc.HS	Amanora the fern hotel & club	48,000
12	Bansode Pratham Rajesh	B.Sc.HS	The Westin Savannah, USA	20,25,062
13	Chavan Bhushan Arun	B.Sc.HS	Radisson Blu Udaipur Rajasthan	1,88,642
14	Gaikwad Sanket Sanjay	B.Sc.HS	Café Coffee Day, Pune	2,25,001
15	Jagtap Sayali Anil	B.Sc.HS	Hotel Conrad,Pune	72,000
16	Kalane Omkar Navnath	B.Sc.HS	Enrise by Sayaji Hinjewadi ,Pune	60,000
17	Karale Snehal Sanjay	B.Sc.HS	Radisson Blu Udaipur Rajasthan	1,76,140
18	Misal Amol Dhondiram	B.Sc.HS	Amanora the fern hotel & club	48,000
19	Sanap Dyaneshwar Haribhau	B.Sc.HS	Amanora the fern hotel & club	48,000
20	Ughade Mayur Machhindra	B.Sc.HS	Amanora the fern hotel & club	48,000


I/c. Principal
Institute of



THE RITZ-CARLTON
PUNE

26 July, 2023

Letter of Confirmation

Dear Vaishnavi,

Greetings from The Ritz-Carlton, Pune!

We are pleased to confirm your On-Job Training in Culinary department with The Ritz-Carlton Pune.

Your training duration will be from **11 September 2023 to 11 September 2024**.

Details of stipend, benefits and allowances are mentioned in Annexure-I.

The list of documents mentioned in Annexure-1 has to be presented on the day of joining, failing which you may not be permitted to commence the training.

Once again, Welcome to The Ritz-Carlton, Pune. We endeavour that your learning experience will be enjoyable and rewarding. Feel free to contact the undersigned for any queries.

Please send a word of confirmation of acceptance of the terms of the offer.

For, The Ritz-Carlton, Pune

Asmita Deshpande
Learning and Development Manager





THE RITZ-CARLTON

PUNE

Annexure-1

1. Stipend: You will be entitled for a stipend of INR 5000/- per month.
2. Benefits:
 - **Meals** : Meals will be provided while on duty only
 - **Locker**: Students will be provided a sharing locker.
 - **Travel**:
 - Pick up and drop facility will not be provided
 - Drops for ladies is provided post 10:00 pm to the registered address
 - **Leaves**: You will be entitled to 6 offs in a month which shall be decided by the department which you will be training in.
 - There will be no other leaves given
 - Sick leaves have to be reported and fitness certificate will have to be submitted before resuming the training
 - **Accommodation**: Students will have to organise for their accommodation.
3. Uniform details
 - Uniform for girls:
 - Black trousers
 - White shirt
 - Black Ballerina with up to 1 inch heels
 - Uniform for Boys:
 - Black Trouser
 - White Shirt and Black tie
 - Black Oxford style shoes
 - Name tags will be provided by the hotel.
 - Kitchen uniforms: Students will have to bring their kitchen uniforms
 - Dusters, aprons and chef's cap will be provided
 - Re-issuing of Uniform cards, ID cards and name tags will be charged for
4. Reporting time
 - Day of joining: 9:30 am to the undersigned
 - Reporting time will be decided by the outlets in which the training is scheduled
5. List of Documents
 - Passport size photographs 2 nos.
 - **Police Verification Certificate**
 - **No objection letter** from the Hotel management institute
 - **Fitness certificate** from a certified medical practitioner stating that you are medically fit for employment and do not carry any communicable disease
 - **Medical Tests required: Australia Antigen, Widal, HIV Antibodies.**
 - **COVID-19 Vaccination Certificates (Dose 1 and Dose 2)**
 - **Cancelled Cheque (Self/Joint Account)** for Stipend processing.
 - Proof of permanent address
 - Local address/ Contact information in case of exigencies
6. Terms of certification
 - Certification upon successful completion will be provided based on the below
 - Attendance and punctuality
 - Conduct and performance





TRAINING/INTERNSHIP PLACEMENT PLAN

SECTION 1: ADDITIONAL EXCHANGE VISITOR INFORMATION

Trainee/Intern Name (Surname/Primary, Given Name(s) (must match passport name)) Aswar Ninad Satish		E-mail Address ninadaswar@gmail.com
Program Sponsor GlobalEducational Concepts, Inc.		Program Category Intern
Occupational Category Hospitality and Tourism	Current Field of Study/Profession Hotel Management & Catering	Experience in Field (number of years) 0
Type of Degree or Certificate Bachelor's Degree	Date Awarded (mm-dd-yyyy) or Expected 06-15-2023	Training/Internship Dates (mm-dd-yyyy) From 09-11-2023 To 09-09-2024

SECTION 2: COMPENSATION

Organization Name Omni Fort Worth Hotel		Address 1300 Houston St		Suite
City Fort Worth	State Texas	Zip Code 76102-6556	Website URL www.omnihotels.com/hotels/fort-worth	
Employer ID Number (EIN) 86-1116756	Exchange Visitor Hours Per Week 35	Compensation Stipend Yes	If Yes, how much? \$15.00 per Hour	Non-Monetary Compensation Value
Worker's Compensation Policy Yes	If so, Name of Carrier Old Republic Union Insurance Company	Does your Worker's Compensation Policy cover exchange visitors? Yes		
Number of FT Employees Onsite at Location 340		Annual Revenue \$25 million or More		

SECTION 3: CERTIFICATIONS

Trainee/Intern - I certify that:

- I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
- 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.
- 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.
- I understand that my intership/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.
- I will contact the Sponsor at the earliest available opportunity regarding any concerns, changes in, or deviations from this T/IPP.
- I will respond in a timely way to all inquiries and monitoring activities of my sponsor.
- I will follow all of my sponsor's guidelines required for my participation in my program.
- 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
- 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 Ninad Satish Aswar	Date (mm-dd-yyyy)
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

Date (mm-dd-yyyy)

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 a 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) Aswar, Ninad Satish	The Exchange Visitor is: Intern
Program Sponsor Global Educational Concepts, Inc.	Program Number P-4-10594
Main Program Supervisor/POC at Host Organization Naveesh Laul Title Executive Chef	Supervisor Contact Information Phone 817-535-6664 Fax Email naveesh.laul@omnihotels.com

DS-7002
032015



PHASE INFORMATION

Phase Site Name		Training/Internship Field	Phase Site Address
Omni Fort Worth Hotel		Culinary	1300 Houston St Fort Worth, TX 76102-6556
Phase Name	Start Date (mm-dd-yyyy) of Phase	End Date (mm-dd-yyyy) of Phase	Phase
INTRODUCTION TO AMERICAN CUISINE AND TERMINOLOGY	09/11/2023	11/09/2023	1 of 4
Primary Phase Supervisor		Supervisor Title	
Naveesh Laul		Executive Chef	
Email		Phone Number	
naveesh.laul@omnihotels.com		817-350-4094	
Description of Trainee/Intern's role for this program or phase			
<p>The participant will be assigned training under the Executive Chef Naveesh Laul and Executive Sous Chef Chandrasekhar Sudershan for the purpose of developing skillset and working knowledge in American cuisine focusing on southern comfort / soul food. they will learn basic culinary terms, cooking techniques and various safety norms of American Food Safety and Hygiene standards. The participant will receive training on how southern American food is different from the foods from rest of country and learn the proper preparation and presentation standards of food items from the menu. The development of these skills will be crucial for their advanced learning and will prepare them for high volume kitchens of the hotel as intern / entry level cook.</p>			
Specific goals and objectives for this program or phase			
<p>During this rotation, the participant will have an opportunity to experience training and work-based learning opportunities, that will build upon the intern's previous formal education. The focus of this learning would be to have clear understanding of relevant policies, procedures, and techniques which are critically important to the participant's future culinary arts success. This phase introduces them to various kitchen terminology / jargons, basics of American cooking that will help be prepared for success in their future phases. Specific objectives will be for the participant to learn new and advance skills within a large hotel environment in the area of creating buffets for breakfast/lunch/dinner, and work high volume ala carte kitchens .Each of these skills require advance hands on training outside of a formal classroom education, by an experience chef to develop the required skills to be successful in culinary arts. Participant will be doing a lot of preparations from scratch and be adept at new American cooking techniques like Pit barbeques, Grilling, smoking, curing, pickling etc</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>The Exchange visitor will be in direct daily contact and under supervision with one of the following chefs:</p> <p>1) Naveesh Laul, Executive Chef at Omni Fort Worth Hotel</p> <p>Executive chef at Omni Fort Worth Hotel, bringing over 16 years of culinary expertise panning top Avant Garde Modern European Restaurants to handling presidential delegations across continents. Recognized for achieving perfect synchronization of tradition and modernity yet adept at conveying complex menu concepts in simple yet compelling manner focused on revival of heritage fine cooking.</p> <p>2) Chandrasekahar Sudershan – Executive Sous Chef at Omni Fort Worth Hotel, With around 15 years of culinary experience, chef Chandrasekar brings with him experience of working with some of the best hotels and restaurants in India as well as Canada before joining Omni Fort Worth Hotel as Executive Sous Chef in April 2022.</p> <p>3) DJ Eusebio – Restaurant Chef de cuisine</p> <p>Brining over 18 years of culinary experience, DJ Eusebio was born and raised in Manila, Philippines and moved to the U.S. and started out as the Sushi Chef for a restaurant in Newport Beach, CA. From there, he catapulted his culinary career in working for multiple resorts and country clubs in California. Most recently, DJ was the Chef de Cuisine at Terranea Resort before joining the Omni Fort Worth family.</p> <p>This brings additional advance skills and expertise to this training program.</p>			
What plans are in place for the Trainee/Intern to participate in cultural activities while in the United States?			



We appreciate the importance of each participant increasing their understanding of American culture and society. To ensure the participant gets a better understanding of America its culture and its people we have planed the following events. The participants will attend the famous Fort Worth Cattle Drive which is held twice daily and is one of the American events that is known about Fort Worth throughout the world this will give them a firsthand experience of American cowboy culture and tradition. Interns will be invited to attend Host hotel Omni's charity events that are held throughout the year. And, will be actively involved and witness the American holiday traditions through various holiday celebrations and brunches. Realizing that it is equality important to enhance Americans knowledge of foreign cultures the interns will also participate in special dinners with the American host Omni employees. Of course, there will be concerts and a chance to attend the symphony will also be provided throughout the year.

Following is the list of fun activities which they will be able to experience:

- 1) Fort Worth cultural district and museum drive
- 2) Fort Worth cattle drive and Rodeo
- 3) Visit to Stockyards National Historic district
- 4) Visit to main street arts festival
- 5) 4th of July celebration and fireworks at panther island
- 6) Fort Worth zoo / botanical garden visit
- 7) Thanksgiving brunch
- 8) Brunch with Santa (Christmas celebrations)
- 9) Easter Brunch
- 10) Visit to Water gardens and Sundance square
- 11) Live Western Country Music concerts like Cowtown unplugged
- 12) Fort worth Stock Show
- 13) All Western Cowboy Parade

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

Pertaining to this phase, the participant will learn absorb the Basics of America's southern culture and cuisine and develop advanced knife skills, learn standard operating procedures, Modern American presentations, and recipes cooking techniques like BBQ and smoking will play a vital role in their training. they will not only learn American flair but also learn about Season of Italy which is Omni's quarterly food promotion for 2020.

- In depth knowledge of American banquet, ala carte and holiday gala menus
- US standards for food safety and Fort Worth city code
- Banquet Event Orders and how to read them
- Training on how to read and understand prep list, and various culinary terminology.
- Advanced training on work organization and timing
- American culinary terminology and techniques
- Understanding American food habits and dietary trends like Keto, paleo, Kosher etc

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)

Through shadowing colleagues and direct mentoring of American techniques through work-based learning activities, the participant will develop skills and knowledge for proficiency in the American food, cuisine and culture. These enhanced skills and expertise will give the applicant an opportunity to grow in the culinary arts field by having a chance through to gain hands on experience by work-based learning of the academic field of culinary arts. As the participants rotate through each of the planned activities in this section, they will receive structured and guided hands on training from the American talent that will greatly enhance their skills, apart from this they will get one on one feedbacks and monthly classroom trainings as a part of Omni's continual training program. They would also be given a Culinary Training Manual specially formulated for them which has all the theoretical inputs required during the tenure of the program for their self-learning

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

The participant's supervisors have a syllabus that list of objectives of the training, they will make a dated notation of completed skills as the participant completes each training activity. The participant receives constant verbal review and interactions with supervisors at each of these assigned stations. The supervisor monitors the participant during each rotation to verify that the participant has an advanced understanding of the phase objectives. They will get a 90-day, midterm and year end evaluation to monitor their performance throughout the program.

Additional Phase Remarks (optional)

This is an introductory phase, to make the students acclimatized with the different work environment and help them adjust and develop to be ready for the next phases.



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 <input type="text" value="x"/>			
Printed Name of Supervisor		Date (mm-dd-yyyy)	
Naveesh Laul			
Phase Site Name	Training/Internship Field	Phase Site Address	
Omni Fort Worth Hotel	Culinary	1300 Houston St Fort Worth, TX 76102-6556	
Phase Name	Start Date (mm-dd-yyyy) of Phase	End Date (mm-dd-yyyy) of Phase	
BANQUET / BULK PRODUCTION – GARDE MANGER – COLD FOOD	11/10/2023	02/08/2024 2 of 4	
Primary Phase Supervisor		Supervisor Title	
Naveesh Laul		Executive Chef	
Email		Phone Number	
naveesh.laul@omnihotels.com		817-350-4094	
Description of Trainee/Intern's role for this program or phase			
The participant will be assigned training under the Executive Chef Naveesh Laul and Executive Sous Chef Chandrasekhar Sudershan for the purpose of developing skillset and working knowledge in cold kitchen operation. The participant will receive training on the proper timing and standards for presentation and preparation of cold food items as per the requirements of banquet event orders.			
Specific goals and objectives for this program or phase			
During this Banquet Kitchen-Cold Food Garde Manager rotation, the participant will have an opportunity to experience training and work-based learning opportunities, that will build upon the intern's previous formal education. The goal of learning the relevant policies, procedures, and techniques is critically important to the participant's future culinary arts success. Specific objectives will be for the participant to learn new and advance skills within a large resort environment in the area of creating a cold buffet for breakfast/lunch/dinner, fruit display, salad and cold appetizer action station, condiments, plated salad, cold hors d'oeuvre, cheese tray, vinaigrette recipes, cold AM and PM break. Each of these skills require advance training outside of a formal classroom education, by an experience chef to develop the required skills to be successful in culinary arts.			
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?			



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

Date (mm-dd-yyyy)

Name of Sponsor Organization

Global Educational Concepts, Inc.

Program Number P-4-10594

SECTION 4: TRAINING/INTERNSHIP PLACEMENT PLAN

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Surname/Primary, Given Name(s) (must match passport name) Aswar, Ninad Satish	The Exchange Visitor is: Intern
Program Sponsor Global Educational Concepts, Inc.	Program Number P-4-10594
Main Program Supervisor/POC at Host Organization Naveesh Laul Title Executive Chef	Supervisor Contact Information Phone 817-535-6664 Fax Email naveesh.laul@omnihotels.com

DS-7002
032015



The Exchange visitor will be in direct daily contact and under supervision with one of the following chefs:

The Exchange visitor will be in direct daily contact and under supervision with one of the following chefs:

1) Naveesh Laul, Executive Chef at Omni Fort Worth Hotel

Executive chef at Omni Fort Worth Hotel, bringing over 16 years of culinary expertise spanning top Avant Garde Modern European Restaurants to handling presidential delegations across continents. Recognized for achieving perfect synchronization of tradition and modernity yet adept at conveying complex menu concepts in simple yet compelling manner focused on revival of heritage fine cooking.

2) Chandrasekhar Sudershan – Executive Sous Chef at Omni Fort Worth Hotel,

With around 15 years of culinary experience, chef Chandrasekar brings with him experience of working with some of the best hotels and restaurants in India as well as Canada before joining Omni Fort Worth Hotel as Executive Sous Chef in April 2022.

3) DJ Eusebio – Restaurant Chef de cuisine

Bringing over 18 years of culinary experience, DJ Eusebio was born and raised in Manila, Philippines and moved to the U.S. and started out as the Sushi Chef for a restaurant in Newport Beach, CA. From there, he catapulted his culinary career in working for multiple resorts and country clubs in California. Most recently, DJ was the Chef de Cuisine at Terranea Resort before joining the Omni Fort Worth family. This brings additional advanced skills and expertise to this training program.

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

We appreciate the importance of each participant increasing their understanding of American culture and society. To ensure the participant gets a better understanding of America its culture and its people we have planned the following events. The participants will attend the famous Fort Worth Cattle Drive which is held twice daily and is one of the American events that is known about Fort Worth throughout the world this will give them a firsthand experience of American cowboy culture and tradition. Interns will be invited to attend Host hotel Omni's charity events that are held throughout the year. And, will be actively involved and witness the American holiday traditions through various holiday celebrations and brunches. Realizing that it is equally important to enhance Americans knowledge of foreign cultures the interns will also participate in special dinners with the American host Omni employees. Of course, there will be concerts and a chance to attend the symphony will also be provided throughout the year.

Following is the list of fun activities which they will be able to experience:

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- 3) Visit to Stockyards National Historic district
- 4) Visit to main street arts festival
- 5) 4th of July celebration and fireworks at panther island
- 6) Fort Worth zoo / botanical garden visit
- 7) Thanksgiving brunch
- 8) Brunch with Santa (Christmas celebrations)
- 9) Easter Brunch
- 10) Visit to Water gardens and Sundance square
- 11) Live Western Country Music concerts
- 12) Fort Worth Stock Show
- 13) All Western Cowboy Parade

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

Pertaining to this phase, the participant will learn advanced knife techniques, presentation, and recipes. Advanced training of American culinary arts will be taught to make everything from scratch.

Techniques and training of:

- American cold banquet menus
- standards for Garde Manger in a American hotel
- Banquet event orders and how to read them
- Training on how to read and understand Garde Manger prep list
- Advanced training on Garde Manger organization and timing
- American techniques on how to prep and present fruit display
- American presentation on how to prep and assist for any plated salad
- Training on techniques on how to finish buffet presentation for daily function
- Techniques on how to prep and decorate composed salad
- Prep and understand the basic foods served at pools during summer break in America
- American recipes for dressing/vinaigrette/salsa from scratch
- American techniques and presentations of cold Hors d'Oeuvre

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)



Pertaining to the Hot Side Banquet phase, the participant will learn different plating skills for large groups, recipes that will work for banquets and techniques of how to set up the room and table for maximum effectiveness for the clients being served. Each program is different so a lot of customer service will also be gained in this phase.

Additionally, they will gain knowledge in:

- Methodologies on how to read, understand and execute the hot side preparation list
- American banquet standards for hot side presentations are some of the highest in the world. Through training, they will become confident in their ability to meet these American standards.
- Training of the organizational skills needed to handle the timing of successful banquet events can only be learned thru work-based experiences.
- Lastly the American culinary arts style of how to sear meat and fish correctly, create sauces and deserts from scratch is very different than other parts of the world. The participants will be well trained on the American of preparing the foods and presenting it at banquets.

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 participant will be trained by supervisors who understand the standards and policies. Through constant training by the American professional chefs and direct mentoring during assigned work-based learning activities, the participant will develop skills and knowledge for proficiency in the banquets hot kitchens. The participant will rotate through all of the positions at the hot side operations to learn the skills for this phase.

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

The participant's supervisors have a syllabus that list of objectives of the training, they will make a dated notation of completed skills as the participant completes each training activity. The participant receives constant verbal review and interactions with supervisors at each of these assigned stations. The supervisor monitors the participant during each rotation to verify that the participant has an advanced understanding of the phase objectives. They will get a 90-day, midterm and year end evaluation to monitor their performance throughout the program.

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

Printed Name of Supervisor Naveesh LauL

Date (mm-dd-yyyy)

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The participant will be assigned hands on, methodologies training related to the American banquet full service hot items operations. This work-based training will greatly improve and advance the participant's knowledge of American techniques and understanding of culinary operations in respect to hot food in banquets / bulk production.

Specific goals and objectives for this program or phase

The goal for the participant during the Banquet - Hot Side rotation will be for the participant to finish this phase knowing how to create an American style hot banquet presentation with the proper, foods, timing, acceptable American plate presentation. The participant will also have the objective to train thru work-based training in the banquet kitchen the relevant policies, procedures and techniques for the hot side division of the overall banquets operations. This will include the differences in planning for a breakfast, lunch or dinner presentation. The participant will also receive training and instructions on American presentations of appetizers /entrée/carving action station, hot hors d'oeuvre, sauce and soup recipes.

When finished the participant will have the confidence to prepare and execute all Culinary Art functions for a successful banquet presentation.

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?

The Exchange visitor will be in direct daily contact and under supervision with one of the following chefs:

1) Naveesh Laul, Executive Chef at Omni Fort Worth Hotel

Executive chef at Omni Fort Worth Hotel, bringing over 16 years of culinary expertise spanning top Avant Garde Modern European Restaurants to handling presidential delegations across continents. Recognized for achieving perfect synchronization of tradition and modernity yet adept at conveying complex menu concepts in simple yet compelling manner focused on revival of heritage fine cooking.

2) Chandrasekhar Sudershan – Executive Sous Chef at Omni Fort Worth Hotel,

With around 15 years of culinary experience, chef Chandrasekar brings with him experience of working with some of the best hotels and restaurants in India as well as Canada before joining Omni Fort Worth Hotel as Executive Sous Chef in April 2022.

3) DJ Eusebio – Restaurant Chef de cuisine

Bringing over 18 years of culinary experience, DJ Eusebio was born and raised in Manila, Philippines and moved to the U.S. and started out as the Sushi Chef for a restaurant in Newport Beach, CA. From there, he catapulted his culinary career in working for multiple resorts and country clubs in California. Most recently, DJ was the Chef de Cuisine at Terranea Resort before joining the Omni Fort Worth family

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

We appreciate the importance of each participant increasing their understanding of American culture and society. To ensure the participant gets a better understanding of America its culture and its people we have planned the following events. The participants will attend the famous Fort Worth Cattle Drive which is held twice daily and is one of the American events that is known about Fort Worth throughout the world this will give them a firsthand experience of American cowboy culture and tradition. Interns will be invited to attend Host hotel Omni's charity events that are held throughout the year. And, will be actively involved and witness the American holiday traditions through various holiday celebrations and brunches. Realizing that it is equally important to enhance Americans knowledge of foreign cultures the interns will also participate in special dinners with the American host Omni employees. Of course, there will be concerts and a chance to attend the symphony will also be provided throughout the year.

Following is the list of fun activities which they will be able to experience:

- 14) Fort Worth cultural district and museum drive
- 15) Fort Worth cattle drive and Rodeo
- 16) Visit to Stockyards National Historic district
- 17) Visit to main street arts festival
- 18) 4th of July celebration and fireworks at panther island
- 19) Fort Worth zoo / botanical garden visit
- 20) Thanksgiving brunch
- 21) Brunch with Santa (Christmas celebrations)
- 22) Easter Brunch
- 23) Visit to Water gardens and Sundance square
- 24) Live Western Country Music concerts
- 25) Fort Worth Stock Show
- 26) All Western Cowboy Parade

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



We appreciate the importance of each participant increasing their understanding of American culture and society. To ensure the participant gets a better understanding of America its culture and its people we have planed the following events. The participants will attend the famous Fort Worth Cattle Drive which is held twice daily and is one of the American events that is known about Fort Worth throughout the world this will give them a firsthand experience of American cowboy culture and tradition. Interns will be invited to attend Host hotel Omni's charity events that are held throughout the year. And, will be actively involved and witness the American holiday traditions through various holiday celebrations and brunches. Realizing that it is equality important to enhance Americans knowledge of foreign cultures the interns will also participate in special dinners with the American host Omni employees. Of course, there will be concerts and a chance to attend the symphony will also be provided throughout the year.

Following is the list of fun activities which they will be able to experience:

- 27) Fort Worth cultural district and museum drive
- 28) Fort Worth cattle drive and Rodeo
- 29) Visit to Stockyards National Historic district
- 30) Visit to main street arts festival
- 31) 4th of July celebration and fireworks at panther island
- 32) Fort Worth zoo / botanical garden visit
- 33) Thanksgiving brunch
- 34) Brunch with Santa (Christmas celebrations)
- 35) Easter Brunch
- 36) Visit to Water gardens and Sundance square
- 37) Live Western Country Music concerts
- 38) Fort Worth Stock Show
- 39) All Western Cowboy Parade

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

In the restaurant phase the skills gained are:

- Learning a system of how to read and produce tickets that moves the restaurant forward in a productive way.
- Learn how to deal with problematic customers and or special dietary concerns that come up every day. These skills and situations are mastered only thru live actual situations so it greatly enhances and expands the training they received in the classroom.
- Learn breakfast and lunch organization and timing
- Learn recipes and plating guide for American style breakfast and lunch for all outlets
- Learn prep and assist on bulk prep
- Learn omelets station customer inter service an interaction with American guest
- Learn to make American based recipes from scratch
- Important on hands training of inventory and ordering from a real situation to enhance the basics that might have been learned in a class room

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 participant will be trained by supervisors on the methodologies and techniques of running quick service restaurants. This is critically important to the success of an individual preparing for a career in the Culinary arts field. It will greatly enhance any classroom knowledge in this field as all of these skills can only be learned by hands on training and worked base experiences. Through shadowing professionals who will be directly mentoring during assigned work-based learning activities, the participant will develop skills and knowledge for proficiency in the quick service restaurant outlets. The participant will rotate through shifts and positions at the outlet operations to learn the skills for this phase

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

The participant's supervisors have a syllabus that list of objectives of the training, they will make a dated notation of completed skills as the participant completes each training activity. The participant receives constant verbal review and interactions with supervisors at each of these assigned stations. The supervisor monitors the participant during each rotation to verify that the participant has an advanced understanding of the phase objectives. They will get a 90-day, midterm and year end evaluation to monitor their performance throughout the program.

Additional Phase Remarks (optional)

N/A



Phase Site Name	Training/Internship Field	Phase Site Address
Omni Fort Worth Hotel	Culinary	1300 Houston St Fort Worth, TX 76102-6556

Phase Name	Start Date (mm-dd-yyyy) of Phase	End Date (mm-dd-yyyy) of Phase	Phase
CULINARY ARTS TRAINING FOR ALA CARTE /QUICK SERVICE RESTAURANTS	05/12/2024	09/09/2024	4 of 4

Primary Phase Supervisor	Supervisor Title
Naveesh Laul	Executive Chef

Email	Phone Number
naveesh.laul@omnihotels.com	817-350-4094

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

The participant will receive hands on and mentored training in the area of Culinary Arts for Ala carte / quick service Restaurants. We will be training the participant how to handle different types of stations in the restaurant kitchen as well as the different meals that have to be organized at different times of the day

Specific goals and objectives for this program or phase

During the restaurant phase, the participant will have a specific goal to be able to plan and execute all three meals at casual dining outlets. The participant will receive hands on training in the property's outlet kitchens with the goal of learning the relevant policies, procedures and techniques related to the casual dining restaurant operations. Specific objectives will be for the participant to enhance the skills they gained from their academic background by being trained on how to prep for breakfast which requires strong planning and operational skills. The methodologies of changing over from breakfast to lunch. There will be advanced training on timing, procedures and best practices to run these types of culinary operations. Special attention will be invested in the American training techniques and methodologies of the fast paced flow of food preparation for these fast paced outlets, which will not be gained in a class room setting. Breakfast will also include advanced training on how to master the customer interactions with the omelet station. Training on guests relations and at this stage is critical and again must be taught by hands on experience as it cannot be duplicated in a class room.

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?

The Exchange visitor will be in direct daily contact and under supervision with one of the following chefs:

1) Naveesh Laul, Executive Chef at Omni Fort Worth Hotel

Executive chef at Omni Fort Worth Hotel, bringing over 16 years of culinary expertise spanning top Avant Garde Modern European Restaurants to handling presidential delegations across continents. Recognized for achieving perfect synchronization of tradition and modernity yet adept at conveying complex menu concepts in simple yet compelling manner focused on revival of heritage fine cooking.

2) DJ Eusebio – Restaurant Chef de cuisine

Bringing over 18 years of culinary experience, DJ Eusebio was born and raised in Manila, Philippines and moved to the U.S. and started out as the Sushi Chef for a restaurant in Newport Beach, CA. From there, he catapulted his culinary career in working for multiple resorts and country clubs in California. Most recently, DJ was the Chef de Cuisine at Terranea Resort before joining the Omni Fort Worth family

3) Chef Eric Fernandez – Outlets Sous chef

4) Chef Immanuel Tlana – Outlets Sous chef

This perfect balance of experience brings in additional advanced skills and expertise to this training program.

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



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



Printed Name of Supervisor

Naveesh Laul

Date (mm-dd-yyyy)

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.

DS-7002
032015



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Page 015

Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Dhumal, Rohit Machhindra Email address: rohitdhumal959@gmail.com Category: Intern Occupational Category: Hospitality and Tourism	SEVIS ID: N0035068167 Program Sponsor: Spirit Cultural Exchange Program Number: P-4-15501 Training/Internship Dates: 12/31/2023 - 12/30/2024
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Additional Participant Details

Current Field of Study/Profession:	Culinary	Type of Degree or Certificate:	Bachelor of Hotel Management and Catering Technology
Experience in Field:	1 years	Date Awarded or Expected:	8/2/2023

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Starwood Hotels & Resorts Worldwide, LLC	Employer ID Number:	863708494
Address:	1 Resort Dr , Savannah, GA 31421	Worker's Comp Policy:	AIU Insurance
Number of FT Employees Onsite at Location:	230	Worker's Comp for Exchange Visitor:	Yes
Annual Revenue:	\$25 Million or More	Exchange Visitor Hours per week:	32
Website URL:	http://www.marriott.com/en-us/hotels/savwi-the-westin-savannah-harbor-golf-resort-and-spa/	Stipend:	Yes
Main Program Supervisor/POC:	Leslie Webb Director of Human Resources Leslie.webb@westin.com 9122012000	Compensation:	\$16.48 per Hour
		Non-Monetary Compensation:	No
		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.
10. I have viewed the Online Participant Orientation and reviewed all documents and information listed on the Forms and Resources page in this Participant Support Center.
11. I have read and understand the housing, community, and position information provided on the "Application and Program Information" page. If I have any questions, I understand I can communicate with my home-country agent (if applicable), Spirit Cultural Exchange, or my Host Company.
12. I will contact Spirit at intern@spiritexchange.com if I have any questions or doubts regarding the policies presented in the Online Participant Orientation or on the Forms and Resources page.

Rohit Machhindra Dhumal

Signature of Dhumal, Rohit Machhindra

Date: 12/22/2023

mm/dd/yyyy

Sponsor

1. I have reviewed, understand, and will ensure that the Supervisor (as set forth on page 3, section 4) follows this 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:
 1. 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;
 2. 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;
 3. 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;
 4. 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;
 5. 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 internship 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.);
 6. 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
 7. 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.

Suzanne Kolasa

Printed name of Responsible Officer or Alternate Responsible Officer

Suzanne Kolasa

Signature of Responsible Officer or Alternate Responsible Officer

Spirit Cultural Exchange

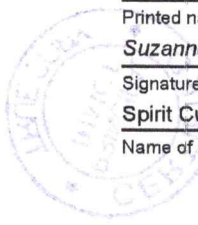
Name of Sponsor Organization

Date: 12/22/2023

mm/dd/yyyy

P-4-15501

Program Number



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Dhumal, Rohit Machhindra

Email address: rohitdhumal959@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035068167

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 12/31/2023 - 12/30/2024

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Orientation*

Phase 1 of 4

Training/Internship Field:	Culinary	Supervisor:	Leslie Webb
Start Date:	12/31/2023		Director of Human Resources
End Date:	1/14/2024		Leslie.webb@westin.com 9122012000

Description of Trainee/Intern's role for this Program or Phase

The participant will attend new hire orientation and will be introduced to the management, staff, and team members to become acquainted with the property. The participant will also learn about the property's history, policies and procedures, customer service, safety standards, training checklist, schedule, and chain of command.

Specific Goals and Objectives for this Program or Phase

The objective of this phase is to educate the participant about the Westin Savannah rules and regulations, daily operations, policies, operating procedures, customer service standards, and training guidelines. Additionally, the participant will complete the arrival check-in and other required documentation for new staff members.

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 persons' qualifications to teach the planned learning?

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The participant will have the chance to participate in a Trolley Tour of Historical Savannah to help them get acclimated to the surrounding area.

What specific knowledge skills, or techniques will be learned?



The participant will learn the Host Company's history, its position in the market, core values, policies, and standard operating procedures. The participant will attend the required program orientation organized for new staff members to learn the rules and regulations associated with Westin Savannah. Introductory training in the Food and Beverage department will follow to discuss the participant training checklist and task descriptions.

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 participant will attend scheduled orientation and shadow experienced colleagues.

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

At the end of the phase, the program supervisor will complete a Post Phase Evaluation or Conference with participant to measure the participant's success in meeting the goals and objectives outlined in the phase. In case of any concerns or problems, Host Company will notify Spirit immediately.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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.

Leslie Webb

Signature of Leslie Webb

Date: 12/21/2023

mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Dhumal, Rohit Machhindra	SEVIS ID: N0035068167
Email address: rohitdhumal959@gmail.com	Program Sponsor: Spirit Cultural Exchange
Category: Intern	Program Number: P-4-15501
Occupational Category: Hospitality and Tourism	Training/Internship Dates: 12/31/2023 - 12/30/2024

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Banquet Kitchen Operations and Supervision* Phase 2 of 4

Training/Internship Field:	Culinary	Supervisor:	Franklin Creech
Start Date:	1/15/2024		Executive Chef
End Date:	5/14/2024		franklin.creech@westin.com 9122012000

Description of Trainee/Intern's role for this Program or Phase

This phase is designed to introduce the participant to the hotel's fine-dining banquet department. This phase will cover the basic cooking areas and kitchens that are used to make the resort's banquet/event operations run successfully. The participant will receive training on how to prepare and cook food on the assigned workstation according to Marriott International's recipes, quality standards, presentation standards, and food preparation checklists. The participant will learn how to operate the ovens, stoves, grills, and other kitchen equipment.

Specific Goals and Objectives for this Program or Phase

The goal for the participant will be to learn all areas of an American kitchen and how to operate in these areas with expertise including how to effectively use all of the tools available to a culinary chef, how to understand food storage procedures in compliance with HACCP guidelines, how to prepare ingredients for cooking according to the recipes, how to monitor food quality, how to set up and break down the work station, and how to serve food in proper proportions onto proper receptacles.

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 persons' qualifications to teach the planned learning?

Franklin Creech (Executive Chef). Franklin has been in the culinary industry since 2003 and has been with Marriott International since 2011.
 Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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



The host company will encourage the participant to visit some of the area local museums such as the Telfair Museum and the Jepson Museum where the participant will learn about the cultural art of Savannah. The participant will also have the opportunity to participate in all associate celebrations. Additionally, the participant will be encouraged to attend local events such as the Savannah Hockey Classic, the Forsyth Farmers' Market, and touring the Bonaventure Cemetery.

What specific knowledge skills, or techniques will be learned?

The participant will learn US fine-dining banquet techniques of basic cooking areas and kitchen operations. The participant will learn the specific types of ovens used, the storage areas for both cold/hot produce, and how meals are prepared in the Resorts banquet/events department. The participant will receive training through menu classes and will learn about menu planning, stock control, costing, and participation in taste panels per US hotel standards.

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 participant will shadow experienced colleagues, attend department meetings and trainings, and learn through hands-on, supervised training.

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

At the end of phase, a program supervisor will complete Spirit's Midpoint Evaluation Form to measure the participant's success in learning new knowledge, skills and techniques in meeting the goals and objectives outlined in the phase and throughout the first half of the program. The supervisor will discuss its evaluation with the participant and provide the completed form to Spirit. As required by federal regulation, the evaluation form must be submitted at the mid-point of the program and signed by both participant and supervisor.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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.



Franklin Creech

Signature of Franklin Creech

mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Dhumal, Rohit Machhindra

Email address: rohitdhumal959@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035068167

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 12/31/2023 - 12/30/2024

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Restaurant Outlets Operations and Supervision*

Phase 3 of 4

Training/Internship Field:	Culinary	Supervisor:	Franklin Creech
Start Date:	5/15/2024		Executive Chef
End Date:	9/14/2024		franklin.creech@westin.com 9122012000

Description of Trainee/Intern's role for this Program or Phase

This phase will transition from learning the basic operations of the hotel's banquet kitchen and procedures to primarily focusing on advanced culinary skills and techniques. The participant will learn to complete orders and make decisions in real-time working through actual challenges of being a culinary chef.

Specific Goals and Objectives for this Program or Phase

The main goal of this phase is for the participant to be exposed to advanced skills in food preparation in an upscale American resort. The participant will learn how to develop, design, and create new menus and recipes based on standards and artistic contributions. It is the objective at the end of this phase for the participant to demonstrate knowledge of high-quality food products, presentations, and flavors.

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 persons' qualifications to teach the planned learning?

Franklin Creech (Executive Chef). Franklin has been in the culinary industry since 2003 and has been with Marriott International since 2011.

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The participant will be invited to the host company activities such as cookouts, team building, and departmental training. The participant will be encouraged to attend local sporting events such as the Savannah Bananas baseball team and to visit the nearby beautiful Tybee Island, known for its beautiful beaches and views.

What specific knowledge skills, or techniques will be learned?

Building on previous professional experience and training phases, the participant will focus on learning advanced culinary skills and will progress to learn how to review and adjust systems and procedures in the kitchen to ensure their effectiveness. While rotating through various fine-dining kitchen stations, safety Standards will be taught and the participant will have hands-on opportunities to implement the policies, standards, and procedures. The techniques of developing, designing, and creating new menus and recipes will be imparted as well as food and beverage portion and waste controls. The participant will master the skill of determining how food should be presented and will create decorative food displays. The participant will complete this phase rotating through the stations in his/her assigned kitchen.

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 participant will shadow experience colleagues, attend department meetings, and learn through hands-on, supervised training.

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

At the end of the phase, the program supervisor will complete a Post Phase Evaluation or Conference with participant to measure the participant's success in meeting the goals and objectives outlined in the phase. In case of any concerns or problems, Host Company will notify Spirit immediately.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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.



Franklin Creech

Signature of Franklin Creech

Date:12/21/2023

mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Dhumal, Rohit Machhindra

Email address: rohitdhumal959@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035068167

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 12/31/2023 - 12/30/2024

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Advanced Culinary Training and Kitchen Administration*

Phase 4 of 4

Training/Internship Field:	Culinary	Supervisor:	Franklin Creech
Start Date:	9/15/2024		Executive Chef
End Date:	12/30/2024		franklin.creech@westin.com
			9122012000

Description of Trainee/Intern's role for this Program or Phase

This will be the last phase and is designed to challenge the participant to refine and display mastery of their advanced cooking techniques but primarily to teach the participant how to coordinate the activities of the assigned kitchen and employees engaged in food preparation. The participant will learn the skills of how to administrate a kitchen while personally preparing food items and executing requests based on required specifications.

Specific Goals and Objectives for this Program or Phase

The objective of this phase is to teach the participant how to apply the learned culinary skills in an American fine-dining kitchen environment in order to prepare for adapting to new kitchens in their future jobs as culinary artists and ultimately culinary leaders. The participant will further develop skills and techniques to understand the impact of the culinary operation on the overall hotel property's financial goals and objectives and how to achieve or exceed those goals. The participant will gain expanded administrative and operational knowledge of the processes and policies such as inventory control, purchasing, receiving, and compliance of food handling and sanitation standards.

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 persons' qualifications to teach the planned learning?

Franklin Creech (Executive Chef). Franklin has been in the culinary industry since 2003 and has been with Marriott International since 2011.

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The Host Organization will host a gala event for all associates and encourage the participants to join in the year-end achievement celebration. The participant will be encouraged to take part in the many local holiday celebrations, including attending the Savannah Holly Days and a visit the City Market. Additionally, they will have the opportunity to attend the Telluride Mountainfilm Festival and the Savannah Book Festival.

What specific knowledge skills, or techniques will be learned?

Building upon previous phases, the participant will learn how to administer and coordinate kitchen activities, supervise the day-to-day operations of all the kitchen employee duties, develop goals and plans to prioritize, organize, and accomplish work, increase productivity levels of employees, and review staffing levels to ensure that guest service, operational and financial objectives are met. The participant will be given responsibilities under the guidance of the Executive Chefs and Sous Chefs to demonstrate proficient understanding and application of the skills needed to be a successful leader in the culinary operation. The Chefs will also work closely with the participant and challenge them with special projects and extended cooking activities.

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 participant will shadow experienced colleagues, attend department and management meetings, and learn through hands-on, supervised training.

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

At the end of the phase and end of the program, a program supervisor will complete Spirit's required Final Evaluation Form to rate the participant's performance and acquisition of new skills and techniques, and discuss its evaluation with the participant and provide the completed form to Spirit. As required by federal regulation, the evaluation form must be submitted before the end of the program and signed by both participant and supervisor.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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.

Franklin Creech

Signature of Franklin Creech

Date: 12/21/2023

mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Dhumal, Rohit Machhindra

Email address: rohitdhumal959@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: **N0035068167**

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 12/31/2023 - 12/30/2024

Last Revised

12/22/2023 9:38:55 AM

Comments

No any comments yet





THE RITZ-CARLTON

PUNE

08 May, 2023

Letter of Confirmation

Dear Vrushabh ,

Greetings from The Ritz-Carlton Pune!

We are pleased to confirm your On-Job Training in Culinary department with The Ritz-Carlton Pune.

Your training duration will be from **15 June 2023 to 15 December 2023**.

Details of stipend, benefits and allowances and are mentioned in Annexure-I.

The list of documents mentioned in Annexure-1 has to be presented on the day of joining, failing which you may not be permitted to commence the training.

Once again, Welcome to The Ritz-Carlton, Pune. We endeavour that your learning experience will be enjoyable and rewarding. Feel free to contact the undersigned for any queries.

Please send a word of confirmation of acceptance of the terms of the offer.

For, The Ritz-Carlton Pune

Asmita Deshpande
Learning and Development Manager





THE RITZ-CARLTON

PUNE

Annexure-1

1. Stipend: You will be entitled for a stipend of INR 5000/- per month.
2. Benefits:
 - **Meals** : Meals will be provided while on duty only
 - **Locker**: Students will be provided a sharing locker.
 - **Travel**:
 - Pick up and drop facility will not be provided
 - Drops for ladies is provided post 10:00 pm to the registered address
 - **Leaves**: You will be entitled to 6 offs in a month which shall be decided by the department which you will be training in.
 - There will be no other leaves given
 - Sick leaves have to be reported and fitness certificate will have to be submitted before resuming the training
 - **Accommodation**: Students will have to organise for their accommodation.
3. Uniform details
 - Uniform for girls:
 - Black trousers
 - White shirt
 - Black Ballerina with up to 1 inch heels
 - Uniform for Boys:
 - Black Trouser
 - White Shirt and Black tie
 - Black Oxford style shoes
 - Name tags will be provided by the hotel.
 - Kitchen uniforms: Students will have to bring their kitchen uniforms
 - Dusters, aprons and chef's cap will be provided
 - Re-issuing of Uniform cards, ID cards and name tags will be charged for
4. Reporting time
 - Day of joining: 9:30 am to the undersigned
 - Reporting time will be decided by the department in which the training is scheduled
5. List of Documents
 - Passport size photographs 2 nos.
 - **Police Verification Certificate**
 - **No objection letter** from the Hotel management institute
 - **Fitness certificate** from a certified medical practitioner stating that you are medically fit for employment and do not carry any communicable disease
 - **Medical Tests required: Australia Antigen, Widal, HIV Antibodies, Covid Test Report - RTPCR**
 - Proof of permanent address
 - Local address/ Contact information in case of emergencies
 - COVID vaccination certificate
6. Terms of certification
 - Certification upon successful completion will be provided based on the below
 - Attendance and punctuality
 - Conduct and performance



Date: 20th August 2023

We are pleased to inform that the following student have been selected to undergo the On-the-Job Training | Culinary Department at Radisson Blu Hotel and Spa Nashik from 23rd August 2023 till 23 February 2024.

1. Mandar Joshi

The following are terms and condition of training:

Uniform –

The student will not be provided uniform during the tenure of training with Radisson Blu Hotel and Spa Nashik and they will have to wear their own uniform (Black trouser and White Shirt) and shoes as per hotel standards. They must take care of the uniform incase provided to you and strictly adhered to Radisson Blu Hotel and Spa Nashik grooming standards.

Stipend –

The student will be eligible for a monthly stipend of Rs 5000/- (Rupees Five Thousand Only) all inclusive. The hotel is not liable to pay any other compensation whatsoever.

Accommodation –

The student will be responsible of their own accommodation.

Duty Meals –

The student will be entitled for meals during your working hours at the Employee Restaurant and shall adhered to the Employee Restaurant timings and hotel policy

Transportations –

The student will be responsible for their 'five offs' every month may be adjusted based on business exigencies with prior permission of the Training Manager.

Attendance –

The student will have to comply 100% attendance, failing which your training will be terminated.

Identity Card / Name Tag –

The student will be provided with temporary identity card and name tag on the day of joining. Identity card should be provided while entering the hotel premises. Name tag should be worn at all times while on duty. Loss of name tag will lead to penalty.

Radisson Blu Hotel & Spa Nashik
289 / 2 Pathardi Phata, Nashik, 422010, Maharashtra, India
T: +91 253 6644500
info.nashik@radisson.com
radissonhotels.com/blu

printed on FSC-labelled paper



Proprietary Materials –

All training manuals, operations manuals, business ideas, business plans, financial projections and results, sales and marketing information, marketing strategies, customer information, computer programs and other business, commercial or technical information or data concerning the business prospects, strategies, business objectives, business transactions, financial arrangements, operations, systems and organization, methods, standards, specifications, concepts, ideas, plans, projects, programs, procedures and know-how of Radisson Blu Hotel and Spa Nashik and its affiliates made available to you during the course of your internship training (collectively referred to herein as the "Confidential Information") are the sole and exclusive property of Radisson Blu Hotel and Spa Nashik and its affiliates.

The confidential information made available to you during the course of your training may include valuable trade secrets belonging to Radisson Blu Hotel and Spa Nashik and its affiliates. You must hold all the confidential information in strictest confidence and not share or disclose it to any third parties or use it except in routine course of performance of their duties at the hotel. You must return all confidential information to Radisson Blu Hotel and Spa Nashik upon the termination or completion of training. Any violation of these obligations will subject you to appropriate disciplinary action, which may include immediate termination of your training. Your obligations under this paragraph will continue in effect beyond the termination of your training.

All collateral they may require for your projects has to be approved by the Training Manager.

Accident While On Duty –

In case of any accident while on duty, Radisson Blu Hotel and Spa Nashik will not be responsible for any compensation whatsoever to you. Basic first aid and medical assistance will be provided depending on the severity of injury.

Conflict of Interest –

The student are expected to carry out tasks diligently and shall at all times safeguard the interest of the company Radisson Blu Hotel and Spa Nashik regards to conflict of interest as a severe offence that may lead to immediate dismissal.

General Conditions –

During the training period they will be bound by the policies of Radisson Blu Hotel and Spa Nashik that may be framed and enforced from time to time. The hotel reserves the right to amend or alter these at its discretion without any notice thereof, and these will be deemed as the terms and conditions governing your training.

In case of any dispute arising in respect of the interpretation of the terms and conditions of the training at the hotel the decision of the Director of Human Resources shall be final.

Acceptance –

If the forgoing concurs with your understanding of the terms and conditions of training, please sign on each page stamp and send a copy of this letter before **21st August 2023** as a confirmation of their acceptance. Should we not receive the same this offer of training would be withdrawn and cancelled.

Radisson Blu Hotel & Spa Nashik
289 / 2 Pathardi Phata, Nashik, 422010, Maharashtra, India
T. +91 253 6644500

info.nashik@radisson.com
radissonhotels.com/blu

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Please carry four passport size photographs, COVID vaccination certificate, Medical Fitness, No Objection Certificate, photo copy of bank passbook or cheque book, Aadhar card and pan card on the day of joining.

Your first day of training with Radisson Blu Hotel and Spa Nashik will be an important one. To ensure we introduce you properly to our organization, please report for duty on 22nd August 2023 at 10.30 AM to the Human Resources Department.

We trust that this covers all the pertinent details of your training. Should you have any further queries please let us know.

Contact information –

If you need any further assistance, please feel free to Contact Human Resources Department at the following address:

Radisson Blu Hotel and Spa Nashik
CTS No 289, 2, Vikrikar Bhavan Road,
Pathardi Phata, Nashik, Maharashtra 422010
Phone: 02536644500

We look forward to welcoming you all at Radisson Blu Hotel and Spa Nashik.

Yours Sincerely,



Nivedita Thaker

Learning and Development Manager

Radisson Blu Hotel & Spa Nashik
289 / 2 Pathardi Phata, Nashik, 422010, Maharashtra, India
T +91 253 6644500
info.nashik@radisson.com
radissonhotels.com/blu

Registered on Fssai-labelled cuisine





TRAINING/INTERNSHIP PLACEMENT PLAN

SECTION 1: ADDITIONAL EXCHANGE VISITOR INFORMATION

Trainee/Intern Name (<i>Surname/Primary, Given Name(s) (must match passport name)</i>)		E-mail Address
Sayyad	Ayub Nashir	ayyub0313@gmail.com
Program Sponsor		Program Category
GlobalEducational Concepts, Inc.		Intern
Occupational Category	Current Field of Study/Profession	Experience in Field (<i>number of years</i>)
Hospitality and Tourism	Hotel Management & Catering	0
Type of Degree or Certificate	Date Awarded (<i>mm-dd-yyyy</i>) or Expected	Training/Internship Dates (<i>mm-dd-yyyy</i>)
Bachelor's Degree	06-15-2023	From 10-09-2023 To 10-07-2024

SECTION 2: COMPENSATION

Organization Name		Address		Suite
Omni Amelia Island Resort		39 Beach Lagoon Rd		
City	State	Zip Code	Website URL	
Amelia Island	Florida	32034-5477	www.omnihotels.com	
Employer ID Number (<i>EIN</i>)	Exchange Visitor Hours Per Week	Compensation Stipend	Yes	If Yes, how much?
27-3317471	32	Non-Monetary Compensation Value		\$15.00 per Hour
Worker's Compensation Policy	If so, Name of Carrier	Does your Worker's Compensation Policy cover exchange visitors?		
Yes	Stephens Insurance, LLC	Yes		
Number of FT Employees Onsite at Location		Annual Revenue		
735		\$10 to 25 million		

SECTION 3: CERTIFICATIONS

Trainee/Intern - I certify that:

- I have reviewed, understand, and will follow this Training/Internship Placement Plan (T/IPP);
- 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.
- 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.
- I understand that my intership/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.
- I will contact the Sponsor at the earliest available opportunity regarding any concerns, changes in, or deviations from this T/IPP.
- I will respond in a timely way to all inquiries and monitoring activities of my sponsor.
- I will follow all of my sponsor's guidelines required for my participation in my program.
- 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
- 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 Ayub Nashir Sayyad Date (*mm-dd-yyyy*) 07-17-2023

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 Delaney Murphy Date (mm-dd-yyyy) 07-24-2023

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 a 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) Sayyad, Ayub Nashir	The Exchange Visitor is: Intern
Program Sponsor Global Educational Concepts, Inc.	Program Number P-4-10594
Main Program Supervisor/POC at Host Organization Denisse Jimenez Title Human Resources Manager	Supervisor Contact Information Phone 904-277-5963 Fax Email Denisse.Jimenez@omnihotels.com

DS-7002
032015



PHASE INFORMATION

Phase Site Name		Training/Internship Field	Phase Site Address
Omni Amelia Island Resort		Culinary	39 Beach Lagoon Rd Amelia Island, FL 32034-5477
Phase Name	Start Date (mm-dd-yyyy) of Phase	End Date (mm-dd-yyyy) of Phase	Phase
Orientation	10/09/2023	10/13/2023	1 of 4
Primary Phase Supervisor		Supervisor Title	
Omar Collazo		Executive Chef	
Email		Phone Number	
omar.collazo@omnihotels.com		9045349098	
Description of Trainee/Intern's role for this program or phase			
The intern will attend the host company orientation and will be introduced to the Omni Amelia Island Plantation Resort management, staff, and team members to become acquainted with the property. The intern will receive a guided tour at the property and will be given an initial orientation in the Culinary/F&B department to go over the training checklist and the training schedule.			
Specific goals and objectives for this program or phase			
<p>Educate the intern about the host company's policies, operating procedures, customer service standards, and the training guidelines.</p> <p>-Provide the intern with information and opportunities to explore different areas of the Culinary department.</p> <p>-Learn the department goals and the host company expectations towards the intern.</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?			
The main supervisor of the intern during this phase will be Omar Collazo, Resort Executive Chef. Chef Omar has been in the culinary industry for over 15 years and with Omni Hotels & Resorts for over 7 years in various leadership and executive chef roles. Chef Omar has an Associate of Arts and Sciences degree in Food Science from Le Cordon Bleu College of Culinary Arts - Orlando. Under Chef Omar's direction, additional supervision of the intern will be assigned to other qualified individuals of the Resort's culinary leadership team.			
What plans are in place for the Trainee/Intern to participate in cultural activities while in the United States?			
The host company will assist with coordinating many cultural activities during the intern's program including the following: Cultural Experience #1 - Eight Flags of Amelia Island Beach Picnic (February) Cultural Experience #2 - Fort Clinch Hiking Tour (April or May) Cultural Experience #3 - Omni Olympics (August) Cultural Experience #4 - Halloween Pumpkin Carving (October) Cultural Experience #5 - Preparation and Participation in Traditional Holiday Feast (December)			
What specific knowledge, skills, or techniques will be learned?			



The intern will learn the property history, policies, and standard operating procedures. The intern will be introduced to the various Culinary/F&B outlets at Omni Amelia Island Plantation Resort where they will be training and rotating during their program.

Day 1

- Mission statement and what it means to the resort
- The Six Pillars of Omni
- Power of One and what it means to the student
- Attendance Policy / Call Off
- Expectations for requesting time off
- Breaks - shift and smoke
- Grooming Standards
- Uniform responsibility / costs if not returned

Day 2

- Introduction to Omni Amelia Island culinary leadership team
- MOS Review
- ServeSafe Certification with Chef Robert Reinhardt
- Preparation for mock service.

Day 3

- Preparation for mock service.
- Mock lunch service where students will spend one day as dining guests and the next day as service associates. Culinary students to prepare meal.
- Dining guest students to complete MOS on service associates students
- Review of MOS results
- Certification on Omni specific COVID-19 sanitation procedures

Day 4

- Virtual Property Tour of all restaurants detailing outlet positioning, type of cuisine, menus, beverage programming, pre-shift meetings and hours of operation
- Preparation for mock service.
- Mock lunch service where students will spend one day as dining guests and the next day as service associates. Culinary students to prepare meal.
- Dining guest students to complete MOS on service associates students.
- Review of MOS results.
- Full Culinary Review and Testing

Day 5

- Cultural experience #1 - educational beach picnic prepared by the culinary students where the history of the 8-Flags of Amelia Island will be blended with relaxing day at the beach.

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*)

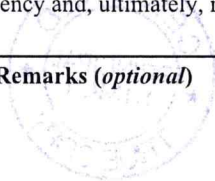
The knowledge, skills and techniques during this phase will be taught through primarily classroom-based presentation and testing along with hands on training during each day as laid out in the above list by day.

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

During the training program, as the intern is assigned hands-on learning activities and training, there will be direct instruction and verbal evaluation by phase supervisor and leadership team. The feedback is expected to be throughout the day in such a manner as to help the intern demonstrate proficiency and, ultimately, mastery of this 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



Printed Name of Supervisor

Omar Collazo

Date (mm-dd-yyyy)

07-24-2023

Phase Site Name

Omni Amelia Island Resort

Training/Internship Field

Culinary

Phase Site Address

39 Beach Lagoon Rd Amelia Island, FL 32034-5477

Phase Name

Culinary Introduction

Start Date (mm-dd-yyyy) of Phase

10/14/2023

End Date (mm-dd-yyyy) of Phase

12/22/2023

2 of 4

Primary Phase Supervisor

Omar Collazo

Supervisor Title

Executive Chef

Email

omar.collazo@omnihotels.com

Phone Number

9045349098

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

This phase of the program will focus on introducing the intern to the production mise en place for the execution of a la carte orders / batch cookery within assigned kitchen. Menu focus changes based on assigned kitchen:

- Banquet / Pastry (bulk buffet / plated offerings)
- Oceanside (local seafood)
- Falcon's Nest (high volume sports bar)
- Marche (casual deli)
- Natural Slice (surf inspired pizza)
- Sunrise Café (farmer's market breakfast)

*Before progressive rotation to next phase, intern must pass Culinary Introduction skills and certification final with an 80% or higher score.

Specific goals and objectives for this program or phase

The overall goal for this phase is for the intern to be introduced to Omni outlet's culinary operations in order to gain knowledge of Omni's overall culinary philosophy and how the culinary operational roles integrate to create a successful resort restaurant culinary operation and to provide exemplary guest dining experience.

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?



The main supervisor of the intern during this phase will be Omar Collazo, Resort Executive Chef. Chef Omar has been in the culinary industry for over 15 years and with Omni Hotels & Resorts for over 7 years in various leadership and executive chef roles. Chef Omar has an Associate of Arts and Sciences degree in Food Science from Le Cordon Bleu College of Culinary Arts – Orlando. Under Chef Omar's direction, additional supervision of the intern will be assigned to other qualified individuals of the Resort's culinary leadership team.

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

The host company will assist with coordinating many cultural activities during the intern's program including the following:

- Cultural Experience #1 – Eight Flags of Amelia Island Beach Picnic (February)
- Cultural Experience #2 – Fort Clinch Hiking Tour (April or May)
- Cultural Experience #3 – Omni Olympics (August)
- Cultural Experience #4 – Halloween Pumpkin Carving (October)
- Cultural Experience #5 – Preparation and Participation in Traditional Holiday Feast (December)

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

The intern will be trained and learn in a rotation format, training in each station within their assigned kitchen. The intern will be introduced to the basics to begin; as well as, exposed to the advanced techniques of classical cooking. This phase will provide learning opportunities for the intern to work toward mastery of the multiple types of service, production, and plate styling.

Learnings in this phase will include:

- Basic stations mise en place
 - Line setup and execution for ala carte service
 - Order reading and execution of order ticket
 - Grilling, sauté, roasting, broiling, poaching, steaming (basic cooking techniques)
 - Dressings, marinades, soups, stocks and sauces
 - Proper food storage, FIFO systems labeling, dating and 7-day rotation
 - Sanitation methods, HACCP temperature books, EcoSure program
 - Food ordering, receiving, proper inventorying and storage
 - Advanced knife skills, use of all specialty kitchen equipment
 - Exposure to multiple cuisines
- Advanced Skills Exposure:
- Food costs
 - Creating and implementing daily prep list
 - Sous vide cooking
 - Advanced prep production

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)

During this phase, the intern will be taught an introduction to and learn the basics of Omni's culinary operations through job shadowing, mentoring and work-based training rotation in an operational role to be determined by the supervisor.

The intern will rotate through sub-departments of the culinary division based on the assigned outlet.

- Banquet Production Kitchen (hot production / cold production)
- Pastry Production Kitchen (outlet production / banquet production)
- Outlet production (prep, garde mange, grill, saute, fry)

Training will include full understanding of station prep mis en place sheets, batch recipes, teachings on how read outlet POS orders and banquet event orders and execution of orders based off of proper prepped levels for service. The objective is for the intern to gain exposure to each area and the dynamic of work that creates the scope of each area within these kitchens.

All culinary interns will learn and be trained on the following:

- Passing score on restaurant menu knowledge test created by the chef. Students will need to pass menu knowledge test with 80% or higher to gain entry to kitchen.
- Pre-shift (including but not limited to mis en place preparations to designated par levels)
- Service (including menu knowledge, order execution, plating techniques and standards review)
- Post-shift (including but not limited to cleaning and restocking stations, wiping prep tables, cleaning equipment, etc.)
- Testing out of phase 2 by passing Culinary introduction final during week 10.

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

During this phase as the intern is assigned hands-on learning activities and training, there will be direct instruction and verbal evaluation by phase supervisor and leadership team. The feedback is expected to be throughout the day in such a manner as to help the intern demonstrate proficiency and, ultimately, mastery of this phase. The intern will be required to test out of phase 2 by passing culinary introduction final during final week of this phase.

Additional Phase Remarks (optional)

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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

Printed Name of Supervisor

Omar Collazo

Date (mm-dd-yyyy)

07-24-2023

Phase Site Name

Omni Amelia Island Resort

Training/Internship Field

Culinary

Phase Site Address

39 Beach Lagoon Rd Amelia Island, FL 32034-5477

Phase Name

Volume Restaurant Demands

Start Date (mm-dd-yyyy) of Phase

12/23/2023

End Date (mm-dd-yyyy) of Phase

05/30/2024

3 of 4

Primary Phase Supervisor

Omar Collazo

Supervisor Title

Executive Chef

mail

omar.collazo@omnihotels.com

Phone Number

9045349098

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

During phase three, the intern will further their skills with culinary integration and progress their learning from the culinary basics and acclimation period in phase two to refine their culinary skills with peak season volume. In this phase, the intern will utilize and expand upon their knowledge learned in phase 2 to meet the demand and high-volume output in phase 3.

Specific goals and objectives for this program or phase

The goal and objective is for the intern to become fully familiar with advanced culinary standards that would typically be performed within the culinary operations and specifically gain valuable exposure and experience with the demands and expectations during a high volume time period. By the end of this phase, the intern should have obtained increased confidence and advancement in their culinary techniques, organizational skills, and knowledge.

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?



The main supervisor of the intern during this phase will be Omar Collazo, Resort Executive Chef. Chef Omar has been in the culinary industry for over 15 years and with Omni Hotels & Resorts for over 7 years in various leadership and executive chef roles. Chef Omar has an Associate of Arts and Sciences degree in Food Science from Le Cordon Bleu College of Culinary Arts – Orlando. Under Chef Omar's direction, additional supervision of the intern will be assigned to other qualified individuals of the Resort's culinary leadership team.

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

The host company will assist with coordinating many cultural activities during the intern's program including the following:

- Cultural Experience #1 – Eight Flags of Amelia Island Beach Picnic (February)
- Cultural Experience #2 – Fort Clinch Hiking Tour (April or May)
- Cultural Experience #3 – Omni Olympics (August)
- Cultural Experience #4 – Halloween Pumpkin Carving (October)
- Cultural Experience #5 – Preparation and Participation in Traditional Holiday Feast (December)

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

During this phase, the intern will gain intermediate to advanced skills and knowledge of Omni's culinary operations specifically within the demands of a high-volume hospitality environment. Depending on specific kitchen rotation assigned, the intern will learn the following:

- High volume output
- Advancement of culinary service standards
- Adaptability to new outlets or cuisines
- Forming associate relationships from increased interaction opportunities
- Effective communication with Leads and other staff
- High volume organizational skills

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*)

During this phase, the intern will be taught intermediate/advanced skills through job shadowing, mentoring and work-based training rotation in a culinary assignment to be determined by the supervisor. Students are trained daily on proper culinary presentations introduced and practiced during orientation mock service as well as those in phase two.

During this phase, outlet chefs will repeatedly review intern's performance of tasks, skills and their interactions with guests and perform multiple Moments of Service (MOS) audits on each individual interaction. As completed, individual MOS review sessions are scheduled to share feedback detailing positive points as well as those needing improvement.

*Before progressive rotation to the next phase, interns must pass volume restaurant demands practical with an 80% or higher score. This practical evaluation will be a compilation of skills learned in phases one, two and three.

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

During this phase as the intern is assigned hands-on learning activities and training, there will be direct instruction and verbal evaluation by phase supervisor and leadership team. The feedback is expected to be throughout the day in such a manner as to help the intern demonstrate proficiency and, ultimately, mastery of this phase. Additionally, during this phase, the outlet chefs will complete MOS audits and share the results of those audits with the intern in order to point out strengths and positive points as well as those things that need improvement. The intern will be required to test out of phase by passing volume restaurant demands final during final week of this 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



Printed Name of Supervisor Omar Collazo **Date (mm-dd-yyyy)** 07-24-2023

Phase Site Name	Training/Internship Field	Phase Site Address
Omni Amelia Island Resort	Culinary	39 Beach Lagoon Rd Amelia Island, FL 32034-5477

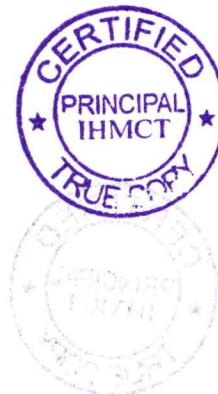
Phase Name	Start Date (mm-dd-yyyy) of Phase	End Date (mm-dd-yyyy) of Phase	Phase
Culinary Leadership & Business Activities	05/31/2024	10/07/2024	4 of 4

Primary Phase Supervisor	Supervisor Title
Omar Collazo	Executive Chef

Email	Phone Number
omar.collazo@omnihotels.com	9045349098

Description of Trainee/Intern's role for this program or phase
 Phase four finalizes and wraps up the intern's understanding that a resort's culinary operations must have a strong sense of teamwork and leadership to effectively operate and promote the success of the operation and the overall resort. During this final phase, the intern will be provided with the opportunity for more responsibility and feedback. Additionally, this final phase will provide the intern exposure to business activities or the business side that is needed to successfully run a Culinary/Restaurant operation including financial, inventory and guest relations aspects. Educational experiences rotate as phase two Culinary Introduction, phase three Volume Restaurant Demands are applied in tandem with phase four Food and Beverage Leadership.

Specific goals and objectives for this program or phase



The goal of this phase is for the intern to wrap up their training experience with increased responsibility, build their leadership skills and feel confident in providing their input and feedback to management along with being exposed to key operations business activities that are necessary to successfully run a Culinary Operation.

Specific objectives will be for the intern to:

- Experience more responsibility with high end VIP events in partnership with culinary management.
- Be trained to create plating presentations that are in line with the main culinary objectives.
- Identify service success or failure patterns.
- Evaluate restaurant menu sales mix to understand opportunities and communicate feedback to leadership.
- Be involved with assisting in developing and executing creative initiatives to enhance the guest service experience.
- Be exposed to operations business activities such as forecasting, cost control and inventory management.

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?

The main supervisor of the intern during this phase will be Omar Collazo, Resort Executive Chef. Chef Omar has been in the culinary industry for over 15 years and with Omni Hotels & Resorts for over 7 years in various leadership and executive chef roles. Chef Omar has an Associate of Arts and Sciences degree in Food Science from Le Cordon Bleu College of Culinary Arts – Orlando. Under Chef Omar's direction, additional supervision of the intern will be assigned to other qualified individuals of the Resort's culinary leadership team.

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

The host company will assist with coordinating many cultural activities during the intern's program including the following:

- Cultural Experience #1 – Eight Flags of Amelia Island Beach Picnic (February)
- Cultural Experience #2 – Fort Clinch Hiking Tour (April or May)
- Cultural Experience #3 – Omni Olympics (August)
- Cultural Experience #4 – Halloween Pumpkin Carving (October)
- Cultural Experience #5 – Preparation and Participation in Traditional Holiday Feast (December)

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

Through this phase the intern will:

- Learn advanced skills and presentations.
- Learn to find creative solutions in partnership with chef management.
- Master the ability to handle all operational demands fully.
- Gain basic knowledge of Culinary/F&B Operations forecasting, inventory control and ordering procedures through exposure opportunities.
- Learn how to evaluate the restaurant menu sales mix and service patterns and then provide input and feedback to management.

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)

During this phase, the intern will be taught through work-based training rotation in an operational role to be determined by the supervisor and by exposure to the Culinary/F&B management team. Interns will lead services in their assigned kitchen outlets and are now strong enough from their prior training phases to handle operational demands fully. Students will be tasked to work through issues that arise and partner with culinary management to find solutions. Additionally, they will evaluate restaurant menu sales mix to understand opportunities and communicate feedback to leadership.

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

During this final phase as the intern is assigned hands-on learning activities and training, there will be direct instruction and verbal evaluation by phase supervisor and leadership team. The feedback is expected to be throughout the day in such a manner as to help the intern demonstrate proficiency and, ultimately, mastery of this phase. At the end of this phase, the host and intern will complete a training program final evaluation to be submitted to the sponsor.

Additional Phase Remarks (optional)

N/A



13th September 2023

Uwez Navid Shaikh,
India

Dear Uwez,

CONTRACT OF EMPLOYMENT

We are pleased to offer you our Contract of Employment ("Contract") on the following terms and conditions:

The Oberoi Beach Resort, Al Zorah ("Hotel") is owned by Al Zorah Development (Private) Employer Ltd. PSC, P.O. Box 18065, Ajman, United Arab Emirates ("Employer") a limited liability employer, incorporated in the Emirate of Ajman.

EIH Holdings Ltd. manages and operates the Hotel ("Operator"). Operator shall mean and include The Oberoi Group.

You ("Employee") will be employed by the "The Oberoi Beach Resort, Al Zorah". However, you will be subject to absolute direction and supervisor of the Operator, as agent of the Employer. Accordingly, any reference in this letter to the Employer shall include a reference to the Operator, whenever appropriate and applicable.

The Employer and the Employee are collectively referred to as the "Parties" and separately as a "Party".

WHEREAS the Parties have the legal capacity to enter into this Contract, and have agreed and accepted the following terms and conditions:

1. Designation and Location:

1.1. This Contract is for the position of Commis Chef at The Oberoi Beach Resort, Al Zorah, Ajman ("Oberoi Hotel").

1.2. The Position is applicable specifically to The Oberoi Beach Resort, Al Zorah. Whenever you are transferred to another hotel/location of the Employer, your performance and seniority will determine your designation and emoluments.

2. Reporting:

Your appointment will be effective 15th October 2023 or as agreed by both parties. You will be reporting to the Executive Chef any other executive assigned by the Employer.

1

Employee's Signature confirming acceptance



3. Salary and Benefits

Salary

3.1 Your Basic salary will be AED 1,600.00 per month.

3.2 The cash allowances, benefits and total cost to employer (CTC) are mentioned in Annexure 'A'.

4. **Benefits**

4.1 Medical Insurance

You will be entitled to private medical insurance for yourself.

4.2 Home Destination

For the purpose of this Contract "Home Destination" shall mean Mumbai, India.

4.3 Medical Examination and Documentation

Your appointment is subject to:

a) Satisfactory completion of the necessary Medical Examinations as required by the UAE Government.

b) The Employer being able to obtain and retain the Visa necessary for you and your authorized dependent's employment in Ajman as per your entitlement, as required by the Government of U.A.E.

c) Satisfactory verification of your credentials and testimonials by the Employer.

5. Probationary Period

The initial six (6) months of employment will be a probation period. The employer may terminate this Contract during the probationary period, provided that the worker is notified of the same by virtue of a 14-day written notice prior to the termination date. In such a case, the employee shall not be entitled to receive end-of-service benefits or any other benefits except for his/ her salary in exchange for the working days. The Employer may terminate this Contract at any time, without notice and without being obliged to pay end-of-service benefits if the Employee commits any of the violations stipulated under Article (44) of the U.A.E. Labour Law. The laws and conditions that provide for the termination of this Contract are enforceable by Labor Law No. 33 of 2021. Should you wish to resign during notice period you will give 30 days of written notice to the employer as per U.A.E. Labour Law.

2

Employee's Signature confirming acceptance



6. Annual Leave
You are entitled to 30 calendar days paid leave every year. Your annual leave cycle will be from the 1st of January till the 31st of December. All requests for leave must be authorized by your Department Head.
7. Sick Leave
- a. On completion of the Probation Period, if you cannot attend work by reason of sickness or injury, you will be entitled to receive your usual salary:
 - i. At the full rate for a period of 15 days; and
 - ii. At half of the full rate for a further period of 30 days during each year of your employment.
 - b. Unused sick leave entitlements may not be carried forward to another year of employment.
 - c. All sick leave must be processed in accordance with the Employer's sick leave procedures.

Annual Leave and Sick Leave will be governed by the U.A.E. Labor Law, Federal Law No. 33 of 2021 (as amended) (hereinafter referred to as the "Law").

8. Home Leave Tickets
You will be entitled for round trip Economy Class air ticket from Ajman/Dubai/Sharjah to your Home Destination on completion of two years. The entitlement will apply to reaching the identified nearest airport or destination agreed when the Contract is signed.
- Should you take the Home Leave route to your next assignment; the Oberoi Beach Resort Al Zorah will provide you with an economy class one-way ticket to your home destination. Your new hotel will be responsible for your ongoing relocation airline ticket.
9. Relocation Expenses
You will be entitled to an Economy Class inward ticket from "Home Destination" to Ajman/Dubai/Sharjah. The entitlement will apply to reaching the identified nearest airport or destination agreed when the Contract is signed.
10. General Conditions
- a. During your employment with the Employer, you will diligently and efficiently carry out the duties as per the job description/profile provided by the Employer.
 - b. You cannot be employed directly or indirectly in any part-time job or other job or transact any business of any kind whatsoever during the course of your employment with the Employer.

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Employee's Signature confirming acceptance



- c. Your work permit and residence visa will be issued by the U.A.E. Ministry of Interior Naturalization and Residency Administration (Immigration) under the sponsorship of the Employer and you may not, without prior written approval of the Employer, work for another employer in a paid or unpaid capacity.
 - d. You will adhere to all the policies, rules and regulations of the Employer which may be amended from time to time by the Employer. Accordingly, you will be held responsible for all acts, omissions and non-compliance of rules and regulations, policies, procedures, norms and systems defined by the Employer.
 - e. You will adhere to all the policies, rules and regulations of the Employer which may be amended from time to time by the Employer. Accordingly, you will be held responsible for all acts, omissions and non-compliance of rules and regulations, policies, procedures, norms and systems defined by the Employer.
 - f. Within a period of twelve (12) months after expiration or termination of employment, for whatever reason, you must not either directly or indirectly:
 - i. Solicit or entice away from the Employer or employ any person, who at the date of expiration or termination, as the case may be, is employed by the Employer; or
 - ii. Solicit business from or have business dealings with clients, customers or associates of the Employer.
11. Confidentiality
- a. During the tenure of your employment with the Employer, you shall be acquiring trade secrets and other confidential information concerning the Employer and its activities. You shall be required to keep this information in strict confidence. You shall not during the course of your employment with the Employer (or at any time thereafter) use, publish, divulge or communicate any secret or confidential information concerning the business or transactions or affairs of the Employer. Upon leaving the services of the Employer, all confidential data and relevant documents should be returned to the Employer.
 - b. All documents, papers, books, registers, memoranda, manuals and records of any kind relating to the business of Employer including all records and documents in electronic formats, electronic mail messages and internet media (whether prepared by you or not) shall be and remain the sole and absolute property of the Employer. You shall not copy, print, transfer, store or otherwise use such information save in the proper course of your obligations herein or as required by law.

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Employee's Signature confirming acceptance



- c. You acknowledge that copyright in any and all work, database or designs which relate either directly or indirectly to the business of the Employer and/any subsidiary, related or associated employer or other employees of the Employer (“Employer Works”) which you (jointly or alone) originate, conceive, write or make at any time during the period of the employment shall vest in the Employer absolutely and you shall assign to the Employer any rights which you may have in such Employer Work. Further, you hereby irrevocably and unconditionally waive in favor of the Employer and all moral rights conferred on you by law in relation to any such Employer Works. You agree to execute such acknowledgements, assignments, or any other assurances which the Employer may require from time to time to give effect to this paragraph.
12. Copyright / Patent / Trademark
- a. You agree that the right, title and interest in any and all ideas, discoveries, designs and improvements, patentable or not and whether or not used or submitted by the Employer, which are made or conceived by you at any time during the term of this Contract, shall be and remain the sole property of the Employer without further consideration and that such work, for purposes of copyright and trademark, shall be deemed a work made for hire.
- b. Further, any and all tests, drawings, specifications, reports, notes, data, computer programs, records and/or other business information, which may be prepared by you in connection with your duties of employment, shall be and remain the sole property of the Employer and shall not be reproduced or removed except as required by the Employer. You agree to deliver any such materials, documentation or data upon the close of a project or at another time that the Employer, in its sole discretion, may designate.
13. Transfer
- Your services are liable to be transferred to any place of business of the Employer whether existing or acquired later on anywhere in or outside the U.A.E. You may also be given other assignments than you are initially recruited for, based on the Employer’s requirement. You can also be sent on deputation or transferred to any of the related companies of the Employer.
14. Termination and Notice Period
- a. Notwithstanding any other terms or conditions of this Contract, the Employer will be entitled to terminate your employment immediately and without notice in the event that:
- i) You are in material breach of any of the terms and conditions contained in this Contract;

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Employee’s Signature confirming acceptance



- ii) You are guilty of gross misconduct or willful neglect, or refusing to comply with lawful and reasonable instructions given to you by any superior employee of the Employer; or
 - iii) You commit or are guilty of any of the acts of omissions described in Article 44 of the Labor Law.
- b. On completion of probationary period, this Contract may be terminated by either Party at any time by giving sixty (60) calendar days' notice in writing.
 - c. The Employer reserves the right to pay you your basic monthly salary and any other monthly allowances and benefits to which you are entitled under the terms of this Contract in lieu of any notice period.
 - d. The Employer reserves the right to require you not to attend work, or to undertake any work, or to vary your duties, during any period of notice of termination which the Employer or you are required to give. The Employer reserves the right to recover from you, by way of deduction from your final pay and commissions any sums owed to the Employer. Upon termination of Employment, you will return to the Employer all papers, documents and other property belonging to the Employer, which may be in your possession or custody and undertake not to make or retain copies in any form or replicas of such items. The Employer may terminate you without notice under any of the circumstances provided in Article 44 of the Law. You will co-operate with the Employer to cancel your work permit, residence permit and any other official documents procured for you by the Employer for purposes of your employment.
15. Repatriation
- a. If you decide to leave your employment with the Employer within six months the Joining date, then your new employer within UAE is required to reimburse 100% of the expenses which the Employer has incurred on your behalf for entry permit, residence, medicals, travel and transportation of personal effects.
 - b. If the Employer terminates your employment for any reason, other than for a reason stated in Article 44 of the Labor Law, the Employer will provide you with a one-way economy class air ticket from Ajman/Dubai/Sharjah to your Home Destination.
 - c. For the avoidance of doubt, the benefits referred to in this Paragraph 15 cannot be exchanged for cash.
 - d. Upon termination of the Contract, you will not be entitled to any repatriation benefits, if you continue to work in the U.A.E.

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Employee's Signature confirming acceptance



16. Contract Amendment

The Employer reserves the right to make at any time reasonable changes to any of the terms of this Contract. You will be notified in writing of any changes as soon as possible and in any event within one month of the change.

17. Assignment

The Employer may assign or otherwise transfer all or any part of its rights or obligations whether in whole or in part to any group employer.

18. Term

This Contract shall be for a limited period of two years commencing on the Joining Date. This Contract shall be renewed by signing a new Contract unless either party notifies the other in writing of his/ her desire otherwise before the expiry date.

19. Working Hours

a. Your working hours shall be an average of 48 hours per week exclusive of meal breaks. Your specific working hours will be agreed with you from time to time in accordance with the Working Hours Policy set for the hotel within the U.A.E. Law.

b. Additional hours of work are compensated according to the Working Hours Policy of the hotel.

20. Data Protection

The Employer will obtain, hold and use personal data relating to you and your dependents (if any), if and when applicable, in the context of the employment. You consent to such data processing by the Employer, any other related subsidiaries of the Employer or any third party charged with providing services, information or benefits related to the employment and you further consent to the transfer of data to related subsidiaries of the Employer or third party even if such employer or third party is situated outside the U.A.E.

The purpose of such processing include administering and maintaining personnel records (includes sickness and other absence records), paying and reviewing salary, bonus, profit share and other benefits (if any), medical insurance, analyzing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, providing references and information to future employers, governmental and regulatory agencies (include tax, social security authorities), any other related subsidiaries of the Employer or any of business of the Employer.

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Employee's Signature confirming acceptance



21. End of Service

Upon completion of the employment period, you shall be entitled to severance pay on the termination of your Contract. The days of absence from work without pay shall not be included in calculating the period of service. End-of-service will be paid in accordance with the Law.

22. Governing Law and Jurisdiction

This Contract shall be governed and construed in accordance with the laws of United Arab Emirates, Labor Law, Federal Law No. 8 of 1980 (as amended). It is agreed that any dispute of whatsoever nature between you and the Employer will be subject to exclusive jurisdiction of the United Arab Emirates Court.

You acknowledge and agree that, in entering into this Contract, you are not relying on, nor have you been induced to enter into this Contract, by any statement, representation, warranty or understanding (whether negligently or innocently made) of any person (whether a party to this Contract or not) other than as expressly set out in this Contract.

Please sign a copy of this Contract as a token of your acceptance of the terms and conditions contained herein.

We are delighted to welcome you to The Oberoi Beach Resort, Al Zorah, and look forward to a long and mutually beneficial association.

Yours faithfully,
For The Oberoi Beach Resort, Al Zorah



Antonino Cardillo
General Manager
Total No of Page(s) 09

I hereby accept the Contract on the terms and conditions as specified therein.

Name: _____

Signature: _____

Date: _____

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Employee's Signature confirming acceptance



ANNEXURE

Name	Uwez Navid Shaikh
Designation	Commis Chef
Hotel	The Oberoi Beach Resort, Al Zorah
Employment Commencement	15 th October 2023

Salary Head	Per Month (AED)	Per Annum (AED)
Basic Salary	1,600	19,200
Total Salary (A)	1,600	19,200
Accommodation*	-	-
Total Benefits (B)	-	-
Total Salary and Benefits (A + B)	1,600	19,200

Points to Note:

1. You will be responsible to the Executive Chef, The Oberoi Beach Resort Al Zorah Ajman, UAE
2. * Accommodation provided by Employer - suitable accommodation at the discretion of the Employer shall be provided to the Employee
3. Air Ticket to Home Destination after completion of 2years contract, for self (as per entitlement)
4. The salary and benefits will be governed as per the rules of the Employer and business requirements
5. Management reserves the discretion to change/ amend as required from time to time
6. End of Service benefits will be applicable as per UAE Labour Law.
7. Benefits apply only if the spouse is not employed
8. Medical Coverage will be provided for self as per policy
9. Uniform provided by Employer or allowance from the Employer based on Employer policy
10. The contract terms refer to single status.

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Employee's Signature confirming acceptance





Appointment Letter

Date 25-Sep-23

To,

Shivraj Ramesh Shingade [A171813]
Balaji Nagar Dhankawdi Pune 411043

Dear **Shivraj Ramesh Shingade,**

We are pleased to appoint you as "**Team Member Operation**" with "Business Unit" (herein after referred to as "Coffee Day Global Limited", at "**Pune**" with effect from **25-Sep-23**.

The terms and condition of your employment with us are as under:

PROBATION:

You will be on probation for an initial period of Six months, which can be further extended at the discretion of the company depending upon your performance during this period.

If your probationary period is extended, it will be duly communicated, to you in writing or through e-mail. On the satisfactory completion of your period of probation and / or any extended period thereafter, you may be confirmed in writing by the Management. However if you are not confirmed in writing, you will be deemed to be on probation.

PLACE OF APPOINTMENT ANDTRANSFER:

You will report at "Pune" with effect from "**25-Sep-23**", and shall continue to work there until further notice. You may be required to work at any of the Company's workplace in any part of India / Abroad as and when required based on business exigencies and/or as per the decision of the Management.

Your duties and responsibilities will be assigned to you from time to time by the Company. The Company reserves the right to transfer you to any office, department or establishment forming a part of the Group, anywhere in India or abroad, depending upon the Company's priorities and exigencies of work. You may be required to work in any shift as the Company deems fit and you shall be responsible to complete the assigned task within the scheduled working hours/time.

REMUNERATION:

Your cost to company will be Rs.225001. /-(**Rupees Two Lakh Twenty Five Thousand One Only** per annum and the details of your remuneration are attached in the Annexure 1 of this letter. Your remuneration is subject to all applicable taxes, statutory payments and standard deductions as per Government Laws. The company reserves the right to furnish any such information to any regulatory authority that may pertain to your remuneration which the company is legally required to give under any tax or regulatory proceedings that may be initiated at any point in time whether or not the Employee is in the employment of the company at that point of time

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills, specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.



Shivraj



Café Coffee Day (A Division of CDGL)
CIN No :- U85110KA1993PLC015001
4th Floor, Dheeraj Kawal Building,
Above HDFC Bank L.B.S Marg,
Vikhroli (W) Mumbai - 400 079.
T. 022-33684353
www.cafecoffeeday.com

LEAVES:

You will be entitled to leaves and other fringe benefits as per the prevalent policies of the Company that may be in effect from time to time.

PERFORMANCE APPRAISAL:

You will be eligible to participate in the Performance Appraisal Cycle as per the Company policy/process.

CONDUCT, RIGHTS AND OBLIGATIONS:

The Employee shall maintain the highest standards of business ethics, integrity, performance, conduct, manner, and appearance as well as to comply with the Company's' rules, regulations, policies and procedures.

During the term of your employment you will not represent, handle or otherwise undertake any other business or activity for gains, it clearly being understood that you will devote your full working time exclusively to this Company's work and business. During your course of employment with the Company, you will not, directly or indirectly be employed or concerned with as principal, agent or otherwise in any other business, trade or profession whatsoever for gains.

Your conduct at all times should reflect observance of the national and local laws including the rules and regulations of the Company as from time to time in effect. In all dealings with the Company and its clients and their organization, the highest standards of propriety and integrity will be expected of you.

In case of any change of address during the course of employment, it will be your duty to intimate the management in writing immediately. All communications sent to you by the Management at the last given address will be deemed to have been received by you.

You may be required to sign Confidentiality and Non-Competition Undertaking or such other document as is required by the company, as and when the company deems fit and/or necessary.

In all matters not covered above, the applicable statutory regulations/provisions or the laws of the Company shall be applicable to your position, which may be framed from time to time, will govern your employment.

Within the workplace, the employee shall take care of his/her own safety, the safety of other employees and to co-operate with the Company to ensure a safe place of work. Breach of Safety regulations shall be deemed misconduct and the staff member shall be liable for disciplinary actions by the Company.

The Employee shall compete fairly and ethically for all business opportunities that the Employee may have to negotiate with any customer/client during his/her course of employment. The Employee shall be honest and truthful in negotiating the contract. Notwithstanding the same you will also take utmost care in handling business information of sensitive nature to maintain its secrecy.

The Company reserves the right to terminate an Employee's employment without notice for gross misconduct, subject to enquiry proceedings and in accordance with the Company Policy.

RETIREMENT:



Shivraj



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You will be retired from service upon reaching super annuation age of 58 years or earlier in case you are found physically/mentally unfit to work any longer or for continued ill health as certified by a medical practitioner designated by the company.

TERMINATION OF SERVICE:

Company may at any time terminate your service in accordance with the Policy during or after the probationary period if an employee has been found to be in violation of any or all of the following clauses:

If the Management finds the information/particulars given by you in the application form or at the time of interview, herein or elsewhere are incorrect and false either.

If you are found habitually absent without prior permission of the Management or if you proceed on leave without prior sanction or over stay the sanctioned leave without approval, then your services would be liable for termination. If an employee does not report to work for 7 consecutive days, without any prior intimation, the Company reserves the right to initiate separation process of his/her services.

If at any point of time, your code of conduct render/s yourself incompetent to perform your duties or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, indulgence in any corrupt practice, in breach of any of the terms of this appointment letter or any of its stipulations herein, for any offence involving turpitude, without prejudice to any of its rights under the terms herein, or any other reason, the Company shall have the right to terminate your employment and payment due if any will be recovered from you, the Company shall also be entitled to deduct the dues from your salary.

If you are convicted by any court of law and/or detained by the Police for any offence involving moral turpitude or fraud, the Company shall be entitled to terminate your employment forthwith without any notice or payment in lieu thereof.

Upon resignation and the acceptance of the same by your reporting authority, you will be relieved from your services after completion of satisfactory hand over to the person designated by the company, to whom your roles and responsibilities will be transferred.

If you wish to terminate your employment either during probationary period or upon confirmation you shall be liable to give a prior notice as per the Company Policy and you are required to serve the notice period in accordance with the company policy.

Your services are terminable on either side by giving notice period or by payment of salary in lieu of such notice period subject to acquiescence of the Company. The company reserves the right to deduct your CTC dues (as per ANNEXURE I attached) against the notice period.

In the event of your resignation, the Company reserves the right to relieve you prior to the completion of the notice period, with or without any amount being payable from you in respect of such period of notice so waived, at the discretion of the Company.

Any dispute regarding this appointment shall be subjected to the jurisdiction of the civil court in Bangalore.



EFFECT OF TERMINATION:

Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company

Sharma



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or any of its associates or branches or their clients and will not retain any copies or extracts thereof. You will produce a "NO DUE CERTIFICATE" from your department, subsequent to which all your dues will be cleared.

COMPANY PROPERTY:

Any work or assignment handled or developed by the employee individually or as part of a team group during your employment under the Company will be the exclusive property of the Company and the employee will have no rights over it.

GENERAL:

The above terms and conditions are based on current Rules and Regulations of the Company and is subject to amendments and adjustments from time to time as applicable.

This letter of appointment supersedes all other communications made to you prior to the date of issue of this appointment letter.

Kindly sign and return the duplicate of this letter in acknowledgment thereof on the terms and conditions embodied therein. Please return it within seven days of receipt of this letter failing which the appointment is deemed as invalid and non-enforceable.

Yours Sincerely,


Authorized Signature
Café Coffee Day

The terms and conditions of employment are agreed to and accepted by me.

Signature of Employee: *Shivraj*
Date: 28/09/23
Place: pune

ANNEXURE 1

Your salary break up is as follows.

DETAILS OF EMOLUMENTS	Amount (Rs.)	Monthly Sal.
Earnings	CTC	

Shivraj



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Basic Pay	180000.00	15000.00
DA	0.00	0.00
HRA	1998.00	167.00
Other Allowance	0.00	0.00
Washing Allowance	0.00	0.00
Transport Allowance	0.00	0.00
AASG	15000.00	1250.00
Gross Pay	196998.00	16417.00
Employer PF	21600.00	1800.00
Employer ESI	6403.00	534.00
Gratuity	0.00	0.00
Cost To Company	225001.00	18750.00
Deductions		
Employee PF	21600.00	1800.00
Employee ESI	1478.00	123.00
PT	2400.00	200.00
Total Deductions	25478.00	2123.00
Net Pay (Approximate)	171520.00	14293.00

*Professional Tax will be deducted as per state slab
 *TDS will be deducted as per applicable IT Slab
 * Other Allowance/VTA includes Statutory Bonus.

Your Sincerely,

Shweta



Authorized Signature
 Café Coffee Day

The terms and conditions of employment are agreed to and accepted by me.
 Signature of Employee:

Date: 28/09/2023

Place: Pune



Shweta



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12th May 2023

Offer Letter – On-Job Trainee

Abhishek Sisodiya
Renavikar Colony, Delhi Gate,
Ahmednagar.

Dear Abhishek,

We are pleased to offer you the position of 'On Job Trainee' at Courtyard by Marriott Pune Chakan from **20th June 2023 to 18th December 2023**. This offer is subject to you being declared medically fit and a clean record from the police.

Please report to the undersigned at the Human Resource Department on your date of joining at **10:00 hrs.**

UNIFORM:

- Black trousers, White shirt, Black shoes and Black socks, Chef Coat.

DOCUMENTS:

- Resume.
- Two (2) colored stamp-size photographs.
- A letter from your college stating that you are currently studying in the institute and that you are required to undergo internship as part of the college curriculum. Please note that the letter needs to be on the College Letterhead and duly signed by the authorized person along with the college stamp.

Courtyard by Marriott® Pune Chakan
Plot P-7, MIDC, Chakan Industrial Area Phase-1, Talegaon Chakan Road, Khalumbre, Pune - 410 501 India.
O +91.21.3566.6666 F +91.21.3566.6669

Unit of Redco Hotels Private Limited.
CIN: U55101MH2008PTC183694

For
S. S. S. S.



courtyardchakan.com

- Police Clearance Certificate.
- Government identification like Passport, Aadhar Card, etc.
- Photocopy of your College ID Card.
- Medical Fitness Certificate.
- Photocopy of Educational Qualifications like SSC & HSC Certificates.

ADDITIONAL INFORMATION:

- You will be paid Local Travel Allowance of INR. 5,000/- per month.
- You will be handed over a detailed training schedule on the date of your reporting for training.
- During your internship, you will Intern in **Culinary (Continental)**.

We trust that this exposure will be beneficial to you in your career and will be great learning experience. Please ask your college coordinator to contact us in case of any changes of dates of training.

Yours Sincerely,



Purnima Kumari
Human Resource Manager





U.S. Department of State

Training/Internship Placement Plan

*OMB APPROVAL NO. 1405-0170
EXPIRATION DATE: 05/31/2024
ESTIMATED BURDEN: 1.5 HOURS

Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

Email Address: abhishekms010801@gmail.com

Program Sponsor: International Cultural Exchange Organization Inc

Category: INTERN

Program Number: P-3-12421

Occupational Category: Hospitality and Tourism

Training/Internship Dates: 09/25/2023 - 09/20/2024

Additional Participant Details

Current Field of Study/Profession: Culinary

Type of Degree or Certificate: Bachelor

Experience in Field: null years

Date Awarded or Expected: 06/20/2023

Host Organization

Phases: 4

Host Organization Name: Harrah's and Harvey Lake Tahoe

Employer ID Number: 880370589

Address: 15 HIGHWAY 50, STATELINE, NV 89449

Worker's Comp Policy: Yes, American Zurich Ins Co

Number of FT Employees: 1355

Worker's Comp for Exchange Visitor: Yes

Onsite at Location:

Exchange Visitor Hours per week: 32

Annual Revenue: \$25 Million or More

Stipend: Yes, 16.00 per Hour

Website URL: www.caesars.com/harrahs-tahoe

Main Program: Griego, Mary

Non-Monetary Compensation Value:

Supervisor/POC: Director of Human Resources

mgriego@caesars.com

Phone: 702-407-6512

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 Sisodiya, Abhishek Maganlal

Date: mm/dd/yyyy



Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

Sponsor

1. I have reviewed, understand, and will ensure that the Supervisor (as set forth on page 3, section 4) follows this 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.

Printed name of Responsible Officer or Alternate Responsible Officer

Signature of Responsible Officer or Alternate Responsible Officer

International Cultural Exchange Organization Inc
Name of Sponsor Organization

Date:

mm/dd/yyyy

P-3-12421

Program Number

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.





U.S. Department of State

Training/Internship Placement Plan

*OMB APPROVAL NO. 1405-0170
EXPIRATION DATE: 05/31/2024
ESTIMATED BURDEN: 1.5 HOURS

Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

Email Address: abhishekms010801@gmail.com

Program Sponsor: International Cultural Exchange Organization Inc

Category: INTERN

Program Number: P-3-12421

Occupational Category: Hospitality and Tourism

Training/Internship Dates: 09/25/2023 - 09/20/2024

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 a 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).

Host Organization

Host Organization Name: Harrah's and Harvey Lake Tahoe

Address: 15 HIGHWAY 50, STATELINE, NV 89449

Phase Name: *Main Culinary Production - Pantry/Garde Manger, Cold*

Phase 2 of 4

& Hot Appetizers

Training/Internship Field: Hospitality & Tourism - Culinary Arts

Supervisor: Gegogeine, Terry

Start Date: 10/25/2023

Executive Chef

End Date: 01/24/2024

terry.gegogeine@silverlegacy.com
775-685-6227

Description of Trainee/Intern's role for this Program or Phase

The role of the Intern during this phase of the program is to: learn and master a variety of different culinary techniques and methodologies to successfully complete Garde Manger assignments and prepare hot and cold appetizers in the intern's assigned culinary outlets.

Specific Goals and Objectives for this Program or Phase

In order to bridge the gap between intern's formal education and practical work experience the goals and objectives of this phase of the program are:
-Identification of differences between Intern's practical knowledge of Garde Manger operations, and hot and cold appetizers preparation and the American culinary methodologies and techniques employed in Harrah's and Harveys Culinary operations.
-Acquiring proficiency in operations of Garde Manger at Harrah's and Harveys Lake Tahoe
-Successful execution and plating of hot and cold appetizers from intern's assigned culinary outlets.
-Preparing and presenting a dish to the executive team as a demonstration.

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 persons' qualifications to teach the planned learning?

Terry Gegogeine - Executive Chef: Terry has 24 years' experience in the culinary field. Has held multiple different roles in several casino/resort establishments. Went to school to study Culinary Arts and has since expanded his knowledge and his skills of the craft.
Pedro M. Juarez- Galvez - Restaurant Chef El Jefe's: has been with Harrah's and Harveys since 1988 in different roles in a culinary department.
Gerardo Evangelista - Restaurant Chef Friday Station: has over 20 years of Chef Experience with Harrah's and Harveys Lake Tahoe.
Sandor Garcia Guillen - Executive Chef of Hell's Kitchen: has over 14 years of professional culinary experience at Harrah's/Harveys; Sandor helped open Hell's Kitchen in 2019 as Chef de Cuisine. Prior to that, he worked as Sous Chef of 19 Kitchen and a Lead Cook at the Sage Room.
Welandawe Upul De Silva - Restaurant Chef Sage Room: Education: California State University, Chico. He participated in an apprenticeship at Caesars Casino Resort. Work History: Harrah's and Harveys from March 2000 Worked at: Fridays Station, Sea Food Cove, Sage Room, American River Cafe and 19 Kitchen
Richard Routier - Restaurant Chef Sapori: Richard has been with the Harrah's/Harveys Property for more than 20 years. He has worked in all our Fine Dining restaurants and growing with the company from line cook all the way to Room Chef.
Jim Oglesby-Banquets Chef: has over 22 years of Chef Experience with Harrah's and Harveys Lake Tahoe
Robert Enriquez-Restaurant Chef American River Cafe: Robert has worked his way up in the culinary field. New to our property but has been advancing his career with Caesars Entertainment.

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

Volunteering: Intern has an opportunity to volunteer along other Harrah's and Harveys' team members through the H.E.R.O. community outreach programs. H.E.R.O. is Harrah Employees Reaching Out. The events through the program include but are not limited to: Bread and Broth Program that helps feed the poor and needy; Food and Coat drives; Drug Store Project bringing awareness to elementary students on the dangers of drugs; Blood Drives; Charitable walks such as Susan G Komen Breast Cancer Walk, Diabetes Walk, AIDS Walk; Relay for Life - Cancer walk; MS Walk; Beach Clean-up; CODE Green Initiatives that address environmental issues.
(Cultural activities described in this section are ongoing throughout the entire program)

What specific knowledge skills, or techniques will be learned?



Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

By the end of this program phase intern is expected to learn:

- how to apply Intern's formal culinary education of the gourmet/full service culinary procedures and high-end culinary techniques to culinary operations at Harrah's and Harveys.
- timely and proficient multi dish order execution
- dish troubleshooting
- inventory control
- basics of Bakery and Butcher Shop operations
- sanitation inspection of another colleague
- basics of reviewing another colleague work and progress
- basics of conducting interviews with new potential members of a culinary team
- to successfully complete opening and closing procedures on the kitchen checklist with minimal supervision

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 following training methodology will be used during this phase of the program: a combination of classroom sessions, demo sessions conducted in one of the productions kitchens, and on the job practical assignments completed first through shadowing of experienced team members and later independently.

The intern will be taught knowledge, skills and techniques planned for this phase of the program by completing the following tasks and activities:

Classroom sessions: Classroom sessions will be held during transition of each program phase. Intern will review with the Executive Chef what was covered in the phase 3 and answer any questions. Also, they will discuss what the objectives and expectations of the phase 4 are.

Classroom sessions will also be held each week and led by Restaurant Chef. In this classroom session intern will review the following and prior week of training and discuss with the Restaurant Chef techniques of plating, preparation, and recipes.

Classroom session with the Restaurant Chef to learn how to conduct sanitation inspection.
Classroom session with the Restaurant Chef to learn how to review another colleague work and progress.

Demo sessions Intern will participate in during this phase of the program: Intern will take what was learned in classroom session and put it to work.

The Restaurant Chef will show how to prepare the dish and plate the dish. The intern will then take this information and prepare the special for the week in front of the Restaurant Chef. The student will serve the food to front of house employees prior to serving in the actual kitchen.

The Intern will observe Restaurant Chef conducting inventory control, conduct sanitation inspection and review another colleague work and progress.

Practical assignments: Intern will be assigned to one of Harrah's and Harveys' kitchens: Hell's Kitchen, Friday's Station, Sage Room, Main Kitchen, American River Cafe (ARC), El Jefe's, Saporì, or Banquet.

Intern will be in the assigned culinary outlet with the Restaurant Chef. The Restaurant Chef will show intern the multi dish preparation and dish troubleshooting techniques and then work with Intern to understand expectation. After Intern practices, chef will check for understanding and evaluate.

In addition, the Restaurant Chef will show Intern the opening and closing procedures on the kitchen checklist then work with Intern to understand expectation. After Intern practices, chef will check for understanding and evaluate.

Intern will review 3 colleagues' work and progress and report back to Restaurant Chef.
Intern will conduct a sanitation inspection on another colleague and report back to Restaurant Chef.
Intern will spend 3 days in Bakery and/or 3 days in Butcher Shop.

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

Supervising Restaurant Chef will be working with the Intern on a daily basis and will meet with the Intern on a formal basis every two weeks in order to assess Intern's progress during this phase of the program and measure the acquisition of new skills and competencies planned for this phase of the program, including: timely and proficient multi dish order execution, dish troubleshooting, inventory control, basics of Bakery and Butcher Shop operations, sanitation inspection of another colleague, and basics of reviewing another colleague's work.

The supervising Restaurant Chef will review the following information to determine if goals and objectives of this phase of the program are being met: Current Responsibilities and Performance Assessment (performance and achieved goals, areas of excellence within performance, areas of improvement, and development of future goals with set expectations).

The supervising Restaurant Chef will assess whether the knowledge, skills, and techniques planned for this phase of the program are being sufficiently acquired by conducting evaluations using "Phase 4 Final Intern Evaluation Form" and conducting bi-weekly meetings.

Additional Phase Remarks

The final program evaluation will be completed by both a host company representative and the intern at the end of this phase.

Certifications

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;

DS-7002 1/2021



Phase - Advanced Culinary Techniques and Review

Page 2 of 3



U.S. Department of State

Training/Internship Placement Plan

OMB APPROVAL NO. 1405-0170
EXPIRATION DATE: 05/31/2024
ESTIMATED BURDEN: 1.5 HOURS

Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

Email Address: abhishekms010801@gmail.com

Category: INTERN

Occupational Category: Hospitality and Tourism

SEVIS ID: N0034836749

Program Sponsor: International Cultural Exchange Organization Inc

Program Number: P-3-12421

Training/Internship Dates: 09/25/2023 - 09/20/2024

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 a 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).

Host Organization

Host Organization Name: Harrah's and Harvey Lake Tahoe

Address: 15 HIGHWAY 50, STATELINE, NV 89449

Phase Name: *Advanced Culinary Techniques and Review*

Phase 4 of 4

Training/Internship Field: Hospitality & Tourism - Culinary Arts

Start Date: 05/25/2024

End Date: 09/20/2024

Supervisor: Gegogeine, Terry

Executive Chef

terry.gegogeine@silverlegacy.com

775-685-6227

Description of Trainee/Intern's role for this Program or Phase

The role of the Intern during this phase of the program is to: utilize all previously acquired skills to properly function and operate in a kitchen of a full-service restaurant.

Specific Goals and Objectives for this Program or Phase

- In order to bridge the gap between intern's formal education and practical work experience the goals and objectives of this phase of the program are:
- Identification of differences between Intern's practical knowledge of the gourmet/full service culinary procedures and high-end culinary practices and the American culinary methodologies and techniques employed in Harrah's and Harveys culinary operations.
- Acquiring proficiency in timely and proficient multi dish order execution
- Acquiring proficiency in dish troubleshooting
- Acquiring proficiency in inventory control
- Introduction to Bakery and Butcher Shop
- Acquiring proficiency in conducting sanitation inspection of another colleague
- Introduction to reviewing another colleague work and progress
- Introduction to conducting interviews for new potential members of a culinary team
- To successfully complete opening and closing procedures on the kitchen checklist with minimal supervision

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 persons' qualifications to teach the planned learning?

Terry Gegogeine - Executive Chef: Terry has 24 years' experience in the culinary field. Has held multiple different roles in several casino/resort establishments. Went to school to study Culinary Arts and has since expanded his knowledge and his skills of the craft.

Pedro M. Juarez- Galvez - Restaurant Chef El Jefe's: has been with Harrah's and Harveys since 1988 in different roles in a culinary department.

Gerardo Evangelista - Restaurant Chef Friday Station: has over 20 years of Chef Experience with Harrah's and Harveys Lake Tahoe.

Sandor Garcia Guillen - Executive Chef of Hell's Kitchen: has over 14 years of professional culinary experience at Harrah's/Harveys; Sandor helped open Hell's Kitchen in 2019 as Chef de Cuisine. Prior to that, he worked as Sous Chef of 19 Kitchen and a Lead Cook at the Sage Room.

Welandawe Upul De Silva - Restaurant Chef Sage Room: Education: California State University, Chico. He participated in an apprenticeship at Caesars Casino Resort. Work History: Harrah's and Harveys from March 2000 Worked at: Fridays Station, Sea Food Cove, Sage Room, American River Cafe and 19 Kitchen

Richard Routier - Restaurant Chef Saporì: Richard has been with the Harrah's/Harveys Property for more than 20 years. He has worked in all our Fine Dining restaurants and growing with the company from line cook all the way to Room Chef.

Jim Oglesby-Banquets Chef: has over 22 years of Chef Experience with Harrah's and Harveys Lake Tahoe

Robert Enriquez-Restaurant Chef American River Cafe: Robert has worked his way up in the culinary field. New to our property but has been advancing his career with Caesars Entertainment.

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

In addition, Harrah's and Harveys' team encourages intern to explore American culture outside of workplace and facilitate this process by providing intern with information about available local cultural activities and events which they can take part in outside of workplace. Intern may use their scheduled days off to participate in cultural activities. Host Company will try to accommodate requests for days off as well. (Cultural activities described in this section are ongoing throughout the entire program)

What specific knowledge skills, or techniques will be learned?



Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

- 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.

DocuSigned by:

Terry Gegogaine

8/30/2023

Date:

Signature of Gegogaine, Terry

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mm/dd/yyyy



Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

By the end of this program phase intern is expected to learn:

- how to expand intern's previous practical knowledge and experience of the frying, grilling, broiling, sauteing and mass production techniques by learning culinary operations at Harrah's and Harveys.
- frying techniques: meaning of frying method, types of frying-Pan Frying/Deep Fry, apply the basic principles of frying foods, use cooking tools such as steamer, deep fryer, spatulas, tongs, and other utensils, and equipment, apply the steps on types of frying, which type of breading to use for each type of food, which type of oil to use for each type of food, present finished product creatively.
- grilling and broiling techniques: season products properly, presentation side down, preheated broil, learn to let food cook undisturbed on first side before turning over, continue cooking to desired temperature, let meat rest off of the grill, proper cleaning and seasoning of grill.
- sauteing techniques: Equipment that must be used for Sauteing, Basic procedures for sauteing, Difference between Pan-Seared, Pan-Charred, Pan Broiled, Suitable foods to be sauteed- only naturally tendered foods and should remain tender after sauteing, Sautee cooking mediums (clarified butter, oils, rendered fats), Liquids for Deglazing (wine, stock, cognac/liquor, fortified wine, water),Liquid base for the sauce, Optional components (garnishing, aromatics), Equipment that must be used for Sauteing- Mise en Place;
- mass culinary production techniques: Produce enough food according to business demands, ingredients available for use, prepare large scale recipe, learn equipment- Large Mixing bowls, Electronic Mixers, Steam kettles, Smokers, learn about smoking meats, learn cooking techniques- submersion, braising, steaming, grilling, baking, knife sharpening, chilling & storage process, prepare soups, prepare dressing.

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 following training methodology will be used during this phase of the program: a combination of classroom sessions, demo sessions conducted in one of the productions kitchens, and on the job practical assignments completed first through shadowing of experienced team members and later independently.

The intern will be taught knowledge, skills and techniques planned for this phase of the program by completing the following tasks and activities:

Classroom sessions: Classroom sessions will be held during transition of each program phase. Intern will review with the Executive Chef what was covered in the phase 2 and answer any questions. Also, they will discuss what the objectives and expectations of the phase 3 are.

Classroom sessions will also be held each week and led by Restaurant Chef. In this classroom session intern will review the following and prior week of training and discuss with the Restaurant Chef techniques of plating, preparation, and recipes.

Demo sessions Intern will participate in during this phase of the program: Intern will take what was learned in classroom session and put it to work. The Restaurant Chef or Assistant Chef will show how to prepare the dish and plate the dish. The intern will then take this information and prepare the special for the week with oversight by The Restaurant Chef or an Assistant Chef. The student will serve the food to our Customers upon verified approval of the Chef

Intern will complete a "Culinary Thrown down" which consists of interns being partnered together to create a dish from their home country using American spices and equipment. It will be prepared for over 200 team members. Interns will also have to serve the food in less than two hours.

Practical assignments: Intern will be assigned to one of Harrah's and Harveys' kitchens: Hell's Kitchen, Friday's Station, Sage Room, Main Kitchen, American River Cafe (ARC), El Jefe's, Saporì, or Banquet.

Intern will be in the assigned culinary outlet with the Restaurant Chef. The Restaurant Chef will show Intern the station, demo the station, and then work with Intern to understand expectation. After Intern practices, chef will check for understanding and evaluate.

Intern will shadow an experienced team member at each station: Deep Fryer, Fryer, Broiler, Grill and Saute until Intern is familiar and is able to complete the process for each station successfully alone.

Preparing and plating variety of dishes according to recipes and guests' special requests including, for example: Calamari, Blackened Shrimp, Filet, Sea bass, Deep fried buffalo shrimp or Scallops.

In addition, intern will also conduct the following culinary tasks: open and close stations, prep for following day including sending order to head chef of restaurant; set up station to ensure they are prepared for the day; re-stock kitchen with items needed.

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

Supervising Restaurant Chef will be working with the Intern daily and will meet with the Intern on a formal basis every two weeks to assess Intern's progress during this phase of the program and measure the acquisition of new skills and competencies planned for this phase of the program, including: frying techniques, grilling and broiling techniques, sauteing techniques and mass culinary production techniques.

The supervising Restaurant Chef will review the following information to determine if goals and objectives of this phase of the program are being met: Current Responsibilities and Performance Assessment (performance and achieved goals, areas of excellence within performance, areas of improvement, and development of future goals with set expectations).

The supervising Restaurant Chef will assess whether or not the knowledge, skills, and techniques planned for this phase of the program are being sufficiently acquired by conducting evaluations using "Biweekly Intern Evaluation Form" and "Phase 3 Final Intern Evaluation Form".

Additional Phase Remarks

The mid-point program evaluation will be completed by both a host company representative and the intern during this phase of the program.

Certifications

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;





U.S. Department of State

Training/Internship Placement Plan

OMB APPROVAL NO. 1405-0170
EXPIRATION DATE: 05/31/2024
ESTIMATED BURDEN: 1.5 HOURS

Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

Email Address: abhishekms010801@gmail.com

Category: INTERN

Occupational Category: Hospitality and Tourism

SEVIS ID: N0034836749

Program Sponsor: International Cultural Exchange Organization Inc

Program Number: P-3-12421

Training/Internship Dates: 09/25/2023 - 09/20/2024

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 a 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).

Host Organization

Host Organization Name: Harrah's and Harvey Lake Tahoe

Address: 15 HIGHWAY 50, STATELINE, NV 89449

Phase Name: *Introduction to Harrah's and Harveys Lake Tahoe,*

Culinary Internship Program and Food Sanitation

Phase 3 of 4

Training/Internship Field: Hospitality & Tourism - Culinary Arts

Start Date: 01/25/2024

End Date: 05/24/2024

Supervisor: Gegogeine, Terry

Executive Chef

terry.gegogeine@silverlegacy.com

775-685-6227

Description of Trainee/Intern's role for this Program or Phase

The role of the Intern during this phase of the program is to: learn and master a variety of culinary methodologies to properly cook dishes using the techniques of frying, grilling, broiling, sauteing and mass production.

Specific Goals and Objectives for this Program or Phase

- In order to bridge the gap between intern's formal education and practical work experience the goals and objectives of this phase of the program are:
- Identification of differences between Intern's practical knowledge of the frying, grilling, broiling, sauteing and mass production techniques and the American culinary methodologies and techniques employed in Harrah's and Harveys culinary operations.
- Acquiring proficiency in operations frying, grilling, broiling, sauteing restaurant kitchen line stations.
- Acquiring proficiency in mass culinary production.
- Completing "Culinary Throw down" for over 200 team members.

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 persons' qualifications to teach the planned learning?

Terry Gegogeine - Executive Chef: Terry has 24 years' experience in the culinary field. Has held multiple different roles in several casino/resort establishments. Went to school to study Culinary Arts and has since expanded his knowledge and his skills of the craft.

Pedro M. Juarez- Galvez - Restaurant Chef El Jefe's: has been with Harrah's and Harveys since 1988 in different roles in a culinary department.

Gerardo Evangelista - Restaurant Chef Friday Station: has over 20 years of Chef Experience with Harrah's and Harveys Lake Tahoe.

Sandor Garcia Guillen - Executive Chef of Hell's Kitchen: has over 14 years of professional culinary experience at Harrah's/Harveys; Sandor helped open Hell's Kitchen in 2019 as Chef de Cuisine. Prior to that, he worked as Sous Chef of 19 Kitchen and a Lead Cook at the Sage Room.

Welandawe Upul De Silva - Restaurant Chef Sage Room: Education: California State University, Chico. He participated in an apprenticeship at Caesars Casino Resort. Work History: Harrah's and Harveys from March 2000 Worked at: Fridays Station, Sea Food Cove, Sage Room, American River Cafe and 19 Kitchen

Richard Routier - Restaurant Chef Sapori: Richard has been with the Harrah's/Harveys Property for more than 20 years. He has worked in all our Fine Dining restaurants and growing with the company from line cook all the way to Room Chef.

Jim Oglesby-Banquets Chef: has over 22 years of Chef Experience with Harrah's and Harveys Lake Tahoe

Robert Enriquez-Restaurant Chef American River Cafe: Robert has worked his way up in the culinary field. New to our property but has been advancing his career with Caesars Entertainment.

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

Town Hall Meetings: The property executives talk about the business and what new initiatives we have coming up; financial success; meetings include a raffle for employees to win some great prizes. They are considered a Town Hall approach with employees able to ask Executives questions about the business as well. (Cultural activities described in this section are ongoing throughout the entire program)

What specific knowledge skills, or techniques will be learned?

DS-7002 1/2021

Phase - Introduction to Harrah's and Harveys Lake Tahoe, Culinary Internship Program and Food Sanitation



Page 1 of 3

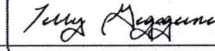
Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

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.

DocuSigned by:



Signature of Gegogine, Terry

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8/30/2023

Date:

mm/dd/yyyy



Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

SEVIS ID: N0034836749

By the end of this program phase intern is expected to learn:

- how to apply intern's formal culinary education of Garde Manger operations, and hot and cold appetizers preparation to culinary operations at Harrah's and Harveys operations of Garde Manger at Harrah's and Harveys Lake Tahoe
- Successful execution and plating of hot and cold appetizers from intern's assigned culinary outlets according to recipes and to guest's specifications
- difference between amuse-bouche, appetizers and hors d'oeuvres
- common nuts that are used in food service
- difference between dips and spreads

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 following training methodology will be used during this phase of the program: a combination of training conducted in one of the productions kitchens with on-the-job practical assignments completed first through shadowing of experienced team members and later independently.

The intern will be taught knowledge, skills and techniques planned for this phase of the program by completing the following tasks and activities:

Classroom sessions: Classroom sessions will be held during transition of each program phase. Intern will review with the Executive Chef what was covered in the phase 1 and answer any questions. Also, they will discuss what the objectives and expectations of the phase 2 are.

Classroom sessions will also be held each week and led by Restaurant Chef. In this classroom session intern will review the following and prior week of training and discuss with the Restaurant Chef techniques of plating, preparation, and recipes.

Demo sessions Intern will participate in during this phase of the program: Intern will take what was learned in classroom session and put it to work. The Restaurant Chef or an Assistant Chef will show how to prepare the dish and plate the dish. The intern will then take this information and prepare the special for the week with oversight by The Restaurant Chef or an Assistant Chef. The student will serve the food to our Customers upon verified approval of the Chef

Practical assignments: Intern will be assigned to one of Harrah's and Harveys' kitchens: Hell's Kitchen, Friday's Station, Sage Room, Main Kitchen, American River Cafe (ARC), El Jefe's, Sapori, or Banquet.

Intern will be in the assigned culinary outlet with the Restaurant Chef. The Restaurant Chef will show Intern the station, demo the station, and then work with Intern to understand expectations. After Intern practices, chef will check for understanding and evaluate.

Intern will shadow an experienced team member in each station which are Pantry and Saute stations until Intern is familiar and is able to complete the process successfully alone. The processes include but are not limited to: (1) pantry station: preparation of hot and cold appetizers, building salads, working with shrimp and oysters; (2) saute station: preparations of fish, vegetables, pasta and soups.

Preparing and plating cold and hot appetizers, including hot and cold hors d'oeuvres, skewered foods, Quiches, Strudel and phyllo, steamed and fried dumplings, wraps, cold soups, olives, nuts and dried fruits, dips and spreads, canapes, toasts and crackers.

In addition, Intern will also conduct the following culinary tasks: open and close stations, prep for following day including sending order to head chef of restaurant; set up station to ensure they are prepared for the day; re-stock kitchen with items needed.

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

Supervising Restaurant Chef will be working with the Intern daily and will meet with the Intern on a formal basis every two weeks in order to assess Intern's progress during this phase of the program and measure the acquisition of new skills and competencies planned for this phase of the program, including: operations of Garde Manger at Harrah's and Harveys Lake Tahoe; execution and plating of hot and cold appetizers according to recipes and to guest's specifications.

The supervising Restaurant Chef will review the following information to determine if goals and objectives of this phase of the program are being met: Current Responsibilities and Performance Assessment (performance and achieved goals, areas of excellence within performance, areas of improvement, and development of future goals with set expectations).

The supervising Restaurant Chef will assess whether the knowledge, skills, and techniques planned for this phase of the program are being sufficiently acquired by conducting evaluations using "Phase 2 Final Intern Evaluation Form" and conducting bi-weekly meetings.

Additional Phase Remarks

Certifications

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;





U.S. Department of State

Training/Internship Placement Plan

OMB APPROVAL NO. 1405-0170
EXPIRATION DATE: 05/31/2024
ESTIMATED BURDEN: 1.5 HOURS

Exchange Visitor (surname/primary, given name)

Sisodiya, Abhishek Maganlal

Email Address: abhishekms010801@gmail.com

Category: INTERN

Occupational Category: Hospitality and Tourism

SEVIS ID: N0034836749

Program Sponsor: International Cultural Exchange Organization Inc

Program Number: P-3-12421

Training/Internship Dates: 09/25/2023 - 09/20/2024

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 a 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).

Host Organization

Host Organization Name: Harrah's and Harvey Lake Tahoe

Address: 15 HIGHWAY 50, STATELINE, NV 89449

Phase Name: *Introduction to Harrah's and Harveys Lake Tahoe,*

Culinary Internship Program and Food Sanitation

Phase 1 of 4

Training/Internship Field: Hospitality & Tourism - Culinary Arts

Start Date: 09/25/2023

End Date: 10/24/2023

Supervisor: Gegogeine, Terry

Executive Chef

terry.gegogeine@silverlegacy.com

775-685-6227

Description of Trainee/Intern's role for this Program or Phase

The role of the Intern during this phase of the program is to:

Learn basic information about Harrah's and Harveys Lake Tahoe - company history, company culture, customers, and expectations; Acquire general understanding of Harrah's and Harveys Lake Tahoe culinary operations and philosophy; Understand and acquire proficiency in safe food handling, sanitation techniques and procedures.

Specific Goals and Objectives for this Program or Phase

In order to bridge the gap between intern's formal education and practical work experience the goals and objectives of this phase of the program are:

- Complete on-boarding and orientation process with Harrah's and Harveys Lake Tahoe
- Complete On-line Training to acclimate to Harrah's and Harveys Lake Tahoe and our policies and procedures on property, including safety procedures in the workplace.
- Learn and demonstrate proper food handling and storage techniques as well as proper sanitation guidelines that are required by Lake Tahoe Harrah's and Harveys as well as the Nevada Health Department.
- Demonstrate to supervisory team actual culinary skill set in the professional culinary environment to ensure proper learning experience in the following phases of the program.

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 persons' qualifications to teach the planned learning?

Terry Gegogeine - Executive Chef: Terry has 24 years' experience in the culinary field. Has held multiple different roles in several casino/resort establishments. Went to school to study Culinary Arts and has since expanded his knowledge and his skills of the craft.

Pedro M. Juarez- Galvez - Restaurant Chef El Jefe's: has been with Harrah's and Harveys since 1988 in different roles in a culinary department.

Gerardo Evangelista - Restaurant Chef Friday Station: has over 20 years of Chef Experience with Harrah's and Harveys Lake Tahoe.

Sandor Garcia Guillen - Executive Chef of Hell's Kitchen: has over 14 years of professional culinary experience at Harrah's/Harveys; Sandor helped open Hell's Kitchen in 2019 as Chef de Cuisine. Prior to that, he worked as Sous Chef of 19 Kitchen and a Lead Cook at the Sage Room.

Welandawe Upul De Silva - Restaurant Chef Sage Room: Education: California State University, Chico. He participated in an apprenticeship at Caesars Casino Resort. Work History: Harrah's and Harveys from March 2000 Worked at: Fridays Station, Sea Food Cove, Sage Room, American River Cafe and 19 Kitchen

Richard Routier - Restaurant Chef Saporì: Richard has been with the Harrah's/Harveys Property for more than 20 years. He has worked in all our Fine Dining restaurants and has grown with the company from line cook all the way to Room Chef.

Jim Oglesby-Banquets Chef: has over 22 years of Chef Experience with Harrah's and Harveys Lake Tahoe

Robert Enriquez-Restaurant Chef American River Cafe: Robert has worked his way up in the culinary field. New to our property but has been advancing his career with Caesars Entertainment.

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

Intern can participate in all the activities Harrah's and Harveys hosts for its employees such as summer team BBQ, Carson Relay for the life, Culinary Throwdowns on property, Susan G Komen Walk, Angel Tree Donations, Santa party, Holiday property party. Planned Cultural Events: Tour the Concert Series venue (featuring Western Music, Food and Beverages) with Executive Chef Terry Gegogeine; experience food demonstrations with local vendors for example: U.S. Foods Inc. demonstrating how to select and butcher certain cuts of meat and/or Southern Wine and Spirits wine tasting class. (Cultural activities described in this section are ongoing throughout the entire program)

What specific knowledge skills, or techniques will be learned?



Exchange Visitor (surname/primary, given name)

SEVIS ID: N0034836749

Sisodiya, Abhishek Maganlal

By the end of this program phase intern is expected to learn:

- General information about Harrah's and Harveys Lake Tahoe - company history, company culture, customers, and expectations.
 - Harrah's and Harveys Lake Tahoe's relevant policies and procedures, including safety procedures in the workplace.
 - Safe food handling/Sanitation according to Harrah's and Harveys Lake Tahoe's requirements
- In addition, and if necessary, Intern is expected to bring intern's actual culinary skill set to meet Harrah's and Harveys minimum standard to ensure proper and safe learning experience in the following phases of the program.

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 following training methodology will be used during this phase of the program: combination of classroom sessions, demo sessions conducted in one of the production kitchens, and on the job practical assignments and exercises.

The Intern will be taught knowledge, skills and techniques planned for this phase of the program by completing the following syllabus:

Classroom sessions: New Hire Orientation - 1 day; Review culinary procedures and meet all Restaurant Chefs - 2 days. Online computer training in our computer lab: to review fire and safety prevention, active shooter procedures and slips, trips and falls training. Proficiency of Sanitation & Safe Handling of Food - 2 weeks (On Job Training)

Demo sessions Intern will participate in during this phase of the program: Intern will be shown safety data sheet book so they can identify chemicals in the workplace, they will be taught how to keep their area safe, clean, and organized and will continue to use these skills on a daily basis.

Practical assignments: Intern will be assigned to one of Harrah's and Harveys' kitchens: Hell's Kitchen, Friday's Station, Sage Room, Main Kitchen, American River Cafe (ARC), El Jefe's, Sapori, or Banquet.

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

Supervising Restaurant Chef will be working with the Intern on a daily basis and will meet with the Intern on a formal basis every two weeks in order to assess Intern's progress during this phase of the program and measure the acquisition of new skills and competencies planned for this phase of the program, including: Safe food handling/Sanitation and basic culinary skills including knife skills.

The supervising Restaurant Chef will review the following information to determine if goals and objectives of this phase of the program are being met: Current Responsibilities and Performance Assessment (performance and achieved goals, areas of excellence within performance, areas of improvement, and development of future goals with set expectations).

The supervising Restaurant Chef will assess whether the following knowledge, skills, and techniques: Safe food handling/Sanitation and basic culinary skills including knife skills are being sufficiently acquired by conducting evaluations using "Phase 1 Final Intern Evaluation Form" as well as visual daily oversight with guidance as needed.

Additional Phase Remarks

Certifications

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.

DocuSigned by:

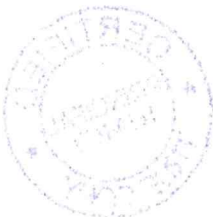
Terry Gegogine
54F3F1A514D9497...

Signature of Gegogine, Terry

8/30/2023

Date:

mm/dd/yyyy



08/08/2023

Atul Achtaile

Nashik

Dear Mr. Atul,

Welcome to the Fern Family – Letter of Intent

We are delighted to offer you the position of **On Job Trainee** in our organization. We trust that your knowledge, skills and expertise will be a valuable asset to our company and we assure you a bright future within our group.

After a mutual discussion the company has decided to offer you a stipend of **Rs 4000/-** per month. You would join us on or before **16/08/2023** and report to the **F&B Service Manager**.

Attested and signed by your reporting authority within three days of receiving this LOI, failing which this LOI will be considered void.

On the day of joining you are requested to bring along with you

1. Address and ID proof: Aadhaar card
2. Pan Card Copy
3. 2 passport size coloured photographs
4. Academic Certificates
5. NOC Letter from College/University
6. Medical Certificate

We value the position of our brand in the market and we trust you will live up to being an appropriate brand ambassador for the company.

We believe in our people and that you are the right person to entrust with the task of keeping up the brand values as we expand across the country. We wish you all the success in your new role and profoundly believe that you will perform to the expectations in line with the key result areas.

We are looking forward to welcoming you to the Fern family with a long and satisfying career with us.

Once again, welcome to the family!

Form Amanora The Fern



Omera Shah
Manager Human Resources



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Bansode, Pratham Rajesh Email address: prathambansode1219@gmail.com Category: Intern Occupational Category: Hospitality and Tourism	SEVIS ID: N0035086437 Program Sponsor: Spirit Cultural Exchange Program Number: P-4-15501 Training/Internship Dates: 2/20/2024 - 2/19/2025
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Additional Participant Details

Current Field of Study/Profession:	Hospitality Studies	Type of Degree or Certificate:	Bachelor of Science in Hospitality Studies
Experience in Field:	0 years	Date Awarded or Expected:	8/15/2023

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Starwood Hotels & Resorts Worldwide, LLC	Employer ID Number:	863708494
Address:	1 Resort Dr , Savannah, GA 31421	Worker's Comp Policy:	AIU Insurance
Number of FT Employees:	230	Worker's Comp for Exchange Visitor:	Yes
Onsite at Location:		Exchange Visitor Hours per week:	32
Annual Revenue:	\$25 Million or More	Stipend:	Yes
Website URL:	http://www.marriott.com/en-us/hotels/savwi-the-westin-savannah-harbor-golf-resort-and-spa/	Compensation:	\$16.48 per Hour
Main Program Supervisor/POC:	Leslie Webb Director of Human Resources Leslie.webb@westin.com 9122012000	Non-Monetary Compensation:	No
		Non-Monetary Compensation Value:	-



Certifications

Trainee/Intern	I certify that:
	<ol style="list-style-type: none"> 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. 10. I have viewed the Online Participant Orientation and reviewed all documents and information listed on the Forms and Resources page in this Participant Support Center. 11. I have read and understand the housing, community, and position information provided on the "Application and Program Information" page. If I have any questions, I understand I can communicate with my home-country agent (if applicable), Spirit Cultural Exchange, or my Host Company.

12. I will contact Spirit at intern@spiritexchange.com if I have any questions or doubts regarding the policies presented in the Online Participant Orientation or on the Forms and Resources page.

Pratham Rajesh Bansode

Date:1/11/2024

Signature of Bansode, Pratham Rajesh

mm/dd/yyyy

Sponsor

1. I have reviewed, understand, and will ensure that the Supervisor (as set forth on page 3, section 4) follows this Training/Internship Placement Plan (T/IPP) regarding the Trainee or Intrn 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:
 1. 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;
 2. 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;
 3. 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;
 4. 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;
 5. 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 internship 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.);
 6. 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
 7. 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.

Suzanne Kolasa

Printed name of Responsible Officer or Alternate Responsible Officer

Suzanne Kolasa

Date:1/11/2024

Signature of Responsible Officer or Alternate Responsible Officer

mm/dd/yyyy

Spirit Cultural Exchange

P-4-15501

Name of Sponsor Organization

Program Number



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Bansode, Pratham Rajesh

Email address: prathambansode1219@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035086437

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 2/20/2024 - 2/19/2025

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Orientation*

Phase 1 of 4

Training/Internship Field:	Culinary	Supervisor:	Leslie Webb
Start Date:	2/20/2024		Director of Human Resources
End Date:	3/5/2024		Leslie.webb@westin.com
			9122012000



Description of Trainee/Intern's role for this Program or Phase

The participant will attend new hire orientation and will be introduced to the management, staff, and team members to become acquainted with the property. The participant will also learn about the property's history, policies and procedures, customer service, safety standards, training checklist, schedule, and chain of command.

Specific Goals and Objectives for this Program or Phase

The objective of this phase is to educate the participant about the Westin Savannah rules and regulations, daily operations, policies, operating procedures, customer service standards, and training guidelines. Additionally, the participant will complete the arrival check-in and other required documentation for new staff members.

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 persons' qualifications to teach the planned learning?

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The participant will have the chance to participate in a Trolley Tour of Historical Savannah to help them get acclimated to the surrounding area.

What specific knowledge skills, or techniques will be learned?

The participant will learn the Host Company's history, its position in the market, core values, policies, and standard operating procedures. The participant will attend the required program orientation organized for new staff members to learn the rules and regulations associated with Westin Savannah. Introductory training in the Food and Beverage department will follow to discuss the participant training checklist and task descriptions.

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 participant will attend scheduled orientation and shadow experienced colleagues.

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

At the end of the phase, the program supervisor will complete a Post Phase Evaluation or Conference with participant to measure the participant's success in meeting the goals and objectives outlined in the phase. In case of any concerns or problems, Host Company will notify Spirit immediately.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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.

Leslie Webb

Signature of Leslie Webb

Date: 1/4/2024

mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Bansode, Pratham Rajesh	SEVIS ID: N0035086437
Email address: prathambansode1219@gmail.com	Program Sponsor: Spirit Cultural Exchange
Category: Intern	Program Number: P-4-15501
Occupational Category: Hospitality and Tourism	Training/Internship Dates: 2/20/2024 - 2/19/2025

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Restaurant Outlets Operations and Supervision* Phase 2 of 4

Training/Internship Field:	Culinary	Supervisor:	Franklin Creech Executive Chef franklin.creech@westin.com 9122012000
Start Date:	3/6/2024		
End Date:	7/5/2024		



Description of Trainee/Intern's role for this Program or Phase

This phase will transition from learning the basic operations of the hotel's banquet kitchen and procedures to primarily focusing on advanced culinary skills and techniques. The participant will learn to complete orders and make decisions in real-time working through actual challenges of being a culinary chef.

Specific Goals and Objectives for this Program or Phase

The main goal of this phase is for the participant to be exposed to advanced skills in food preparation in an upscale American resort. The participant will learn how to develop, design, and create new menus and recipes based on standards and artistic contributions. It is the objective at the end of this phase for the participant to demonstrate knowledge of high-quality food products, presentations, and flavors.

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 persons' qualifications to teach the planned learning?

Franklin Creech (Executive Chef). Franklin has been in the culinary industry since 2003 and has been with Marriott International since 2011.

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The host company will encourage the participant to visit some of the area local museums such as the Telfair Museum and the Jepson Museum where the participant will learn about the cultural art of Savannah. The participant will also have the opportunity to participate in all associate celebrations. Additionally, the participant will be encouraged to attend local events such as the Savannah Hockey Classic, the Forsyth Farmers' Market, and touring the Bonaventure Cemetary.

What specific knowledge skills, or techniques will be learned?

Building on previous professional experience and training phases, the participant will focus on learning advanced culinary skills and will progress to learn how to review and adjust systems and procedures in the kitchen to ensure their effectiveness. While rotating through various fine-dining kitchen stations, safety Standards will be taught and the participant will have hands-on opportunities to implement the policies, standards, and procedures. The techniques of developing, designing, and creating new menus and recipes will be imparted as well as food and beverage portion and waste controls. The participant will master the skill of determining how food should be presented and will create decorative food displays. The participant will complete this phase rotating through the stations in his/her assigned kitchen.

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 participant will shadow experience colleagues, attend department meetings, and learn through hands-on, supervised training.

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

At the end of phase, a program supervisor will complete Spirit's Midpoint Evaluation Form to measure the participant's success in learning new knowledge, skills and techniques in meeting the goals and objectives outlined in the phase and throughout the first half of the program. The supervisor will discuss its evaluation with the participant and provide the completed form to Spirit. As required by federal regulation, the evaluation form must be submitted at the mid-point of the program and signed by both participant and supervisor.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

**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.

Franklin Creech

Signature of Franklin Creech

Date: 1/5/2024

mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Bansode, Pratham Rajesh

Email address: prathambansode1219@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035086437

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 2/20/2024 - 2/19/2025

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Banquet Kitchen Operations and Supervision*

Phase 3 of 4

Training/Internship Field:	Culinary	Supervisor:	Franklin Creech Executive Chef franklin.creech@westin.com 9122012000
Start Date:	7/6/2024		
End Date:	11/5/2024		



Description of Trainee/Intern's role for this Program or Phase

This phase is designed to introduce the participant to the hotel's fine-dining banquet department. This phase will cover the basic cooking areas and kitchens that are used to make the resort's banquet/event operations run successfully. The participant will receive training on how to prepare and cook food on the assigned workstation according to Marriott International's recipes, quality standards, presentation standards, and food preparation checklists. The participant will learn how to operate the ovens, stoves, grills, and other kitchen equipment.

Specific Goals and Objectives for this Program or Phase

The goal for the participant will be to learn all areas of an American kitchen and how to operate in these areas with expertise including how to effectively use all of the tools available to a culinary chef, how to understand food storage procedures in compliance with HACCP guidelines, how to prepare ingredients for cooking according to the recipes, how to monitor food quality, how to set up and break down the work station, and how to serve food in proper proportions onto proper receptacles.

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 persons' qualifications to teach the planned learning?

Franklin Creech (Executive Chef). Franklin has been in the culinary industry since 2003 and has been with Marriott International since 2011.

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The participant will be invited to the host company activities such as cookouts, team building, and departmental training. The participant will be encouraged to attend local sporting events such as the Savannah Bananas baseball team and to visit the nearby beautiful Tybee Island, known for its beautiful beaches and views.

What specific knowledge skills, or techniques will be learned?

The participant will learn US fine-dining banquet techniques of basic cooking areas and kitchen operations. The participant will learn the specific types of ovens used, the storage areas for both cold/hot produce, and how meals are prepared in the Resorts banquet/events department. The participant will receive training through menu classes and will learn about menu planning, stock control, costing, and participation in taste panels per US hotel standards.

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 participant will shadow experienced colleagues, attend department meetings and trainings, and learn through hands-on, supervised training.

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

At the end of the phase, the program supervisor will complete a Post Phase Evaluation or Conference with participant to measure the participant's success in meeting the goals and objectives outlined in the phase. In case of any concerns or problems, Host Company will notify Spirit immediately.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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.

Franklin Creech
Signature of Franklin Creech

Date: 1/5/2024
mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Bansode, Pratham Rajesh

Email address: prathambansode1219@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035086437

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 2/20/2024 - 2/19/2025

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 a 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).

Host Organization

Host Organization Name:	The Westin Savannah Harbor Golf Resort and Spa; Marriott International, Inc - Canis Harbor Hotel TRS LLC	Address:	1 Resort Dr, Savannah, GA 31421
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Phase Name: *Advanced Culinary Training and Kitchen Administration*

Phase 4 of 4

Training/Internship Field:	Culinary	Supervisor:	Franklin Creech Executive Chef franklin.creech@westin.com 9122012000
Start Date:	11/6/2024		
End Date:	2/19/2025		



Description of Trainee/Intern's role for this Program or Phase

This will be the last phase and is designed to challenge the participant to refine and display mastery of their advanced cooking techniques but primarily to teach the participant how to coordinate the activities of the assigned kitchen and employees engaged in food preparation. The participant will learn the skills of how to administrate a kitchen while personally preparing food items and executing requests based on required specifications.

Specific Goals and Objectives for this Program or Phase

The objective of this phase is to teach the participant how to apply the learned culinary skills in an American fine-dining kitchen environment in order to prepare for adapting to new kitchens in their future jobs as culinary artists and ultimately culinary leaders. The participant will further develop skills and techniques to understand the impact of the culinary operation on the overall hotel property's financial goals and objectives and how to achieve or exceed those goals. The participant will gain expanded administrative and operational knowledge of the processes and policies such as inventory control, purchasing, receiving, and compliance of food handling and sanitation standards.

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 persons' qualifications to teach the planned learning?

Franklin Creech (Executive Chef). Franklin has been in the culinary industry since 2003 and has been with Marriott International since 2011.

Leslie Webb (Director of Human Resources). Leslie has been working in Human Resources since 2003 and has been with Marriott International since 2014.

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

The Host Organization will host a gala event for all associates and encourage the participants to join in the year-end achievement celebration. The participant will be encouraged to take part in the many local holiday celebrations, including attending the Savannah Holly Days and a visit the City Market. Additionally, they will have the opportunity to attend the Telluride Mountainfilm Festival and the Savannah Book Festival.

What specific knowledge skills, or techniques will be learned?

Building upon previous phases, the participant will learn how to administer and coordinate kitchen activities, supervise the day-to-day operations of all the kitchen employee duties, develop goals and plans to prioritize, organize, and accomplish work, increase productivity levels of employees, and review staffing levels to ensure that guest service, operational and financial objectives are met. The participant will be given responsibilities under the guidance of the Executive Chefs and Sous Chefs to demonstrate proficient understanding and application of the skills needed to be a successful leader in the culinary operation. The Chefs will also work closely with the participant and challenge them with special projects and extended cooking activities.

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 participant will shadow experienced colleagues, attend department and management meetings, and learn through hands-on, supervised training.

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

At the end of the phase and end of the program, a program supervisor will complete Spirit's required Final Evaluation Form to rate the participant's performance and acquisition of new skills and techniques, and discuss its evaluation with the participant and provide the completed form to Spirit. As required by federal regulation, the evaluation form must be submitted before the end of the program and signed by both participant and supervisor.

Additional Phase Remarks

Any fundamental or basic skills training will provide the participant new skills necessary to move into more advanced roles. No more than 20% of the entire program will involve fundamental or basic skills training.

Certifications

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;
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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.

Franklin Creech
Signature of Franklin Creech

Date: 1/5/2024
mm/dd/yyyy



Training/Internship Placement Plan

Exchange Visitor (surname/primary, given name)

Bansode, Pratham Rajesh

Email address: prathambansode1219@gmail.com

Category: Intern

Occupational Category: Hospitality and Tourism

SEVIS ID: N0035086437

Program Sponsor: **Spirit Cultural Exchange**

Program Number: P-4-15501

Training/Internship Dates: 2/20/2024 - 2/19/2025

Last Revised

1/11/2024 4:45:28 PM



Comments

No any comments yet

Mr. Bhushan Arun Chavhan

Post Mukati , Dhule
Maharashtra
424301

Sub: Letter of Intent

Dear Mr. Chavhan,

It is a pleasure to inform you that you have been successful in your application for the position of **Butler in F&B Service Department at Radisson Blu Udaipur Palace Resort & Spa** (Unit of Rockwood Hotels & Resorts Ltd.). You have been identified as a professional and confident associate, capable of contributing to our team achievement and growth in the company and thereby expected to serve minimum 18 months of service.

You are expected to join on or before **10th July, 2023.**

The detailed salary breakup and the other terms and conditions of your employment will be addressed in the Letter of Appointment that will be issued to you on the day of joining.

Please note that this offer of employment is purely provisional and your final appointment in the organization shall be subject to following:

1. Being found medically fit.
2. 6 months Probation.
3. Exit clause: 60 Days
4. Satisfactory verification of the Employment reference and back-ground check.
5. All the information/documents, provided to secure this employment is found to be correct, not mis-stated or concealed or suppressed in any form.
6. Your confirmed joining is on the stipulated date mentioned above, unless the joining date is extended in writing by the Company.
7. Your compensation would be as mutually agreed

Radisson Blu Udaipur Palace Resort & Spa

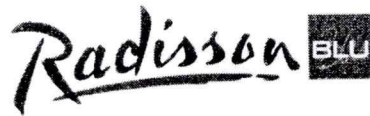
Near Fateh Sagar Lake, Udaipur, 313001, Rajasthan, India

T: +91 294 6650000 F: +91 294 6650001

reservations@rdudaipur.com

radissonhotels.com/blu





FEEL THE DIFFERENCE

Other terms and conditions of your employment will be addressed in the letter of appointment that will be issued to you on the day of joining:


Please bring the following along with you:

1. Copies of all educational certificates, along with original.
2. Copies of last drawn pay slips or salary certificate
3. 6 passport size photographs.
4. Proof of Identity/ Passport.
5. Copies of all relieving letters/ experience certificate (from Previous & Current Employer).
6. **Copy of police verification required mandatorily.**

Once again Congratulations! We look forward to welcoming you to Radisson Blu Udaipur Palace Resort & Spa and having a long and mutually successful working relationship.

Thank you,

**For Radisson Blu Udaipur Palace Resort & Spa
(Unit of Rockwood Hotels & Resorts Ltd.)**


Piyush Kapoor
General Manager


K. Paul Victor
Director – Human Resources

Acceptance: 

I have read and understood the content of the letter and I hereby accept this offer and I would be joining Radisson Blu Udaipur Palace Resort & Spa (Unit of Rockwood Hotels & Resorts Ltd. on _____ (Please fill in the date of your joining)


Name: _____ Signature: _____

Date: _____

Radisson Blu Udaipur Palace Resort & Spa
Near Fateh Sagar Lake, Udaipur, 313001, Rajasthan, India
T: +91 294 6650000 F: +91 294 6650001
reservations@rdudaipur.com
radissonhotels.com/blu




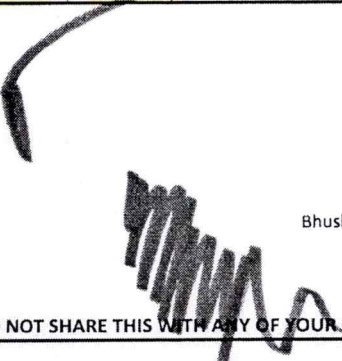
Radisson Blu Udaipur Palace Resort & Spa

Radisson **"Strictly Confidential"**

Name :	Bhushan Arun Chavhan	Designation :	Butler	
Dept.	F&B Service	Grade	L1	
Sr.	Particulars	Monthly	Annual	Remarks
A	Remuneration :			
1	Basic	6,170	74040	
2	HRA	3,920	47040	
3	Conveyance Allowance	1600	19200	
4	Other Allowance	2,450	29400	
	GROSS SALARY	14,140	1,69,680	
B	Statutory Deductions :			
1	Provident Fund	1,034	12,413	12% of (Basic + OA) As per PF Act 1952
2	Employees' State Insurance	106	1,273	75% of Total-A. if Total-A is less than Rs.21,000/-
	Total - B	1,140	13,685	
C	Monthly Take Home [(A-B+D) = C]	13000	1,55,995	Pre-Tax
D	Statutory & Other Contributions by Company :			
1	Medical Allowance	0	0	
2	Provident Fund	1,121	13447	13% of (Basic + OA) As per PF Act 1952
3	Esic	460	5515	3.25% As per ESIC Act 1948
	Total - D	1,580	18,962	
	TOTAL: A+D (CTC)	15,720	1,88,642	

W.e.f 10-Jul-23


K. Paul Victor
Director Human Resources


Bhushan Arun Chavhan

THIS IS A CONFIDENTIAL DOCUMENT PLEASE DO NOT SHARE THIS WITH ANY OF YOUR COLLEAGUES





Appointment Letter

Date 25-Oct-23

To,

Sanket Sanjay Gaikwad [A172222]
AT POST, Jalgaon Taluka Rahata Jalgaon
Ahmednagar Maharashtra - 413723

Dear Sanket Sanjay Gaikwad,

We are pleased to appoint you as "Team Member Operations" with "Business Unit" (herein after referred to as "Coffee Day Global Limited", at "Pune" with effect from **25-Oct-23**

The terms and condition of your employment with us are as under:

PROBATION:

You will be on probation for an initial period of Six months, which can be further extended at the discretion of the company depending upon your performance during this period.

If your probationary period is extended, it will be duly communicated to you in writing or through e-mail. On the satisfactory completion of your period of probation and / or any extended period thereafter, you may be confirmed in writing by the Management. However if you are not confirmed in writing, you will be deemed to be on probation.

PLACE OF APPOINTMENT AND TRANSFER:

You will report at "Pune" with effect from "**25-Oct-23**", and shall continue to work there until further notice. You may be required to work at any of the Company's workplace in any part of India / Abroad as and when required based on business exigencies and/or as per the decision of the Management.

Your duties and responsibilities will be assigned to you from time to time by the Company. The Company reserves the right to transfer you to any office, department or establishment forming a part of the Group, anywhere in India or abroad, depending upon the Company's priorities and exigencies of work. You may be required to work in any shift as the Company deems fit and you shall be responsible to complete the assigned task within the scheduled working hours/time.

REMUNERATION:

Your cost to company will be Rs **225001**. /-(Rupees Two Lakh Twenty Five Thousand One Only per annum and the details of your remuneration are attached in the Annexure 1 of this letter. Your remuneration is subject to all applicable taxes, statutory payments and standard deductions as per Government Laws. The company reserves the right to furnish any such information to any regulatory authority that may pertain to your remuneration which the company is legally required to give under any tax or regulatory proceedings that may be initiated at any point in time whether or not the Employee is in the employment of the company at that point of time

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills, specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.



Café Coffee Day (A Division of CDGL)
CIN No :- U85110KA1993PLC015001
4th Floor, Dheeraj Kawal Building,
Above HDFC Bank L.B.S Marg,
Vikhroli (W) Mumbai - 400 079.
T. 022-33684353
www.cafecoffeeday.com



LEAVES:

You will be entitled to leaves and other fringe benefits as per the prevalent policies of the Company that may be in effect from time to time.

PERFORMANCE APPRAISAL:

You will be eligible to participate in the Performance Appraisal Cycle as per the Company policy/process

CONDUCT, RIGHTS AND OBLIGATIONS:

The Employee shall maintain the highest standards of business ethics, integrity, performance, conduct, manner, and appearance as well as to comply with the Company's' rules, regulations, policies and procedures.

During the term of your employment you will not represent, handle or otherwise undertake any other business or activity for gains, it clearly being understood that you will devote your full working time exclusively to this Company's work and business. During your course of employment with the Company, you will not, directly or indirectly be employed or concerned with as principal, agent or otherwise in any other business, trade or profession whatsoever for gains.

Your conduct at all times should reflect observance of the national and local laws including the rules and regulations of the Company as from time to time in effect. In all dealings with the Company and its clients and their organization, the highest standards of propriety and integrity will be expected of you.

In case of any change of address during the course of employment, it will be your duty to intimate the management in writing immediately. All communications sent to you by the Management at the last given address will be deemed to have been received by you.

You may be required to sign Confidentiality and Non-Competition Undertaking or such other document as is required by the company, as and when the company deems fit and/or necessary.

In all matters not covered above, the applicable statutory regulations/provisions or the laws of the Company shall be applicable to your position, which may be framed from time to time, will govern your employment.

Within the workplace, the employee shall take care of his/her own safety, the safety of other employees and to co-operate with the Company to ensure a safe place of work. Breach of Safety regulations shall be deemed misconduct and the staff member shall be liable for disciplinary actions by the Company.

The Employee shall compete fairly and ethically for all business opportunities that the Employee may have to negotiate with any customer/client during his/her course of employment. The Employee shall be honest and truthful in negotiating the contract. Notwithstanding the same you will also take utmost care in handling business information of sensitive nature to maintain its secrecy.

The Company reserves the right to terminate an Employee's employment without notice for gross misconduct, subject to enquiry proceedings and in accordance with the Company Policy.



Café Coffee Day (A Division of CDGL)
CIN No :- U85110KA1993PLC015001
4th Floor, Dheeraj Kawal Building,
Above HDFC Bank L.B.S Marg,
Vikhroli (W) Mumbai - 400 079.
T. 022-33684353
www.cafecoffeeday.com



RETIREMENT:

You will be retired from service upon reaching super annuation age of 58 years or earlier in case you are found physically/mentally unfit to work any longer or for continued ill health as certified by a medical practitioner designated by the company.

TERMINATION OF SERVICE:

Company may at any time terminate your service in accordance with the Policy during or after the probationary period if an employee has been found to be in violation of any or all of the following clauses:

If the Management finds the information/particulars given by you in the application form or at the time of interview, herein or elsewhere are incorrect and false either.

If you are found habitually absent without prior permission of the Management or if you proceed on leave without prior sanction or over stay the sanctioned leave without approval, then your services would be liable for termination. If an employee does not report to work for 7 consecutive days, without any prior intimation, the Company reserves the right to initiate separation process of his/her services.

If at any point of time, your code of conduct render/s yourself incompetent to perform your duties or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, indulgence in any corrupt practice, in breach of any of the terms of this appointment letter or any of its stipulations herein, for any offence involving turpitude, without prejudice to any of its rights under the terms herein, or any other reason, the Company shall have the right to terminate your employment and payment due if any will be recovered from you, the Company shall also be entitled to deduct the dues from your salary.

If you are convicted by any court of law and/or detained by the Police for any offence involving moral turpitude or fraud, the Company shall be entitled to terminate your employment forthwith without any notice or payment in lieu thereof.

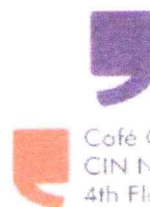
Upon resignation and the acceptance of the same by your reporting authority, you will be relieved from your services after completion of satisfactory hand over to the person designated by the company, to whom your roles and responsibilities will be transferred.

If you wish to terminate your employment either during probationary period or upon confirmation you shall be liable to give a prior notice as per the Company Policy and you are required to serve the notice period in accordance with the company policy.

Your services are terminable on either side by giving notice period or by payment of salary in lieu of such notice period subject to acquiescence of the Company. The company reserves the right to deduct your CTC dues (as per ANNEXURE I attached) against the notice period.

In the event of your resignation, the Company reserves the right to relieve you prior to the completion of the notice period, with or without any amount being payable from you in respect of such period of notice so waived, at the discretion of the Company.

Any dispute regarding this appointment shall be subjected to the jurisdiction of the civil court in Bangalore.



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EFFECT OF TERMINATION:

Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts thereof. You will produce a "NO DUE CERTIFICATE" from your department, subsequent to which all your dues will be cleared.

COMPANY PROPERTY:

Any work or assignment handled or developed by the employee individually or as part of a team group during your employment under the Company will be the exclusive property of the Company and the employee will have no rights over it.

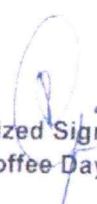
GENERAL:

The above terms and conditions are based on current Rules and Regulations of the Company and is subject to amendments and adjustments from time to time as applicable.

This letter of appointment supersedes all other communications made to you prior to the date of issue of this appointment letter.

Kindly sign and return the duplicate of this letter in acknowledgment thereof on the terms and conditions embodied therein. Please return it within seven days of receipt of this letter failing which the appointment is deemed as invalid and non-enforceable.

Yours Sincerely,


Authorized Signature
Café Coffee Day

The terms and conditions of employment are agreed to and accepted by me.

Signature of Employee.
Date:
Place:



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ANNEXURE 1

Your salary break up is as follows.

DETAILS OF EMOLUMENTS	Amount (Rs.)	
	CTC	Monthly Sal.
Earnings		
Basic Pay	180000.00	15000.00
DA	0.00	0.00
HRA	1998.00	167.00
Other Allowance	0.00	0.00
Washing Allowance	0.00	0.00
Transport Allowance	0.00	0.00
AASG	15000.00	1250.00
Gross Pay	196998.00	16417.00
Employer PF	21600.00	1800.00
Employer ESI	6403.00	534.00
Gratuity	0.00	0.00
Cost To Company	225001.00	18750.00
Deductions		
Employee PF	21600.00	1800.00
Employee ESI	1478.00	123.00
PT	2400.00	200.00
Total Deductions	25478.00	2123.00
Net Pay (Approximate)	171520.00	14293.00

*Professional Tax will be deducted as per state slab

*TDS will be deducted as per applicable IT Slab

* Other Allowance/MTA includes Statutory Bonus.

Your Sincerely,

Authorized Signature
Café Coffee Day

The terms and conditions of employment are agreed to and accepted by me.
Signature of Employee

Date:

Place



Café Coffee Day (A Division of CDGL)
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Letter of Confirmation

To,
Sayali Jagtap,

15th June 2023

Dear Sayali,

On behalf of **Conrad Pune** and in response to the interview you had with us, we are pleased to offer you OJT in Front Office Department at our hotel starting from **6th July 2023 for 6th January 2024.**

Commencement Date – You are requested to report to B1- Time Office at **Conrad Pune** on **6th July 2023**, at **11:00 am** formally dressed with highest levels of grooming standards for further joining processes. Thereafter you will be orientated & briefed about property code of conduct.

Benefits -

- Stipend – INR 6000/- per month depending on the number of days present will be credited to your axis account. Carry documentation to open the same. If already have an Axis account, provide cancelled cheque. Please note stipend will be credited only in Axis bank and no other Bank.
- 6 weekly offs (No other leaves)
- Black trouser and white shirt on the day of joining. Please carry your own oxford shoes.
- Uniforms will not be provided by the hotel.
- Meals will be provided while on duty only
- Orientation, training schedule, monthly meetings, participation in all Rewards & Recognition events. Great & invaluable learning experience with a global brand

Note - You will be solely responsible in managing his own accommodation and commuting throughout the training

Terms of Certification –

- Certification upon successful completion will be provided based on performance measured on monthly basis
- If you leave the training in between as per your wish or due to medical reasons for self or in the family, certificate will not be provided.
- Certification will not be provided if training is terminated due to any misconduct (minor/ major) during the training.

The offer remains valid subjected to receipt of the required valid self-attested documentation to Learning & Development cell as mentioned in Annexure I.

Please send a word of confirmation of acceptance of the terms of the offer.

Thank you,
For Conrad Pune,



Harita N Wadke
Learning and Development Manager.

I accept this offer of on the job training. A copy of this letter is in my possession, I shall abide by the company policies & procedure.

Signature: _____ Name: _____ Date: _____

Annexure-1

CONRAD
PUNE

NEVER JUST STAY. STAY INSPIRED.

1. List of Documents

- Valid Govt. Photo ID Photocopy (Aadhar Card and PAN Card). Please carry original copy as well.
- Proof of permanent address (Photocopy)
- College Photo ID photocopy
- Valid No Objection Certificate from the Institute
- Confirmation letter and DO's and Don'ts of the OJT program signed in acknowledgement
- Police Clearance Certificate
- 4 Passport Size Photos
- Vaccination Certificate Copy
- Medical Fitness Certificate from authorized physician (MBBS or MD) stating that you are medically fit and do not carry any communicable disease. Please have the below tests done and carry the medical reports for submission on the day of joining i.e. 25th March 2022



Training of Mr. Omkar Kalane in Enrise by Sayaji



From Parag Salunke <rm@enrisepune.com>

To <training@ihmct.in>

Cc <omkarkalane2003@gmail.com>, <chef@enrisepune.com>, <hr@enrisepune.com>, <rm@enrisepune.com>

Date 2023-08-14 13:24

Dear Sir / Madam,

We confirm that your following student is doing Training in our Hotel in F n B Production Department as On Job Train

Name : - Mr. Omkar Navnath Kalane

Mobile No :- 7798399328

Address :- Village Belwandi Budruk, District Ahmednagar.

Starting Date :- 20 July 2023

End Date :- 20 November 2023

Warm Regards,

Parag Salunke

Operation Manager

| Enrise By Sayaji Hinjewadi |

Survey Number 80/1, Phase-2, Marunji Road, Vinode Nagar, Wakad, Pune

Maharashtra-411057. Mob- 9021901771

Email- id- rm@enrisepune.com

Web Site - www.enrisepune.com

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FEEL THE DIFFERENCE

Ms. Snehal Karale

Renuka mata colony,
Shivajinagar, kedgoan,
Ahmednagar

Sub: Letter of Intent

Dear Ms. Karale,

It is a pleasure to inform you that you have been successful in your application for the position of **Hostess in F&B Service Department at Radisson Blu Udaipur Palace Resort & Spa** (Unit of Rockwood Hotels & Resorts Ltd.). You have been identified as a professional and confident associate, capable of contributing to our team achievement and growth in the company and thereby expected to serve minimum 18 months of service.

You are expected to join on or before **10th July, 2023**.

The detailed salary breakup and the other terms and conditions of your employment will be addressed in the Letter of Appointment that will be issued to you on the day of joining.

Please note that this offer of employment is purely provisional and your final appointment in the organization shall be subject to following:

1. Being found medically fit.
2. 6 months Probation.
3. Exit clause: 60 Days
4. Satisfactory verification of the Employment reference and back-ground check.
5. All the information/documents, provided to secure this employment is found to be correct, not mis-stated or concealed or suppressed in any form.
6. Your confirmed joining is on the stipulated date mentioned above, unless the joining date is extended in writing by the Company.
7. Your compensation would be as mutually agreed

Radisson Blu Udaipur Palace Resort & Spa

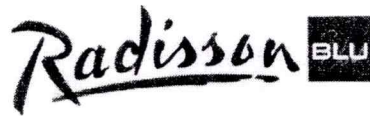
Near Fateh Sagar Lake, Udaipur, 313001, Rajasthan, India

T: +91 294 6650000 F: +91 294 6650001

reservations@rdudaipur.com

radissonhotels.com/blu





FEEL THE DIFFERENCE

Other terms and conditions of your employment will be addressed in the letter of appointment that will be issued to you on the day of joining:

Please bring the following along with you:

1. Copies of all educational certificates, along with original.
2. Copies of last drawn pay slips or salary certificate
3. 6 passport size photographs.
4. Proof of Identity/ Passport.
5. Copies of all relieving letters/ experience certificate (from Previous & Current Employer).
6. **Copy of police verification required mandatorily.**

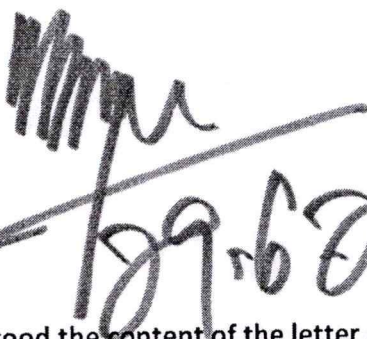
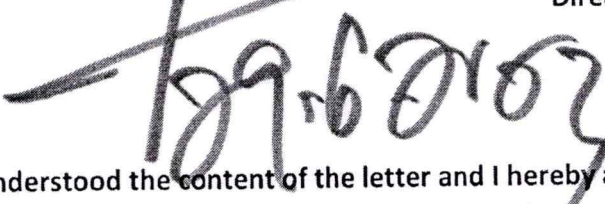
Once again Congratulations! We look forward to welcoming you to Radisson Blu Udaipur Palace Resort & Spa and having a long and mutually successful working relationship.

Thank you,

For Radisson Blu Udaipur Palace Resort & Spa
(Unit of Rockwood Hotels & Resorts Ltd.)


Piyush Kapoor
General Manager

Acceptance:



I have read and understood the content of the letter and I hereby accept this offer and I would be joining Radisson Blu Udaipur Palace Resort & Spa (Unit of Rockwood Hotels & Resorts Ltd. on _____ (Please fill in the date of your joining)


K. Paul Victor
Director – Human Resources

Name: _____ Signature: _____

Date: _____

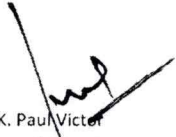
Radisson Blu Udaipur Palace Resort & Spa
Near Fateh Sagar Lake, Udaipur, 313001, Rajasthan, India
T: +91 294 6650000 F: +91 294 6650001
reservations@rdudaipur.com
radissonhotels.com/blu



"Strictly Confidential"

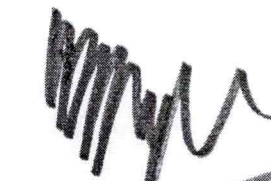
Name :	Snehal Karale	Designation :	Hostess	
Dept.	F&B Service	Grade	L1	
Sr.	Particulars	Monthly	Annual	Remarks
A	Remuneration :			
1	Basic	6,162	73944	
2	HRA	3,720	44640	
3	Conveyance Allowance	800	9600	
4	Other Allowance	2,450	29400	
	GROSS SALARY	13,132	1,57,584	
B	Statutory Deductions :			
1	Provident Fund	1,033	12,401	12% of (Basic + OA) As per PF Act 1952
2	Employees' State Insurance	98	1,182	.75% of Total-A, if Total-A is less than Rs.21,000/-
	Total - B	1,132	13,583	
C	Monthly Take Home [(A-B+D) = C]	12000	1,44,001	Pre-Tax
D	Statutory & Other Contributions by Company :			
1	Medical Allowance	0	0	
2	Provident Fund	1,120	13435	13% of (Basic + OA) As per PF Act 1952
3	Esic	427	5121	3.25% As per ESIC Act 1948
	Total - D	1,546	18,556	
	TOTAL: A+D (CTC)	14,678	1,76,140	

W.e.f 10-Jul-23



K. Paul Victor
General Manager

Snehal Karale

THIS IS A CONFIDENTIAL DOCUMENT PLEASE DO NOT SHARE THIS WITH ANY OF YOUR COLLEAGUES


~~28.6.2023~~




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

08/08/2023

Amol Misal

Nashik

Dear Mr.Amol,

Welcome to the Fern Family – Letter of Intent

We are delighted to offer you the position of **On Job Trainee** in our organization. We trust that your knowledge, skills and expertise will be a valuable asset to our company and we assure you a bright future within our group.

After a mutual discussion the company has decided to offer you a stipend of **Rs 4000/-** per month. You would join us on or before **16/08/2023** and report to the **Executive Chef**.

Attested and signed by your reporting authority within three days of receiving this LOI, failing which this LOI will be considered void.

On the day of joining you are requested to bring along with you

1. Address and ID proof: Aadhaar card
2. Pan Card Copy
3. 2 passport size coloured photographs
4. Academic Certificates
5. NOC Letter from College/University
6. Medical Certificate

We value the position of our brand in the market and we trust you will live up to being an appropriate brand ambassador for the company.

We believe in our people and that you are the right person to entrust with the task of keeping up the brand values as we expand across the country. We wish you all the success in your new role and profoundly believe that you will perform to the expectations in line with the key result areas.

We are looking forward to welcoming you to the Fern family with a long and satisfying career with us.

Once again, welcome to the family!

Form Amanora The Fern



Omera Shah
Manager Human Resources



08/08/2023

Dyyaneshwar Sanap
Nashik

Dear Mr. Dyyaneshwar ,

Welcome to the Fern Family – Letter of Intent

We are delighted to offer you the position of **On Job Trainee** in our organization. We trust that your knowledge, skills and expertise will be a valuable asset to our company and we assure you a bright future within our group.

After a mutual discussion the company has decided to offer you a stipend of **Rs 4000/-** per month. You would join us on or before **16/08/2023** and report to the **Executive Housekeeper**

Attested and signed by your reporting authority within three days of receiving this LOI, failing which this LOI will be considered void.

On the day of joining you are requested to bring along with you

1. Address and ID proof: Aadhaar card
2. Pan Card Copy
3. 2 passport size coloured photographs
4. Academic Certificates
5. NOC Letter from College/University
6. Medical Certificate

We value the position of our brand in the market and we trust you will live up to being an appropriate brand ambassador for the company.

We believe in our people and that you are the right person to entrust with the task of keeping up the brand values as we expand across the country. We wish you all the success in your new role and profoundly believe that you will perform to the expectations in line with the key result areas.

We are looking forward to welcoming you to the Fern family with a long and satisfying career with us.

Once again, welcome to the family!

Form Amanora The Fern



Omera Shah
Manager Human Resources



08/08/2023

Mayur Ugade
Nashik

Dear Mr. Atul,

Welcome to the Fern Family – Letter of Intent

We are delighted to offer you the position of **On Job Trainee** in our organization. We trust that your knowledge, skills and expertise will be a valuable asset to our company and we assure you a bright future within our group.

After a mutual discussion the company has decided to offer you a stipend of **Rs 4000/-per month**. You would join us on or before **16/08/2023** and report to the **Executive Chef**.

Attested and signed by your reporting authority within three days of receiving this LOI, failing which this LOI will be considered void.

On the day of joining you are requested to bring along with you

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2. Pan Card Copy
3. 2 passport size coloured photographs
4. Academic Certificates
5. NOC Letter from College/University
6. Medical Certificate

We value the position of our brand in the market and we trust you will live up to being an appropriate brand ambassador for the company.

We believe in our people and that you are the right person to entrust with the task of keeping up the brand values as we expand across the country. We wish you all the success in your new role and profoundly believe that you will perform to the expectations in line with the key result areas.

We are looking forward to welcoming you to the Fern family with a long and satisfying career with us.

Once again, welcome to the family!

Form Amanora The Fern



Omera Shah
Manager Human Resources



I/c. Principal
Institute of

Hotel Management & Catering Technology
Lal Taki Road, AHMEDNAGAR-414 001