

EX-ARMY MAKARAND S. KULKARNI**Present & Permanent Address:**

SKY I MANS LAKE, IRISH TOWER NO 01,
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• Career Objective:

To be successful Administrative, Security & Safety Head in growing Industrial Sector.

PROFILE:

- ▶ Decisive, action oriented and result focused professional offering eighteen Years of experience in Army Ordnance Corps and Ten years of Experience in various types of Industries.
- ▶ Dedicated with strong work ethics & ability to build lasting relationship.
- ▶ Maintain excellent communicating and written skills, adaptable, problem resolution abilities & a high level of confidentiality.
- ▶ Able to motivate employees to perform to their maximum potential.
- ▶ Driven by new challenges & desire to be successful in all endeavors, immensely enjoys navigating all aspects of complex projects.

PROFESSIONAL BACKGROUND:

► Worked as Administration, Security and Safety Manager at Ravin Cables Ltd, Markal MIDC, Alandi, Pune w.e.f. Dec 2020 to Jul 2021:-

- a) Overall Day to Day Administration of Plant.
- b) Security Management.
- c) Workmen Safety.
- d) Fire Precautions and Safety Management.
- e) Housekeeping Management.
- f) Canteen Management.
- g) Liaison with Local Government Authorities as and when needed.
Conducting and Giving Training on Fire Safety, Workmen Safety on regular intervals to the Staff, Company Workers, Casuals, contract Labour, Security, etc.
- h) Organizing Mock Drill on Quarterly Basis.
- i) Monitoring on Day to Day Vehicular movements to avoid any mishaps and accidents.
- j) Observation on Day and Night Vigilance Part.
- k) Carry out any kind of Maintenance related to anything through proper sources.
- l) Transport Management related to the company vehicles as Maintenance, Servicing, Insurance, driver's discipline, Organizing Pickup and Drops of guests and company Staff and worker.
- m) Any other work given by the Management and Senior Authorities.

Worked as Deputy Manager Human Resource and Administration at Indus Biotech Private Limited, Lonand, Pune w.e.f. Jan 2020 to Mar 2020 :-

- a) Safety Complier and Ensurer.
- b) Employee Relations Promoter and Administrator.
- c) Contractors Liaiser/Contract labour provider.
- d) Admin Policies & SOPs Custodian.
- e) Housekeeping, Sanitation and cleanliness Ensurer.
- f) Administrative Support in all aspects.
- g) Competency Developer.

► Self Employed Training Manager giving training to the employees and security regarding Administration, Security, Safety, Fire, Facility management which useful in day to day operations for smooth functioning from Dec 2018 to Dec 2019 :-

I am doing seminars, lectures and conducting Training Sessions on Safety, Security, Fire and Administration to the Private Security Agencies and Companies and Factories and as well as wherever is required by any institutions. In a Training Session I am Giving Training on Following:

- a) Training on Safety, Security, Fire and Administration of Men, Material and Machinery.
- b) Safety Awareness and necessity of the given subjects in daily life as well as

work place.

- c) **Conducting Mock Drill and Operation Procedures of various types of Extinguishers.**
- d) **How to Protect and Safe Guard Men, Material and Machinery in all the Conditions of Men Made or natural.(Internal/External).**
- e) **Train each and every individual of the Organization or Institution to improve his overall quality and performance in respect of Security, Safety, Fire and Administration.**

► Worked as Admin & Estate Head In charge at SYMBIOSIS SKILLS AND OPEN UNIVERSITY (SSOU) KIWALE,PUNE W. E.F. JUN 18 to NOV 18:-

- a) **To organize proper protection and safe guarding to all the movable and no-movable properties, men, material and lucrative machinery.**
- b) **To manage & monitor day to day security operations of the campus in on & off hours.**
- c) **To organize & monitor day to day Housekeeping activities of all the campus.**
- d) **Canteen & Mess Management.**
- e) **Transport management in respect of Collage Buses, Company vehicles, Guest Pick-ups & drops, Staff Tours & Travels, Periodic vehicle maintenance & insurance.**
- f) **Event management related to the Campus on visits of VIP's, Politicians, Guests, etc.**
- g) **To keep liaison with local Police stations, Government Officials, officials of MSEB, PMC, PCMC, local leaders.**
- h) **Vendor Management, AMC's of Equipment's, Appointments of contractors/ Agencies, Facility Management, Maintenance of properties (fittings/fixtures) whichever is moveable and non-movable.**
- i) **Fire Fighting and Protection Management.**
- j) **Act as a friend, philosopher and guide between the staff employee, labor, worker and all the working staff with strong character and high integrity.**

► Worked as Security & Administration Manager at DESAI BROTHER'S LIMITED, PUNE W.E.F. AUG 15 to 31 May 18:-

- a) **To organize proper day to day Operations for smooth functioning of Administration, Security, Safety of all the Men, Material and Machinery.**
- b) **To monitor and ensure all the employee are following the rules and regulations of workmen safety at his working place.**
- c) **To organize day to day transportation at local and outstations as per the requirement of the management.**
- d) **Daily inspection of the vehicles to avoid any type of discrepancy in related to the transportation.**
- e) **Organize duties of Company vehicles for pick up & drop for guests.**
- f) **Manage tours with vehicle for employee to various destinations.**
- g) **To up keep records of vehicles related to Average, Insurance, Daily Kilometer running, Expenses regarding fuel, maintenance, servicing etc.**
- h) **To maintain all company vehicles up to date in OK condition every time and always internally and externally.**

- i) To maintain driver's discipline and turn out on day to day basis related to dressing, grooming etc.
- j) To organize proper Housekeeping at various areas like Offices, General common areas, Canteen, etc. of the installation.
- k) To take care of all the horticulture of the installation.
- l) To keep liaison with all the government local official, police stations, outsourcing agencies, etc.
- m) To organize, arrange, monitor and coordinate for proper security & safety of company assets, housekeeping telecommunications, transportation, canteen & other administrative facilities and ensure that all legalities are completed while entering into agreement for outsourcing any of the facilities and maintaining the competitive edge.
- n) Keep vigil on CCTV operation continuously and it's footages on regular intervals to prevent any untoward incident.
- j) Act as a friend, philosopher and guide between the employee with strong character and high integrity.
- o) Facility management - Asset management, House-Keeping, Security, Canteen, & Building management.
- p) Facility related project management.
- q) Guest management - Liaoning with domestic & foreign guest, Hotel booking, Guest House booking, Travel management, Conference booking.
- r) Maintaining& Tracking admin budget.
- s) Maintenance of Admin related MIS- monthly& Daily.
- t) Vender management - Service vender identification, selection, rate negotiation & approval.
- u) Stationary management maintenance.
- v) Front Office management- of Office equipment & their AMC.
- w) Safety related - manage access control & CCTV.
- x) Maintain of security of personnel /Property/Materials /Furniture's & Fixtures/Intelligence/and seeking information.
- y) Handling of labor Contractor as per contract labor rules and regulations.
- z) Handling of labor related problems.
- aa) Management of Hygiene & Housekeeping in control environment.
- bb) Preparation & Implementation minor Projects related to minor repairs, Garden Development & maintenance, Painting etc.
- cc) Training Management like Firefighting, First-Aid, Leadership traits, Personal Hygiene, Discipline, Motivation, Morale & Motivation etc.
- dd) Management of other Admin related Works like to verify, check & certify Tele Bills, Group Mobile Bills, Courier Services & Inward /Outward Mails, Rented residential Accommodation / Place for Office etc.
- ee) Taking Care and preservation of all firefighting equipment's, hydrant systems, sprinklers, etc. through six monthly inspection and NOC through Municipal Corporation and giving training to the employee and security personnel of Fire Fighting with a professional way.
- ff) Organize Mock Drill of Fire Fighting and Disaster Management.
- gg) Keep vigil on all the day to day activities of Security and employee through CCTV and Physical surprise visits at the locations.

- a) To protect and safe guard all the industrial moveable and non-moveable property from all types of threats by insiders/outsideers.
- b) To organize proper protection in case of emergencies as fire, accident, natural disasters.
- c) Improve overall quality and performance of Security personnel and as well as employees through conducting training program on Security ,Safety, Fire and General Administration such as transport/vehicle management, canteen facility management.
- d) To organize, arrange, monitor and coordinate for proper security & safety of company assets, housekeeping telecommunications, transportation, and canteen & other administrative facilities and ensure that all legalities are completed while entering into agreement for outsourcing any of the facilities and maintaining the competitive edge.
- e) To liaise with concerned Govt. bodies/police in order to maintain the Smooth functioning of the company business.
- f) To assist in the preparation of the budget of the department and to ensure its effective utilization.
- g) To ensure first hand assistance to employees in case of any accident within /without company premises.
- h) To ensure the vehicular movement for employees.
- i) To assist in planning & arranging proper deployment of security personnel.
- j) To ensure planning for housekeeping activities depending upon the frequency and nature.
- k) To prepare yearlong admin maintenance/activities calendar and its release.
- l) To arrange for telephone and fax line as per requirements and indenting.
- m) To facilitate lunch and other meals for the employees and guests.
- n) To ensure taxi services for the guests pick-up & drops.
- p) To organize for courier facility.
- q) To ensure that company property is being maintained and repaired regularly.
- u) To assist the management in organizing sale and purchase of property as & when required.
- r) To maintain company guest house.
- s) To coordinate for arranging authorize facilities to eligible employees of the company.
- t) To assist in arranging transportation for any company get-together function for any dept/division.
- u) Maintain every day Control and Access and Exit of all the incoming and outgoing Men, material and machinery through effective documentation and physical frisking and checking.
- v) Conduct routine and surprise rounds /visits at every area of the factory premises in Day and Night timings to Check the efficiency and alertness of Company employee and security Staff.
- w) Organize proper parking for employee and vehicles coming for loading and unloading of company material in the premises.
- y) Conduct Monthly training on Security, Safety and Fire for employee and security staff.
- z) Conduct Monthly mock drill on Fire, Disaster Management, emergencies, bomb threat and accidents.

- aa) To improve quality of performance level of Security Staff through motivation program and Training & Organize Proper reception of all the incoming guests/visitors in a proper documentation manner.
- bb) To Keep vigil and effective Control on movement of all outgoing and incoming Men, Material and Machinery through CCTV and proper documentation.

► Worked as Manager Safety, Security, Fire and Administration and liaison at SEASONS AN APARTMENT HOTEL AUNDH From Mar 14 to Nov14 :-

- a) I was responsible for to provide protection to Man, Material and data protection in all the conditions.
- b) To assist the employee in case of emergency theft, fire, natural disasters, accidents.
- c) To increase internal resources and reduce external dependence in case of emergency.
- d) To maintain liaison with HR.
- e) Maintain high level of performance and Training of all the Security personnel.
- f) Reduce losses by effective control on movement of man, material and data protection.
- g) Organize to protect and safe guard all the Hotel guests along with their valuables through adopting effective security and safety measures in day to day operations and as well as Hotel Property and Hotel employee.
- h) Keep vigil on CCTV operation continuously and it's footages on regular intervals to prevent any untoward incident in the hotel premises.
- i) Organize proper valet parking for all the incoming guest's vehicles promptly at safer and secure designated place.
- j) Keep liaison with all the government officials as municipal department, food Inspectors, police department, local government representative, etc.
- k) Organize and keep vigilance through proper documentation and physical checking of all sort of incoming and outgoing material every day.
- l) Maintaining proper record of maintenance, insurance, servicing and day to day movement along with the incidents reports of Hotel vehicles.
- m) Organize mock drill for all the employee and guests on disaster management, fire, bomb threat once in a month compulsory.
- n) Routine and Surprise visits at all the hotel areas in day and night to check the activities and alertness of all the security and hotel staff.
- o) Daily Morning reporting to GM for last day's activities and incidents if any in morning meeting.
- p) Maintain proper relations with co-staff and hotel employee.
- q) Keep Control on every access and exit of Men, Material and Machinery inside the Hotel premises.
- r) Organize Pick Up and Drop Facility for Hotel guest as per Hotel norms and procedures.

► Self Employed and Worked as Training Manager of Safety, Security, Fire and Administration of the Installations or Organizations From Sep 12 to Mar 14:-

I am giving seminars, lectures and conducting Training Sessions on Safety, Security, Fire and Administration to the Private Security Agencies and Companies and

Factories and as well as wherever is required by any institutions. In a Training Session I am Giving Training on Following:

- f) Training on Safety, Security, Fire and Administration of Men, Material and Machinery.
- g) Safety Awareness and necessity of the given subjects in daily life as well as work place.
- h) Conducting Mock Drill and Operation Procedures of various types of Extinguishers.
- i) How to Protect and Safe Guard Men, Material and Machinery in all the Conditions of Men Made or natural.(Internal/External).
- j) Train each and every individual of the Organization or Institution to improve his overall quality and performance in respect of Security, Safety, Fire and Administration.

► Worked as a Security and Administration Head in Oswal F.M. Hammerle Textiles Ltd.,Kagal,Five Star MIDC,Kolhapur Maharashtra. From 02 Feb 2012 to 31 Sep 2012:-

- a) I am responsible for the protect and safe guard all the industrial property from all types of threats such as theft, pilferages, sabotage, natural and manmade disasters, bombing by insiders and outsiders.
- b) To ensure all the employee are following the rule regarding protection of the Industrial property.
- c) Time to time check of perimeters and if there is any repair then that must be done immediately without fail and to ensure no any vehicle or person gains access without the proper authorization in the factory premises and on finding of suspect to detain and question him in case of doubt.
- d) Ensure all the employee, visitors, vendors, contactors staff, housekeeping Individuals checked properly while leaving the factory premises for Security purpose.
- e) Carry out surprise check of incoming and outgoing material vehicles as well as employee vehicles.
- f) Keep vigil on Security guards during day and night timings to check their quality and performance of security as well as administration duties.
- g) Provide Training to Security Personnel and Company employees on Fire, Safety and Security of the Company's Property.
- h) Keep liaison with Government Officials (Nearest Police Station, Labor Inspector and Factory Inspector, Keep liaison with HR Dept.
- i) Reporting to Factory Manager for Daily Operation plans.
- i) Ensure that no any employee gains excess to the premises without proper ID Cards and while leaving the premises in emergency or before the working hours the employee should produce proper gate pass signed by the head of his department.
- j) To ensure no any material brought in or taken out without the proper authorization such as gate passes, Delivery Challans.
- k) Act as a friend, philosopher and guide between the employee with strong character and high integrity.
- l) Facility management - Asset management, House-Keeping, Security, Canteen, & Building management, Facility related project

management.

- m) Guest management - Liaoning with domestic & foreign guest, Hotel booking, Travel management, Conference booking, maintaining & Tracking admin budget.
- n) Maintenance of Admin related MIS- monthly & Daily, vendor management Service vendor identification, selection, rate, negotiation & approval.
- o) Stationary management maintenance.
- p) Front Office management- of Office equipment & their AMC.
- q) Safety related - manage access control & CCTV.
- r) Maintain of security of personnel /Property/Materials /Furniture's & Fixtures/Intelligence/and seeking information.
- s) Handling of labor Contractor as per contract labor rules and regulations.
- t) .Handling of labor related problems, Management of Hygiene & Housekeeping in control environment.
- u) Preparation & Implementation minor Projects related to minor repairs, Garden Development & maintenance, Painting etc.
- v) Training Management like Firefighting, First-Aid, Leadership traits, Personal Hygiene, Discipline, Motivation, Morale & Motivation etc.
- w) Management of other Admin related Works like to verify, check & certify Tele Bills, Group Mobile Bills, Courier Services & Inward /Outward Mails, Rented residential Accommodation / Place for Office etc.
- x) HR Management - Handle Recruitment agencies , Selection process of candidate, Joining Formalities, Attendance, Training Programmed, Disciplinary action, Liaison & Govt. Statutory related to Contractors & Labor, making of policies like leave policy, LTA Policy, Safety Policy etc.

► Worked as a Deputy Manager Security and administration in NiLoN's Enterprises Pvt.Ltd, Utran, Jalgaon, Maharashtra. From 2011 to 2012:-

- a) Taking care of all the four plants in Jalgaon in respect of Security and Administration of the plants.
- b) To organize proper physical protection to Man and material.
- c) To provide protection in case of emergencies such as Fire, Accident, natural Disasters.
- d) To improve overall quality and performance of security personnel.
- e) To increase internal dependence and reduce external resources in case of emergencies.
- f) To reduce company losses by effective control on Man, material and data protection.
- g) To organize, arrange, monitor and coordinate for proper security & safety of
- h) Company assets, housekeeping telecommunications, transportation, canteen & other administrative facilities and ensure that all legalities are completed while entering into agreement for outsourcing any of the facilities and maintaining the competitive edge.
- i) To liaise with concerned Govt bodies/police in order to maintain the smooth Functioning of the company business, to assist in the preparation of the budget of the department and to ensure its effective utilization.
- j) To ensure first hand assistance to employees in case of any accident within /without company premises.

- k) To ensure the vehicular movement for employees.
- l) To assist in planning & arranging proper deployment of security personnel.
- m) To ensure planning for housekeeping activities depending upon the frequency and nature.
- n) To prepare yearlong admin maintenance/activities calendar and its release.
- o) To arrange for telephone and fax line as per requirements and indenting.
- p) To facilitate lunch and other meals for the employees and guests.
- q) To ensure taxi services for the guests pick-up & drops.
- r) To organize for courier facility.
- s) To ensure that company property is being maintained and repaired regularly.
- t) To assist the management in organizing sale and purchase of property as & when required.
- u) To maintain company guesthouse.
- v) To coordinate for arranging house to eligible employees of the company.
- w) To assist in arranging transportation for any company get-together function for any dept./division.
- x) To assist in making new company facilities operational in terms of providing all the administrative services.
- y) To groom administrative staff for better customer orientation.
- z) To ensure comprehensive coordination among administrative activities.
- aa) To save 10% of cost on administration by way of better coordination and delivery.
- bb) To organize training exclusively service-oriented on administrative services-telephone handling, housekeeping, customer handling etc.
- cc) To develop one's knowledge on legal issues involved in day-to-day administrative activities.
- dd) Computer Knowledge.
- ee) To monitor the expenses on vehicular movements.
- ff) To accomplish the tasks of negotiating & finalizing the services from outsourcing agencies.
- gg) To monitor and ensure time-to-time review of expenses being incurred on different administrative activities like civil work, vehicle repairing, canteen etc.
- hh) To review the security performance.
- ii) To provide & review the performance of help line assistance.
- jj) To ensure the security monitoring system.
- kk) To implement admin calendar, To implement strict schedule for vehicular movement for picking and dropping employees.
- ll) To ensure professional look & behavior at receptions.
- nn) To ensure hygienic & serve of healthy food.
- oo) To ensure proper cleaning & housekeeping of company property and items.
- pp) To advise for training of subordinates.
- qq) To suggest on steps for ensuring safety & security of man, machine & materials of the company.

► Worked as Administration and Security Manager in Endurance Technologies Ltd, Aurangabad from Jan 2009 to Mar 2011:-

- a) To protect and safe guard all the industrial moveable and non moveable property from all types of threats by insiders/outsideers.
- b) To organize proper protection in case of emergencies as fire, accident, natural

disasters.

- c) Improve overall quality and performance of Security personnel and as well as employees through conducting training program on Security, Safety, Fire and General Administration.
- d) To organize, arrange, monitor and coordinate for proper security & safety of company assets, housekeeping telecommunications, transportation, canteen & other administrative facilities and ensure that all legalities are completed while entering into agreement for outsourcing any of the facilities and maintaining the competitive edge.
- e) To liaise with concerned Govt bodies/police in order to maintain the smooth functioning of the company business.
- f) To assist in the preparation of the budget of the department and to ensure its effective utilization.
- g) To ensure first hand assistance to employees in case of any accident within /without company premises.
To ensure the vehicular movement for employees.
- h) To assist in planning & arranging proper deployment of security personnel.
- i) To ensure planning for housekeeping activities depending upon the frequency and nature.
- g) To prepare yearlong admin maintenance/activities calendar and its release.
- h) To arrange for telephone and fax line as per requirements and indenting.
- i) To facilitate lunch and other meals for the employees and guests.
- j) To ensure taxi services for the guests pick-up & drops.
- k) To organize for courier facility.
- l) To ensure that company property is being maintained and repaired regularly.
- m) To assist the management in organizing sale and purchase of property as & when required.
- n) To maintain company guesthouse.
- p) To coordinate for arranging house to eligible employees of the company.
- q) To assist in arranging transportation for any company get-together function for any dept./division.

Worked as a Area Operational Branch Manager with Mediators and Ajantha Security Pvt. Ltd. Aurangabad (M.S.) from Aug 2006 to Aug 2008:-

I was a Branch In charge of 90 units where we provide our Security services. My reporting was to Managing Director of the Agency. I was responsible for to maintain day to day operational plans of the units for smooth functioning of Security activities. There was 15 Field officers under me who were responsible for maintain manpower, checking of performance of security guards at the units. My role was to maintain liaison with Managing Director and Personnel Manager of the units regarding the security services. Time to time visit to the senior personnel of the unit and if there is any difficulties and changes regarding the duties that must be get it done immediately in short notice. Maintain frequency of day and night visit to the units as well as surprise visit to the units and ensure all the manpower which were provided as security guard to the unit is capable to perform their duties at given posts. Arrange and give the training to all the Security guards posted at various units on the subject of Security, Safety and Fire. Monthly meeting with all the Security Guards post at various

units. To train all the guards to serve better in all the conditions.

► **Worked as Senior Security and Admin Officer In charge with Videocon Multinational Industries Limited from 03/01/04 to 30/07/06.:-**

After retirement from Army I joined Videocon Multinational Industries in Paithan at Aurangabad as a Senior Security and Admin Officer.

- a) I was responsible for the protect and safe guard all the industrial property from all types of threats such as theft, pilferage, sabotage, natural and manmade disasters, bombing by insiders and outsiders.
- b) To ensure all the employee are following the rule regarding protection of the Industrial property.
- c) Time to time check of perimeters and if there is any repair then that must be done immediately without fail.
- d) Detain and question any suspect in case of doubt.
- e) Ensure all the employee, visitors, vendors, contactors staff, housekeeping Individuals checked properly while leaving the factory premises of Safety and Security purpose.
- f) Carry out surprise check of incoming and outgoing material vehicles as well as employee vehicles.
- g) Keep vigil on Agency Security guards during day and night timings to check their performance in security duties.
- h) Keep liaison with Government Officials (Nearest Police Station, Labor Inspector, and Factory Inspector.
- i) Keep liaison with HR Dept.
- k) Reporting to Security Manager for Daily Operation plans.
 - l) Ensure that no any employee gains excess to the premises without proper ID Cards and while leaving the premises in emergency or before the working hours the employee should produce proper gate pass signed by the head of his department and further HR Dept.
- m) To ensure no any material brought in or taken out without the proper authorization such as gate passes, Delivery Challans.
- n) Act as a friend, philosopher and guide between the employee with strong character and high integrity.

► **Worked as NON COMMISSIONED OFFICER in Army Ordnance Corps at various Army Units in India from 25 Sep 1985 to 30 Jun 2003 :-**

During above mentioned period of my service in Army Ordnance Corps I was responsible to organize proper Safety, Security and overall Administration of all the units Property including Men, Material, Machinery and Data Protection. Monitoring activities of Defense Security Corps Personnel in day and night timings in respect of Safety and Security of the Unit and to keep vigilance on the Security Guards which. Maintain proper effective access and exit control on each and every movement. Served in various units in all over the India. I got Field Service Medals and Operation Vijay Medal for Kargil War during my service. I was reporting to my unit Commandant.

EDUCATION:

- ▶ Army Graduate with Security, Safety and Admin of Men, Material and Machinery Management Course at CMM, Jabalpur.
- ▶ Passed S.S.C. in March 1983 with 63.14%.
- ▶ Security Training Course at Army Ordnance Corps Centre, Secunderabad.
- ▶ Certificate in Automated Data Processing Computer Course.
- ▶ Proficient in Operating of CCTV, Alarms, Access Control System, Intruder systems.

COMPUTER SKILLS:

- 1) Programming Languages: Basic.
- 2) Operating Systems : Windows 2003, Windows Xp, MS-Office, MS-DOS, Internet Proficient.

PERSONEL DETAILS:

- a) Date of Birth : 14 Aug 1968.
- b) Present Address : SKY I MANAS LAKE, IRISH TOWER NO 01, FLAT NO 101, 1ST FLOOR, GAT NO. 218, BHUKUM, PUNE - 412115
- c) Permanent Address : -do-
- d) Contact No (Mobile) : 9145299835.
- f) PAN Card No : ATLPK 6096N
- g) Adhar Card No : 873209110179
- h) Marital Status : Married.
- i) Language Known : English, Marathi, Hindi.
(Write, Speak, Read)
- j) Place : Pune

Personnel Strength

- : 1) Conscious Heart
- 2) Strong Administration & communication
- 3) Leadership, Honesty & integrity.
- 4) Will always function with native of

achievements.

5) People Development.

Personnel Weakness

- : 1) Doesn't Like Dishonesty.
2) Hates wrong practices & Deeds.**

References

- : 1) Doctor JawaharBhai Shah (IR&HR Advisor.
Desai Brothers Limited)
Mobile No: 9325405806.**

- 2) Ex- Colonel Atul Pradhan
Mobile No: 9422706940**

Yours Faithfully,

Ex-Army Makarand S. Kulkarni