



Laxmi Charitable Trust's
Sheth L.U.J. College of Arts & Sir M.V. College of Science & Commerce
Dr. S. Radhakrishnan Marg, Andheri (East), Mumbai 400 069.

Criteria No. with Title : 5 - Student Support and Progression

Metric No. with Title : 5.2 Student Progression

Sub Metric No. with Title : 5.2.1: Percentage of placement of outgoing students and students progressing to higher education during the last five years

Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order

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Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order

A.Y. 2023-2024

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2023-2024	Mohammed Qaem	B.Sc. (BT)	2024	Firstsource Solutions Ltd.	276,000
2023-2024	Amruta Pujare	B.Sc. (BT)	2024	IMPACTT	1,44,000
2023-2024	Amit Sanjay Shukla	B.Sc. (BT)	2024	M/S Ashish Infratech Systems	2,37,600
2023-2024	Amaan Mazher Sayed	B.Sc. (CS)	2024	AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED	2,40,000
2023-2024	Amit Patel	B.Sc. (CS)	2024	A SQAURE MANPOWER SOLUTIONS	203,436
2023-2024	Raj Singh	B.Sc. (CS)	2024	A SQAURE MANPOWER SOLUTIONS	203,436
2023-2024	Vaibhav Patel	B.Sc. (CS)	2024	The Work Journals	1,20,000
2023-2024	Krutik Nandkumar Koli	B.Sc. (CS)	2024	Sahakar Global Limited	2,48,664
2023-2024	Pooja Yadav	B.Sc. (IT)	2024	Anjita IT Solutions Pvt. Ltd.	1,80,000
2023-2024	Iqra Shaikh	B.Sc. (IT)	2024	Prodocs Solutions Pvt. Ltd.	1,14,000
2023-2024	Jyoti Yadav	B.Sc. (IT)	2024	Fashionista- Fashion and Lifestyle Exhibitions	1,68,000
2023-2024	Raunak Vishwakarma	B.Sc. (IT)	2024	Spakcomm	84,000
2023-2024	Ashwn Purohit	B.Sc. (IT)	2024	Targetedge Pvt. Ltd.	4,20,000
2023-2024	Smruti Gokarnkar	BAMMC	2024	Adnet Infosystems Pvt. Ltd.	2,76,000
2023-2024	Disha Poojari	BAMMC	2024	Hash n Tag Media	1,44,000
2023-2024	Gautam Anandraj	BAMMC	2024	Idiotic Media	96,000
2023-2024	Meet Anil Rathod	BAMMC	2024	Azent Overseas Education	96,000
2023-2024	Nikita Tiwari	BAMMC	2024	AIGM All India Gift Manager	78,000
2023-2024	Jhanvi Sharma	BAMMC	2024	The Souled Store Pvt. Ltd.	120,000

PP



BT



May 4, 2024

Dear Mohammed Qaem,

We are pleased to make you an offer of employment at Firstsource Solutions Limited ("Company"), for the position of CSA at the company's Mumbai office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs6,500.00
Special Allowance / FBP	Rs3,991.00
House Rent Allowance	Rs3,250.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,924.00
GROSS SALARY	Rs19,765.00
PF (12% of Basic) – Co. Contribution	Rs780.00
Gratuity(4.8% of Basic)*	Rs312.00
ESI (3.25% of Gross) - Co. Contribution	Rs643.00
RETIRALS	Rs1,735.00
FIXED SALARY (p.m.)	Rs21,500.00
FIXED SALARY (p.a.)	Rs258,000.00
Performance Pay (p.a)**	Rs18,000.00
TOTAL ANNUAL CTC (p.a)	Rs276,000.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	May 13, 2024
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Statutory deductions & payments will be applicable in accordance with your eligibility under law. Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.



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You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till May 13, 2024 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

For Firstsource Solutions Limited



Anshul Bhargava

Global Head – Human Resources



AS



IMPACTK®

Discovering Solutions,
Redefining Lives!

Date: 26/04/2024

Dear Ms.Amruta Ravindra Pujare,

Sub : Confirmation of appointment as CHIEF COORDINATOR AT IMPACTK®

Further to the official Whatsapp message sent on 26/3/24 and confirmed by you, we are happy to reconfirm your position of CHIEF COORDINATOR AT IMPACTK for the various arms and activities related to overall wellness for all age groups.

Since we have already observed the dedication and compassion shown by you towards the various wellness projects for the,

- * YOUTH,
- * UNDER PRIVILEGED and
- * SPECIALLY ABLED CHILDREN AND PEOPLE

we are sure you will be able to do even more and better by accepting this post at IMPACTK.

Being associated with us from September 2021 (Ad-Hoc period) and from 01/10/2021 till date in various capacities of trainee, coordinator, Admin incharge, trainer , mentor for YISEC etc working part / full time depending on the project and diligently carrying out every responsibility.

Kindly send your official confirmation of acceptance.

Best wishes,
Anuradha Babu
GDE,GRAD. CHA, MIIIE,
Msc. Psy, MS (Psychotherapy & Counselling),
MD (Alt. Med), Cert. FT, Cert. Gerontology & NLP
Head and Founder
IMPACTK®



Anuradha



www.impactmind.com



6361631723 /
8779797701



contactusimpactk@gmail.com



Ashish INFRA TECH SYSTEM

MASTER®
BUILDERS
SOLUTIONS

Office : Agarwal Nagar Complex CHS Ltd.,
Flat No. 504, 5th Floor Building No 10, Near Flea Bridge,
Opp. Galaxy Hotel link Road, Vasant Nagar,
Nallasopara (East), Palghar.
Godhwin : Gate No. 5, Sukla Dairy Farm, Near Ashrama Shala,
Opp. Flora Hotel Karmam, Bhiwandi Road, Vasai East, Palghar
Mobile No. : 9819881944 / 9819880231
E-mail : ashishinfratech2006@gmail.com
www.ashishinfratech.in

Water Proofing | Industrial Flooring | Admixtures & Surface Treatments
Repair & Restoration | Grouts & Anchors | Building & Joint Sealants | Fiber

Date: 05/06/2024

SALARY CERTIFICATE

To whom so ever It may concern

Sub: Employment Confirmation & salary details of Mr. AMIT SANJAY SHUKLA.

This is to certify that Mr. AMIT SANJAY SHUKLA, Resident of at Room No. 37, Jai Santoshi Mata Chawl, near Jlo tower, Sri Ram Nagar, Nallasopara East, dist. Palghar Maharashtra 401209, is employed with M/S Ashish Infratech Systems. As a Staff since 01/11/2023 to till now.

He is drawing net salary of Rs. 19,800/- pm which is being paid to him through cash.

For ASHISH INFRA TECH SYSTEMS

Authorised Signatory



Dg



AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office :
Automotive House, 108, Bazar Ward Kurla, Mumbai - 400 070. Fax : 022-25534545
CIN - U34100MH1948PTC056781. Tel : 6155 3100 / 739. Website : www.automotivemfg.com

05-Jun-2024

To

Mr. Amaan Mazher Sayed

Emp Code:010751

Subject: Appointment Letter

Dear Mr. Amaan Mazher Sayed,

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization under the following terms and conditions:

1. DATE OF APPOINTMENT:

Your appointment will be effective from 05-Jun-2024.

2. DESIGNATION & GRADE:

You will be designated as Executive in the Grade JM6 in Service Department in Maruti Division.

Your work will be purely of Supervisory and Administrative capacity and therefore you are not a Workmen as defined under The Industrial Disputes Act, 1947 and its modifications and amendments, thereof

3. PLACE OF POSTING:

You will be posted at the Company's Establishment (Office /Workshop/Spare Parts or any other location of the Company) located at Mumbai Maruti However, your appointment will be strictly subject to the conditions that you may be posted and transferred anywhere in India or in any department, branch office or establishment owned or managed by the Company or any group company / affiliates, which are in existence or which might be set up in future at the discretion of the Management. You shall have to abide by the Transfer Order issued to you by the Management without a right of refusal.

4. JOB DESCRIPTION:

Your job description is in accordance to the roles and responsibilities that are allocated to you from time to time and as projected for the year, inclusive of that which are indicated in the KRA. Further, we expect you to take care of those incidental allied services, which though not covered in your KRA's, but are very crucial and important in the interest of the organization. However, it is pertinent to note that the same shall be subject to change/revisions/additions depending on the requirement and exigencies of work. You do not have a right to decline or refuse the job allocated to you.

5. SHIFT TIMINGS:

Your working hours will be governed by the Statutory Rules, Regulations of the Statute and Policy framed by the Management from time to time. The Management shall have every right to allocate shift timings of your work and you shall abide by the same.

You shall be governed by the rules, regulations and policies of the Company with respect to the number of days of working during the week. However, your salary will be for all purposes considered on per month/ mensem.

Signature valid

Digitally signed by
AJDY DAVID
Mon Jun 10 11:48:33 IST 2024





AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office :
Automotive House, 10B, Bazar Ward Kurla, Mumbai - 400 070. Fax : 022-2503 4545
CIN - U34100MH1948PTC006781, Tel : 6156 3700 / 799, Website : www.automotiveml.com

6. CONTRACT:

This letter of Appointment is for all purposes treated as a Contract between you and the Company. Any breach of any of the clauses of this Letter of appointment may lead to termination of your services with the Company without any notice.

7. STATUTORY BENEFITS:

The Statutory Laws, Rules and Regulations, in force will govern, related to the salary with respect to Provident Fund, Gratuity and other applicable legislations in accordance with the Company's policy from time to time.

8. PROBATION:

You will be on probation for a period of 6 (Six) Months from the date of joining. During your probation, the Company holds the right to terminate your services with immediate effect, without any notice or without assigning any reason. In case if you want to resign from the services of the Company during the probation period, you are required to give the company a notice of 24 hours prior to resigning from the service of the company.

9. CONFIRMATION:

At the end of the probation period, if your overall performance is found satisfactory, your appointment will be confirmed in writing. The probation period can be extended further at the sole discretion of the Management depending on the assessment of your overall performance. You will continue to remain on probation unless the company confirms your services in writing.

10. CONFIDENTIALITY, CONDUCT & RECORDS:

10.1) Your appointment will be subject to the understanding that you will work full time with the Company and not engage yourself or devote your time or attention to any other work of a third party whether or not for monetary gain except with the prior written permission of the company or if delegated to you specifically in writing by the Management.

10.2) Records and information that fall within your knowledge and domain during the employment in the Company shall be maintained by you with absolute secrecy and confidentiality and shall not be divulged to any person or third party, the disclosure of which will be prejudicial to the interests of the company.

Prior consent or sanction of the Management in writing is required for disclosure of any information to a third party.

Breach of divulgence of information will entitle the Management to initiate action for your immediate dismissal and take such further steps as the Management may deem fit.

You shall not divulge any information / documents in any manner whatsoever, even after you resign or are terminated and are relieved from the services of the Company at any time in future.

10.3) All documents, records, data, physical property, source code etc., pertaining to information of the company which are furnished to you by the company or are produced by you in connection with your employment shall be the sole property of the Company including the material or medium from which any information may be ascertained or derived as and when required by the Company.



Signature valid

Digitally signed by
AJDY DAVID
Mon Jun 10 11:48:33 IST 2024



AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office :
Automotive House, 108, Bazar Ward Kurla, Mumbai - 400 070. Fax : 022-2503 4545
CIN - U34100MH1948PTC000781. Tel : 6156 3700 / 799. Website : www.automotivernl.com

In any event you will return all such materials, property and documents in your possession immediately upon resignation / termination of your employment for any reason whatsoever. You shall not retain any such material or property or copies, compilations data, reports, or analysis thereof after such resignation / termination.

10.4) Conduct: You will be bound by the rules and regulations of the company as existing from time to time with regard to conduct, discipline, retirement, medical, leave policy, incentive, allowances, etc. and any other matter as though these rules and regulations were part of your terms of appointment or its modification thereof. The Company / Management, at its discretion, shall have every right to modify the terms of your appointment during your tenure of services with the Company, from time to time.

10.5) The Copyright and Patents as per the Copyrights & Patents Act of any nature whatsoever, in any work carried out by you including idea or concept visualized, artistic or otherwise creative / intellectual work / project undertaken during the service period shall be sole property of the company and you will specifically give up any right to the same, if any.

10.6) You undertake that after leaving the service of the Company you shall not approach any of the clients/ Franchisees of the Company or any of its contacts with the criminal intent of cheating the Company or of causing harm to the Company, and causing a business loss to the company.

10.7) For a period of 6 (Six) months after leaving the service of the Company you shall not engage yourself in service or any arrangement with any of the competitors of the Company or approach any of the Company's client for any business.

11. MEDICAL EXAMINATION

You shall be subject to such medical examination from time to time, as the company may deem fit.

In case you undertake Medical Examination by yourself or the Management undertakes Medical Examination and the Medical Reports/results are found to be adverse wherein you are unfit to continue services, the Management has the right to terminate your services immediately without any notice or compensation in lieu thereof. You shall be subject to the Rules, Regulations & policies of the company, from time to time.

12. MATERNITY LEAVE:

Female employees will be granted maternity leave in accordance with the relevant statutory provisions in force. Any extension of Maternity Leave over and above your entitlement will be at the sole discretion of the Management. In case, the Management rejects your leave application, without assigning any reason, the same will be treated as Leave without Pay / Loss of Pay, after adjustment of Leave available at the credit of the employee.

13. BACKGROUND VERIFICATION:

During the tenure of your employment, the Management shall have every right to carry out such verification, checks with respect to your credentials, certifications, conduct and documents, as the Management may desire from time to time.

14. TERMINATION:

14.1) The Management may at its discretion terminate your services without assigning any reason whatsoever by giving 24 (Twenty Four) Hours' notice. You shall be liable to handover charge immediately to your reporting Superior or in his /her absence, to your next Superior in the hierarchy.

Signature valid

Digitally signed by:
AJAY DAVID
Mon Jun 10 11:48:33 IST 2024





AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office
Automotive House, 108, Bazar Ward Kurla, Mumbai - 400 070. Fax : 022-2593 4545
CIN - U34100MH1948PTC006781. Tel : 6156 3700 / 799. Website : www.automotiveml.com

14.2) Upon you being confirmed in writing by the Management, you are entitled to resign from your services with the Company by serving One (1) month's prior notice in writing to the Company or compensate the Company an amount equivalent to your one (1) month's basic salary in lieu of notice period. However, the Management shall at its discretion have the right to relieve you from your services with immediate effect or such period, as the Management may desire by compensating you the basic salary in lieu of your balance notice period.

14.3) Your services are also liable to be terminated without any notice immediately for any misconduct, unauthorized absence, commotion, insubordination, riot, theft, assault, civil disobedience or any act deed, action thereby causing indiscipline in the premises of the company and during your travel from workplace to your residence and vice versa.

"Unauthorized Absence from duty would mean: Absence without obtaining sanction for a continuous period of 7 (Seven) days including absence without prior intimation or thereafter, when leave though applied for but not granted. In case of over-stay for a period of 7 (Seven) days without informing the concerned Superior / Management, would make you to lose your lien on the service."

15. EFFECTS OF RESIGNATION / TERMINATION:

15.1) In case the Management terminates your services or you resign during probation, you shall not be entitled to any benefits under the rules and policies of the Company, if any.

15.2) Unless and until the HR Department gives you clearance as per the Company's Policy and Procedure, your resignation / termination shall not stand effective and the dues payable to you, if any, shall not be determined.

15.3) Upon resignation / termination, if the Company finds that there are certain dues payable by you for any reason whatsoever including but not limited to excess Leave, Company's property, Personal Loan taken from the Company, etc. the same will be adjusted against the dues payable to you.

15.4) Upon resignation / termination of your employment, you will return to the company, all papers, documents, pen drives, etc. and any other company's property that might have come into your possession during the course of your employment with the company and you will not retain any copies or extracts thereof.

15.5) In case you are found to have committed any act of indiscipline, illegal or immoral behavior in the premises of the Company or to any site of a third party, related to your work, the Management shall have a right & liberty to take appropriate action against you for both civil & criminal and to recover the losses suffered by the Company.

15.6) The Accounts Department of the Company / respective Branch shall settle your dues after your resignation is accepted or the Company terminates your services and on you completing notice period. Under such circumstances, you shall be liable to clear all or any dues or loans payable by you to the Company, immediately.

15.7) You shall undergo an exit interview with the concerned HR department of your Branch / Head Office on or before your last working day in the Company.

15.8) If on account of any reason or circumstances, the Management desires on reducing the strength of Manpower, the Management may at its discretion, terminate your services and you shall be paid an amount equivalent to your Basic Pay in lieu of notice period.

Signature valid

Digitally signed by
AJAY DAVID
Mon Jun 10 11:48:33 IST 2024





AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office :
Automotive House, 108, Bazar Ward Kurla, Mumbai - 400 070. Fax : 022-2503 4545
CIN - U34100MH1948PTC006781. Tel : 6156 3700 / 799. Website : www.automotivemvl.com

16. RETIREMENT:

You will automatically retire from the services of the company on attaining the superannuation age. The current age of retirement is 60 (Sixty) years which is subject to change from time to time at the sole discretion of Management. Your date of birth is in accordance to the documents submitted as proof for the same. The Company shall consider the date of birth as mentioned in the documents of proof of age, for all purposes, throughout your services with the company and you will not be allowed to change the same under any circumstances.

17. INCENTIVE:

- 17.1) Incentive will be paid to the eligible staff as per the company policy and scheme.
- 17.2) Payment of incentive is totally dependent on performance and is at the discretion of the Management.
- 17.3) The incentive scheme can be revised as and when decided by the Management.

18. REMUNERATION:

The salary (CTC) shown will be as per attachment, which forms part and parcel of this letter.

19. WAIVER:

Any waiver, forbearance or indulgence granted to the employee in respect of any of the terms or clauses of this Appointment Letter shall in no way constitute a waiver of or any condemnation of the obligations of the employee or of any of the terms of the Appointment Letter as is required to be observed and performed as herein contained.

This letter is being issued in duplicate. Kindly return the duplicate copy duly signed by you as a confirmation of your having accepted the terms and conditions contained herein.

We look forward to a long and mutually beneficial association.

Thanking you,

Yours faithfully,

For Automotive Manufacturers Private Limited

Ajoy David

Vice President - HR & Network

I hereby accept the appointment on the terms and conditions mentioned in the appointment letter.

Signature : _____ & DATE : _____



Signature valid

Digitally signed by
AJDY DAVID
Mon Jun 10 11:48:33 IST 2024



AUTOMOTIVE MANUFACTURERS PRIVATE LIMITED

Regd. & Head Office :
Automotive House, 108, Bazar Ward Kurla, Mumbai - 400 070. Fax : 022-2503 4545
CIN - U34100MH1948PTC006781, Tel : 0156 3700 / 799. Website : www.automotiveml.com

Cost to the Company

Name	Amount/Marker/Typed	Employee Code	010751
Designation	Executive	Date of Joining	05-Jun-2024
Grade	JN16	Branch	Mumbai/Marathi
Heads of Pay		MONTHLY (Rs.)	ANNUAL (Rs.)
Basic		7000	84000
House Rent Allowance		3500	42000
Special Allowance		11500	138000
Gross Salary		22000	264000
Employer Benefits :			
Provident Fund (Company Contribution)		1800	21600
ESIC (Company Contribution)		0	0
Bonus		700	8400
Gratuity		337	4044
Total		2837	34044
Cost To the Company (CTC)		24837	298044
Employee Deductions:			
Provident Fund (Employee)		1800	21600
ESIC (Employee)		0	0
Professional Tax		200	2500
Total Deductions :		2000	24100
In Hand Salary :		20000	239900

For Automotive Manufacturers Private Limited

Ajoy David

Vice President - HR & Network



Signature valid

Digitally signed by
AJAY DAVID
Mon Jun 10 11:48:33 IST 2024



Offer Letter

Dear Amit Patel,

We are pleased to offer you employment in our organization **A SQAURE MANPOWER SOLUTIONS** situated MUMBAI as **Associate-Vigilance Support** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **24-JULY-2024** till **24-JULY-2025**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work. Unless otherwise extended by mutual consent, this contract shall stand terminated on its expiry i.e. on **24-JULY-2025**.
2. You will be deputed by the company to work at the clients' office / premises at their locations on **24-JULY-2024**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving 30 days' notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from **24-JULY-2024** be deputed by the Company to work at the Client's office/ premises at any of their locations, either onsite or offshore. The working week will be 6 (six) days. It is expressly understood that at all times you are an employee of the Company and there is no employee employer relationship between you and the client.
6. You will be governed by the policies of the Client's organization with respect to holidays. You will be entitled to 21 (Twenty One) days annual leave. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amounts due, if any, shall be credited to your savings bank account opened for this purpose.
7. I hereby state that me or my family members will not be giving exams that is being held or conducted through NSEIT

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Yours truly,

For **A SQAURE MANPOWER SOLUTIONS**,

**ASGAR
ALI**

Authorized Signatory

Digitally signed by
ASGAR ALI
Date: 2024.07.23
17:34:17 +0530

Acceptance

(Signature)

A SQUARE MANPOWER SOLUTIONS

Address: - Office No. 20, Ganesh Wadi CHS, MIDC Center Road, Andheri (E), Mumbai -400093

Contact no. +91 8097297123 / 8779190094

Email: asquaremanpowersolution@gmail.com / asgar@asqauremanpower.com



STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT: Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves it's right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as may be indicated therein.

It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.

1.3 Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void initio And liable for termination without notice.

1.4 In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

2. COMPENSATION:

2.1. As detailed in Annexure I.

3. TERMINATION: 3.1. At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company or if you do not return equipment that has been assigned to you, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owed to you under the terms of your employment. If at any time during the course of this Contract, you engage in any act that is illegal or in violation of the Rules / Policies of the Client, you will be terminated without notice.

4. DISCRETION: 4.1. During the period of this Contract, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

5. DEPUTATION: 5.1. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

6. RULES/POLICIES OF THE CLIENT:

6.1. In the day-to-day functioning or carrying out your responsibilities and duties, and will undertake to abide by any suggestions, etc. given by any assigned person(s).

6.2 You shall also abide by any training that may be offered to you by the Client

A SQUARE MANPOWER SOLUTIONS

Address: - Office No. 20, Ganesh Wadi CHS, MIDC Center Road, Andheri (E), Mumbai 400093

Contact no. +91 8097297123 / 8779190094

Email: asquaremanpowersolution@gmail.com / asgar@asqauremanpower.com



Dr

6.3 Your work schedule would be as per the business Requirements.

7 NON - DISCLOSURE: 7.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential Information only in connection with the services provided by you to such Client.

7.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

8 ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS: 8.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

9 LIABILITY: 9.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely a contractual agreement between the Company and the Client for the time specified.

9.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

9.3. You shall not engage in any act subversive of discipline in the course of your duties for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

10 INDEMNITY: 10.1 You shall indemnify and hold harmless the Client, its subsidiaries, affiliates, third-parties and their respective officers, directors, agents and employees from any claim or demand, or actions including reasonable attorneys' fees, made by any third party or penalty imposed due to or arising out of your breach of this Contract, or the documents they incorporate by reference, or your violation of any law, rules or regulations or the rights of a third party.

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our team and expect your effort and talent to be a part of our growth and success.

A SQUARE MANPOWER SOLUTIONS

Address: - Office No. 20, Ganesh Wadi CH5, MIDC Center Road, Andheri (E), Mumbai -400093

Contact no. +91 8097297123 / 8779190094

Email: asquaremanpowersolution@gmail.com / asgar@asquaremanpower.com



Handwritten signature

CLEINT ASSETS POLICY

Asset Usage & Security

All assets required for or on behalf of the company shall be deemed Client property. Each employee issues with an asset are responsible for the security of that asset & related accessories, regardless of whether the asset is used in the office, at the employee's place of residence, or in any other location such as a hotel, conference room, car or airport etc.

The A Square Manpower Solutions may recover costs from the employee towards loss, damage or non-return of the asses.

Reporting loss/damage of asset

In the event of asses, the employee will be required to lodge an FIR with the concerned police station.

Asset loss or damage should also be immediately reported to the IT and Administration departments for further formalities.

Installation of unauthorized/illegal software.

Employees are prohibited from installing unauthorized/ illegal software on client provided assets. It is also recommended that use of the asset for personal requirements be kept to a minimum.

Policy ownership and Implementation

The policy will be owned by HT/IT who will be responsible for making suitable amendments, if any from time to time. The IT department will be responsible for the implementation of the policy.

Termination of services

The employee will be required to return the asset to the IT Department on Termination of services with the Company in good working condition. In the event of an employee absconding or any other unauthorized absenteeism, post availing the facility, the same will be deemed as offence and the company will initiate legal action against such employee.

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Annexure-I	
Name :	Amit Patel
Designation :	Associate-Vigilance Support
Joining Date :	24-July-2024
Employee ID :	AS293
Salary Head	Amount Per Month
Earnings	
Monthly Component	
Basic	13000
HRA	700
Conveyance	0
Bonus	1083
Gross Salary (A)	14783
Deductions	
PF (Employee Contribution)	1560
Professional Tax	200
E.S.I.C	111
Income Tax	As Applicable
Gross Deductions (B)	1871
Net Take Home Salary (A-B)	12912
Company Contributions	
PF (Company Contribution)	1690
E.S.I.C	480
Total (C)	2170
Cost To Company – CTC (A+C)	16953

Professional Tax: As per government rule

Gratuity: - Paid as per Gratuity Act, 1972 Income Tax: - Will be Deducted As per income tax rule

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Offer Letter

Dear Raj Singh,

We are pleased to offer you employment in our organization A SQUARE MANPOWER SOLUTIONS situated MUMBAI as Associate-Vigilance Support for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from 24-JULY-2024 till 24-JULY-2025. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work. Unless otherwise extended by mutual consent, this contract shall stand terminated on its expiry i.e., on 24-JULY-2025.
2. You will be deputed by the company to work at the clients' office / premises at their locations on 24-JULY-2024.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving 30 days' notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from 24-JULY-2024 be deputed by the Company to work at the Client's office/ premises at any of their locations, either onsite or offshore. The working week will be 6 (six) days. It is expressly understood that at all times you are an employee of the Company and there is no employee employer relationship between you and the client.
6. You will be governed by the policies of the Client's organization with respect to holidays. You will be entitled to 21 (Twenty One) days annual leave. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amounts due, if any, shall be credited to your savings bank account opened for this purpose.
7. I hereby state that me or my family members will not be giving exams that is being held or conducted through NSEIT

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Yours truly,

For A SQUARE MANPOWER SOLUTIONS.

ASGAR
ALI

Authorized Signatory

Digitally signed by
ASGAR ALI
Date: 2024.07.23
17:33:35 +05'30'

Acceptance

(Signature)

A SQUARE MANPOWER SOLUTIONS

Address: - Office No. 20, Ganesh Wadi CHS, MIDC Center Road, Andheri (E), Mumbai -400093

Contact no. +91 8097297123 / 8779190094

Email: asquaremanpowersolution@gmail.com / asgar@asquaremanpower.com





**A SQUARE
MANPOWER
SOLUTIONS**

DELIVERS PEOPLE...

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT: Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment, you shall be governed by such terms and conditions as may be indicated therein.

It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.

1.3 Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without notice.

1.4 In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

2. COMPENSATION:

2.1. As detailed in Annexure I.

3. TERMINATION: 3.1. At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company or if you do not return equipment that has been assigned to you, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owed to you under the terms of your employment. If at any time during the course of this Contract, you engage in any act that is illegal or in violation of the Rules / Policies of the Client, you will be terminated without notice.

4. DISCRETION: 4.1. During the period of this Contract, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

5. DEPUTATION: 5.1. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

6. RULES/POLICIES OF THE CLIENT:

6.1. In the day-to-day functioning or carrying out your responsibilities and duties, and will undertake to abide by any suggestions, etc. given by any assigned person(s).

6.2 You shall also abide by any training that may be offered to you by the Client

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PN



6.3 Your work schedule would be as per the business Requirements.

7 NON - DISCLOSURE: 7.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential information only in connection with the services provided by you to such Client.

7.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

8 ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS: 8.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

9 LIABILITY: 9.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely a contractual agreement between the Company and the Client for the time specified.

9.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

9.3. You shall not engage in any act subversive of discipline in the course of your duties for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

10 INDEMNITY: 10.1 You shall indemnify and hold harmless the Client, its subsidiaries, affiliates, third-parties and their respective officers, directors, agents and employees from any claim or demand, or actions including reasonable attorneys' fees, made by any third party or penalty imposed due to or arising out of your breach of this Contract, or the documents they incorporate by reference, or your violation of any law, rules or regulations or the rights of a third party.

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our team and expect your effort and talent to be a part of our growth and success.

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CLEINT ASSETS POLICY

Asset Usage & Security

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The A Square Manpower Solutions may recover costs from the employee towards loss, damage or non-return of the asses.

Reporting loss/damage of asset

In the event of asses, the employee will be required to lodge an FIR with the concerned police station.

Asset loss or damage should also be immediately reported to the IT and Administration departments for further formalities.

Installation of unauthorized/illegal software.

Employees are prohibited from installing unauthorized/ illegal software on client provided assets. It is also recommended that use of the asset for personal requirements be kept to a minimum.

Policy ownership and Implementation

The policy will be owned by HT/IT who will be responsible for making suitable amendments, if any from time to time. The IT department will be responsible for the implementation of the policy.

Termination of services

The employee will be required to return the asset to the IT Department on Termination of services with the Company in good working condition. In the event of an employee absconding or any other unauthorized absenteeism, post availing the facility, the same will be deemed as offence and the company will initiate legal action against such employee.



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Annexure-I	
Name :	Raj Singh
Designation :	Associate-Vigilance Support
Joining Date :	24-July-2024
Employee ID :	AS292
Salary Head	Amount Per Month
Earnings	
Monthly Component	
Basic	13000
HRA	700
Conveyance	0
Bonus	1083
Gross Salary (A)	14783
Deductions	
PF (Employee Contribution)	1560
Professional Tax	200
E.S.I.C	111
Income Tax	As Applicable
Gross Deductions (B)	1871
Net Take Home Salary (A-B)	12912
Company Contributions	
PF (Company Contribution)	1690
E.S.I.C	480
Total (C)	2170
Cost To Company – CTC (A+C)	16953

Professional Tax: As per government rule

Gratuity: - Paid as per Gratuity Act, 1972 Income Tax: - Will be Deducted As per income tax rule



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OFFER LETTER



The Work Journals

3/1113, Navjivan Society
Lamington Road,
Mumbai 400008

17th June, 2024

Dear Vaibhav Patel,

Welcome to The Work Journals! We are thrilled to have you join our team as a Website Developer. We believe that your skills and passion will be instrumental in driving our digital initiatives forward. Please find below the details of your employment offer with us:

Position: Website Developer

Start Date: June 15, 2024

Work Schedule: Monday to Friday, 10:30 AM to 7:30 PM, and Saturday (half-day)

Roles and Responsibilities:

1. Designing, coding, and modifying websites from layout to function according to specifications.
2. Strive to create visually appealing sites that feature user-friendly design and clear navigation.
3. Regular maintenance and updates to existing websites.
4. Ensure website functionality and perform software updates.
5. Monitor and optimise live websites for maximum speed and scalability.
6. Ensure all website practices comply with legal and company standards.



PR

Compensation and Benefits:

- **CTC (Cost to Company):** ₹1,20,000 per annum.
- **Probation Period:** 3 months, during which the notice period is 15 days. Post-probation, the notice period extends to 30 days.
- **Notice Required for Termination:** 15 days during probation and 30 days thereafter.

Terms of Employment:

- Completion of all assigned tasks and providing a proper handover are mandatory before the release of salary.
- All codes and related intellectual property developed during your tenure will remain the sole property of The Work Journals.

Thank you for choosing to be a part of The Work Journals. We are excited to grow and achieve new heights together.

Warm regards,
Vruddhi Doshi
Founder
The Work Journals



pr

Date: 24th June 2024

Mr. Krutik Nandkumar Koli
Koliwada, Sunder Galli,
Malwani Church, Marve Road,
Malwani Gaon, Malad West,
Mumbai, Maharashtra – 400 095.

Dear Krutik,

We take pleasure in informing you that you have been appointed as "Data Entry Operator" on the following terms and conditions of service.

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956 and pursuant to section 188 of the companies Act, 2013. A list of Directors is available in the Office of the Company.

1. Date and place of employment

Your employment will be with effect from 24th June 2024 at Mumbai

2. Position & Responsibilities

Position: Data Entry Operator

Your responsibilities will be explained to you by your Line Manager. It is important to understand however that these might change, or vary from time to time.

3. Remuneration

CTC of Rs. 2,48,600/- only per annum. Please refer to the annexure for the detailed CTC break-up.

The company at its discretion and based on the time-to-time review of its functioning, finances and prospects may add, modify or abrogate your remuneration and benefits accordingly and you shall be bound by the Company's decision in this behalf.

All remuneration amounts payable, shall be subject to income tax and statutory taxes as applicable. It will be your responsibility to submit Income Tax related proofs & Tax planning to the HR / Finance Dept. from time to time.

Gratuity: You shall be eligible for Gratuity as per the provisions of the Payment of Gratuity Act, 1972 and any re-enactment or statutory modifications thereof, and any rules framed there under.

4. Probation Period

Your employment will be subject to an initial probationary period of 6 months. During this period, your work performance and general suitability for employment within the company will be assessed. Should you not meet the required standards, your employment may be terminated without giving any notice or salary in lieu thereof.



You shall continue to remain on probation until receipt of a written confirmation letter from the company.

5. Hours of work

Your normal hours of work will be as per the working hours rules in force.

6. Attendance

You will be required to record your daily attendance in the Daily Attendance Register and biometric system at work in accordance with the company procedures.

7. Transfers and Relocations

Your services may be utilized in any of the sites or branches of the Company or in any department of the Company or in any of the associated Companies as may be required from time to time. Your services can be transferred to any of the department/ Establishment / Division located in India whether in existence at the time of your appointment or set at a later date at the sole discretion of the company without detriment to your status and emoluments

8. Absence from work/sick leave

Should you be unable to attend work for any reason it is important that you notify your line/reporting manager within 24 hours of the reason for your absence and the envisaged length of your absence. Should you be absent from work without sufficient reason this could result in disciplinary action being taken against you.

Absence for a continuous period of 8 days without prior approval or authorization by your line/reporting manager, including overstay of leave, may be treated by the company as an indication that you are no longer interested in continuing your services with the company and the company reserves the right to terminate your services without any notice or explanation.

9. Annual / General Purpose Leave

You will be entitled to Leave in accordance with the Leave rules formulated as per HR policy and any amendments thereto affected by the company at its discretion from time to time.

10. Procedures and Policies

You will be subject to all rules, procedures and policies formulated by the Company and any amendments thereto affected by the company from time to time. You will be expected to familiarize yourself with the content of these rules, procedures and policies, and any amendments thereto.

11. Information Technology

You should familiarize yourself with the terms of the Company's Information Technology policies, taking account particularly of the Company's requirement that computer facilities and related technology may



PM
CD

[Handwritten Signature]

not at any time be used for personal reasons, and that the Company has the right to monitor, access and review the utilization of all computer equipment, including e-mail and other electronic records.

12. Confidentiality & Non-Disclosure

As per employment policy, you shall execute a confidentially undertaking, attached as Annexure 'B'

13. Indemnification

You shall at all times indemnify and keep the Company and its directors, officers, agents and representatives fully indemnified against any and all claims, demands, actions, proceedings, losses, damages, costs, charges, expenses, interests and disbursements of any nature whatsoever which the Company may pay or incur or suffer or sustain, or be liable to pay or incur or suffer or sustain, as a result or consequence, direct or indirect, of (i) any untrue, incorrect and/or misleading undertakings or representations made by you or (ii) of any breach of the provisions of this Agreement or (iii) any gross negligence or willful misconduct on your part. The Company shall at all times be entitled to adjust the salary payable to you against all claims, demands, actions, proceedings, losses, damages incurred by the Company.

14. Outside Work

You shall not, during the course of your employment and whether on leave of absence or not, engage in any business, employment, political position or any other work, save as provided for herein or without the Company's written consent. In the event of any breach of the provisions of this clause, the Company shall be entitled to terminate this employment contract.

15. Undue Influence

You agree that you shall not use your position in the Company to influence the placing of business with any organization in which you may have a direct or indirect interest, and/or as a result of which you may derive benefit, save with the written consent of the Company.

You will not use Company provided business card or any other object carrying the company logo, for any purpose other than for representation of the Company during or after the office hours.

During the course of your employment, you shall not, without the prior written permission of the company, accept or undertake to accept either directly or indirectly any gifts, commission, gratification or any other favor of any kind whatsoever in connection with his/her employment with the Company.

16. Termination of employment

- a) Unless otherwise mutually agreed upon in writing, this Employment Agreement may be terminated by either party by giving notice as follows:
- b) During the probation periods of employment, not less than **15 days** written notice.
- c) After confirmation of employment, not less than **One months'** notice to be given in writing. This notice may be given on any working day.



If you do not give proper notice, the Company has the right to deduct money in lieu of notice from your salary. The Company may terminate the Employment Agreement by paying you in lieu of notice, on any day.

This clause however, shall not affect the right of the Company to terminate the employment agreement without notice for any reason recognized by law (including the common law) as sufficient.

- d) You hereby consent to the deduction and/or set off of any monies owed by you to the Company from any money owed to you by the Company at the termination of employment.
- e) Items of equipment and the uniform issued to you but which remain Company Property shall be kept in good order and shall be returned by you to the Company immediately on termination of this employment agreement and/or on request from the Company.
- f) The retirement age for all members is 58 years.

17. Law

- a) Your conditions of employment shall be governed and construed in accordance with the laws of India and Courts at Mumbai shall have jurisdiction over all matters arising here from.
- b) No modification or amendment to this letter regarding any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both Parties.

Please acknowledge your acceptance of the terms and conditions of this agreement by initialing the bottom right hand corner of each page and signing in full on the last page in the space provided.

We would like to extend a warm welcome to you and wish you a long, happy and successful career with Sahakar Global Limited.

Yours Sincerely,

For Sahakar Global Limited



Conan De Souza
Head – Human Resources

Acceptance:

I have received a copy of the letter of appointment. I understand and accept the terms and conditions of employment contained in these documents.

Employee's Signature :  Date



SAHAKAR GLOBAL LIMITED
SALARY ANNEXURE - CTC

Name: Krutik Nandkumar Koli
Designation: Data Entry Operator
Effective Date: 24th June 2024

Emp Code: 124573
Location: Mumbai

	Components	Monthly	Yearly
I	Earning Components		
	Basic	12001	144012
	HRA	5999	71988
	Grade Allowance	0	0
	Total Earning Components	18000	216000
II	Employer Contribution		
	PF	1560	18720
	ESIC	585	7020
	Gratuity	577	6924
	Total Employer Contribution	2722	32664
III	Other Benefits		
	-	0	0
	Total Other Benefits	0	0
	Total CTC (I+II+III)	20722	248664

* Gratuity - As per the Act

* All Compensation amounts payable shall be subject to Income Tax and other statutory taxes as applicable by law.

For Sahakar Global Limited


Conan De Souza
Head - Human Resources





ANNEXURE B

CONFIDENTIALITY AGREEMENT

This confidentiality and non-disclosure agreement (hereinafter referred to as the "Agreement") is made on 24th June 2024 by and between;

Sahakar Global Limited, a company incorporated under the Companies Act, 1956, having its registered office at 503, 5th Floor, Vastu Prestige, above Tanishq Showroom, Sundervan Complex, Off New Link Road, Andheri (West), Mumbai 400 053, India hereinafter referred to as the "Company" (which expression shall, unless repugnant to the context or meaning thereof; include its successors in interest and assigns);

AND

Mr. Krutik Nandkumar Koli, son/daughter/wife of Mr. Nandkumar Moreshwar Koli with a residential address: Koliwada, Sunder Galli, Malwani Church, Marve Road, Malwani Gaon, Malad West, Mumbai, Maharashtra – 400 095. (herein after referred to as the "Employee").

WHEREAS:

- A. The Company desires to employ Employee, and Employee agrees to perform the duties required by the Company;
- B. The Company is a reputed company engaged in *inter alia* the business of toll collection activities for several government and statutory authorities/bodies across the country ("Authorities").
- C. The Company and Employee acknowledge that Employee will be employed at the will of the Company, in a position of trust and confidence in which Employee learns of, has access to and will continue to develop and/or hereafter learn of, have access to, and develop proprietary, confidential and trade secret information of the Company as well as Authorities; and
- D. The Company desires to protect any rights the Company and the Authorities may have in such proprietary, confidential and trade secret information that Employee may acquire in connection with his/her employment with the Company.

NOW, THEREFORE, THE COMPANY AND EMPLOYEE, IN CONSIDERATION OF EMPLOYEE'S EMPLOYMENT BY THE COMPANY, WHICH IS SUBJECT TO THE STIPULATIONS CONTAINED HEREIN, AGREE AS FOLLOWS:

1. DEFINITION

"Confidential Information" shall include, without limitation, whether tangible or intangible with respect to both Company as well as Authorities (i) all information relating to intellectual property including, without limitation, licenses, patents, trademarks, trade names, service mark and copyrights; (ii) trade secret data and related information, (iii) all concepts, ideas, creations, developments, design, discoveries, processes, methods, formulae, techniques and work products (iv) all information which is used, developed towards creating software programming content (v) all information ascertainable and/or related to the development, research, inspection or analysis, testing, manufacturing and marketing activities and



techniques (vi) all information relating to the products created, manufactured, sold or distributed (vii) all information relating to the raw materials, costs, financing plans and sources of supply and strategic plans (viii) all information relating to the persons and organizations with whom the Company and Authorities have or have had business relationships, including, without limitation, customer lists, prospective customer lists (ix) all information relating to the business operations, underwriting standards, actuarial data, processes, business plans, intentions, product information, product documentation, product plans, investments, know-how, rights, trade secrets, customer lists, market opportunities, business affairs, computer programs, hardware configurations, engineering specifications, and other business practices (x) all other information which the Company and Authorities deem confidential and proprietary in their sole discretion including all information having been disclosed prior to the date hereof.

2. NON-DISCLOSURE OF CONFIDENTIAL INFORMATION

- 2.1. Employee acknowledges that the Company has invested and will continue to invest considerable resources in the research, development, and advancement of Company's business, which investment has or will result in the generation of Confidential Information.
- 2.2. Employee acknowledges and agrees that the Company has entered into separate confidentiality agreement with each of the Authorities and by virtue of which the Company is under obligation to maintain Confidential information under strictest confidentiality.
- 2.3. Employee acknowledges and agrees that it would be unlawful for Employee to appropriate, to attempt to appropriate or to disclose to anyone such Confidential Information and would be a breach of the contractual terms of employment.
- 2.4. Employee agrees, therefore (i) to hold in confidence all Confidential Information received, acquired, produced, or developed by Employee in the course of the performance of Employee's employment with the Company and (ii) not to use, disclose, reproduce, or dispose of such Confidential Information in any manner except as required by applicable law or in connection with the performance of his/her duties and responsibilities to the Company. Employee expressly agrees and understands that the restrictions contained in this Clause 2 shall continue to apply after Employee's employment with the Company terminates, regardless of the reason for such termination.
- 2.5. Employee agrees to comply with all security regulations established by law, the Company, the Company's current and prospective clients, contractors and other third parties for the purpose of protecting Confidential Information.
- 2.6. Employee expressly agrees and understands all Confidential information is the property of the Company and/or the Authorities regardless if Employee is directly or indirectly involved in the development or creation of such Confidential Information.

3. OWNERSHIP OF CONFIDENTIAL INFORMATION CREATED

All Confidential Information created by the Employee during the term of Employment of the Company, will be and remain the sole property of the Company, and the Employee is deemed to have assigned all of his/her rights, title, and interest therein to the Company and undertakes to execute, acknowledge, and deliver to the Company instruments confirming the complete ownership by the Company or such Confidential Information on acceptance of this Agreement.

CD 



4. SURRENDER OF CONFIDENTIAL INFORMATION

Employee will surrender to the Company upon termination of Employee's employment with the Company for any reason, all written or otherwise tangible documentation, in whatever form, representing or embodying Confidential Information or copies thereof, whether or not prepared by Employee or another, in Employee possession or control. Nothing in this Clause 4 shall be interpreted to imply that Employee is authorized to have in Employee's possession any of the Confidential Information otherwise than with the Company's written permission.

5. PROPRIETARY RIGHTS INDEMNIFICATION

Employee agrees to defend, indemnify and hold the Company harmless from and against all loss, damage and expense, including reasonable attorney's fees and expenses, and amounts paid in settlement arising from the claim that any confidential, proprietary, trade secret or similar information that Employee uses in the course of his/her employment with the Company and which was not obtained from the Company or with the Company's consent infringes any patent, copyright, trade secret or other proprietary rights of any third party.

6. SURVIVAL

The provisions of this Agreement shall independently survive the termination of Employee's employment by the Company. Employee acknowledges that a violation of the provisions of this Agreement by Employee may result in irreparable harm to the Company. Therefore, Employee agrees that the Company shall be entitled to preliminary, and permanent injunctive relief against any breach by Employee of the provisions of this Agreement, without having to post bond; provided, that nothing in the foregoing clause shall limit the Company's right to seek monetary damages, including, without limitation, attorney's fees, costs and disbursements, as it may have sustained in the event of the violation by Employee of any of the provisions of this Agreement. The existence of any claim, dispute or cause of action of Employee against the Company, whether predicated upon this Agreement or otherwise, will not constitute a defense for the Employee against the enforcement of any provision of this Agreement by the Company.

7. SEVERABILITY AND REFORMATION

In the event that any portion or provision of this Agreement shall be determined by a court of competent jurisdiction to be unlawful or unenforceable, then the remainder of this Agreement, or the application of such portion or provision in circumstances other than those as to which it is so declared unlawful or unenforceable, shall not be affected thereby, and the remaining portions and provisions of this Agreement shall remain in full force and effect.

8. MISCELLANEOUS

8.1 Waiver: No waiver of any provision hereof shall be effective unless made in writing and signed by the waiving party. The failure of either party to require the performance of any term or obligation of this Agreement, or the waiver by either party of any breach of this Agreement, shall not prevent any subsequent enforcement of such term or obligation or be deemed a waiver of any subsequent breach.

8.2 Assignment: Binding Effect. The Company, but not Employee, may assign or transfer any right under this Agreement or any interest herein, by operation of law or otherwise, without the prior consent of Employee. This Agreement shall inure to the benefit of and be binding upon the Company and Employee, their respective successors, executors, administrators and heirs.

PR CS

[Handwritten Signature]





IT
209, De Eimas,
Goregaon East, Mumbai, Maharashtra,
400063
+ 91 9004099877 / 8104156008
info@anjitait.com
www.anjitait.com

Date: 6th June 2024,

To,
Pooja Yadav,

Dear Pooja,

I am delighted & excited to welcome you to Anjita IT Solutions Private Limited (AIS) as an Intern web developer. At Anjita IT Solutions Private Limited (AIS), we believe that our team is our biggest strength. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful work experience with Anjita IT Solutions Private Limited (AIS).

Your appointment will be governed by the terms and conditions presented below.

I. Position Job title

Your title will be Intern web developer, and you will report to Miss Nivedita Yadav.

Working schedule

This is a *full-time* position. Your regular weekly schedule will be *Monday to Saturday 10:30-19:30*. The 2nd and 4th Saturday of every month will be a holiday (when we work from the office) and in case of lockdown or work from home, we may ask you to work on all Saturdays(workdays can be modified by the Management team). We prioritize punctuality, and arriving on time is essential. If an employee is late without prior notification, three instances of tardiness will be treated as a half-day absence, leading to a proportional deduction in salary.

II. Cash Compensation Salary

From 7th June 2024 to 30th June 2024 (Training period)

Company has agreed to provide you 1 month tool training without any pay and if you perform well we will provide you 2 month training on live projects to develop your skills on asp.net core if you do not perform in this 1 month, company may end the alliance.

From 1st July 2024 to 30st August 2024 (Internship)

After 1 month, you will be given training for 2 months and the company will pay you 8,000 per month as a stipend including taxes in that duration.





209, De Elmas,
Goregaon East, Mumbai, Maharashtra,
400063
+ 91 9004099877 / 8104156008
info@anjitait.com
www.anjlitait.com

From 1st September 2024 (Junior web developer)

Probation period - 6 months from this date.

You salary will be incremented to 15,000 including taxes (if you perform well)

This salary will be subject to adjustment pursuant to the company's employee compensation policies. Companies have all the rights to negotiate the offered salary, incase of loss, complete lockdown or non performance of the employee.

For security reasons, the company may withhold ₹2,000 each month during your probation period. This amount will be released in full after the probation period, provided you do not breach any contract terms or leave the company without proper notice. The decision to withhold this amount is at the discretion of the employer or management

Any leaves taken in the probation period of notice period will be deducted from the salary, after probation period you are allowed to take 1.5 paid leaves in a month.

Tax withholding

All forms of compensation mentioned in this letter agreement are subject to withholding and payroll taxes, as well as other legally required deductions. Based on your current designation and salary, a professional tax deduction of ₹200 will be applied each month, except for February, when the deduction will be ₹300.

III. Privacy and Confidentiality

Agreements Privacy Agreement

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information, client information and code will be in accordance with privacy legislation.

Conflict of Interest policy

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are not allowed to take any personal assignment/ joining full time with any of our ex-clients or current clients when you are working with us or till 36 months of duration after leaving the company.

Proprietary Information and Inventions

We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during



your employment will be your responsibility. Anjita IT Solutions Private Limited operates on zero tolerance principle with regard to any breach of data security guidelines. At the termination of your employment you are expected to hand over all Anjita IT Solutions Private Limited work/data stored on your Personal Computer to your mentor and delete the same from your machine.

You are not allowed to take any code without taking prior permission

1. **Confidentiality:** You are strictly prohibited from disclosing any confidential or proprietary information, including but not limited to, company data, client data, and source code. This information must not be shared with any current or former employees, clients, or any third parties. Violation of this clause will be considered a breach of contract, and appropriate legal action will be taken.
2. **Non-Competition:** You are legally restricted from seeking employment with any current or former employee of the Company, or any client or ex-client of the Company for a period of five (5) years following your termination date. Engaging in any such employment will be deemed a breach of your non-competition agreement, and legal action may be pursued.
3. **Non-Disparagement:** You must refrain from making any negative or disparaging comments about the Company, its employees, or its clients, whether in person or on social media. Any action that damages the reputation of the Company will be treated as a breach of your employment contract and may result in legal claims for damages.
4. **Data and Code Security:** Our company has stringent agreements with our clients regarding the security of data and code. Any misuse or unauthorized access to this data or code post-termination will be considered a breach of contract. Company will hold you liable for any financial losses or reputational damage incurred by the company or our clients as a result of such intentional breaches.
5. **Legal Recourse:** Should you be found in breach of any of the above stipulations, the Company reserves the right to pursue legal action. This may include claims for damages equivalent to any loss suffered by the company or its clients due to your actions. Additionally, any legal fees or costs incurred in pursuing such action will be sought from you.



[Handwritten signature]

IV. Termination Conditions.

Under normal circumstances, either the company or the employee may terminate this association by providing a 60-day notice period without assigning any reason. However, the company may terminate this agreement immediately in cases of indiscipline or non-performance by providing a 2-day notice and after issuing warnings. In such cases, the company is liable to pay only for the number of days worked and may withhold salary if the notice period is not served. The company reserves the right to terminate your employment prior to the end of the notice period, provided notice is given.

During the notice period, the company reserves the right to terminate employment immediately in cases of indiscipline, breach of company data, misconduct with team members, or lack of available work. In these situations, the company is liable to pay only for the number of days worked.

Company is agreed to provide 2 months of skill development training to match the company's requirement with a running salary cost and you may get a chance to work on the live projects together, henceforth if you are terminating this association within a duration of 1.5 years of your employment, the company can claim the amount they have paid you in the training period, and the experience letter will be subjected to the companies interest.

V. Employee Absconding Clause:

In the event that you, as an employee of our company, abandon your employment without providing prior notice or following the resignation procedure as stipulated in the company's policies, you shall be considered to be in violation of your employment contract.

In such a scenario, Company reserves the right to take appropriate actions, which may include, but are not limited to, the following:

Recovery of Notice Period Pay: You shall be liable to reimburse the company an amount equivalent to the notice period pay that you would have been entitled to if you had duly served your notice period.

Withholding of Dues: Any outstanding payments, including but not limited to salary, bonuses, or any other remuneration, all the experience letters or documents may be withheld until the company recovers the incurred losses due to your abrupt departure.

Legal Action: The company may initiate appropriate legal action to recover losses incurred due to your sudden departure and to safeguard its interests.

It is vital that you comply with the company's policies and fulfill the obligations set forth in your employment contract. We highly encourage open communication and adherence to the notice





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Goregaon East, Mumbai, Maharashtra,
400063
+ 91 9004099877 / 8104156008
info@anjitait.com
www.anjitait.com

period to ensure a smooth transition and maintain a positive professional relationship.

VI. Interpretation, Amendment and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitutes the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement by 6th June 2024. Upon your acceptance of this employment offer, Anjita IT Solutions Pvt. Ltd. will provide you with the necessary paperwork and instructions, and your joining date will be 7th June 2024.

Best Regards,

	
Nivedita Yadav (Director) Anjita IT Solutions Private limited Date:	Shifa Shaikh Date:



106143

Title - TTR - Ist

PRODOCS SOLUTIONS PVT. LTD.

613/A, MANGAL AARAMBI, KORAKENDRA, R. M. BHATTAR ROAD, BORIVALI (W), MUMBAI - 400 072
Tel. No.: 0222833 599899 Email ID : prodocs19@gmail.com
CIN U72900MH2019PTC322408

10/06/2024

IQBA MOHAMMED ABE SHAKH

near datta mander, B/53 chinna pozanna chawl, taraji nagar, Sajad
post, K-a Rd, Kurla West, Mumbai, Maharashtra - 400072.

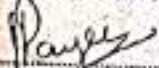
Dr. IQBA MOHAMMED ABE SHAKH

This has reference to your application and the personal discussion you had with our representative. We are pleased to appoint you as "TRAINEE" in our company on the following terms and conditions:

1. Your training period shall be till 30/06/2025. The Company, however, shall have the right to extend the period of training at their sole discretion.
2. During the training period your consolidated stipend will be Rs. 9500/- per month (Rupees Nine Thousand Five Hundred Only).
3. You will be engaged in any specific or various activities in which the establishment is engaged depending upon your ability and educational qualification.
4. That during the period of your Traineeship the relationship shall be that of master and pupil. You shall therefore, not be considered as regular Trainee of the Company and shall not become entitled to the benefits or allowances, which may become due to the regular Trainee. The Company may give you concession of membership of ESIC after obtaining your consent. The Company may also offer you any other incentives as the Management may deem fit during your training period, which may be at their sole discretion.
5. That the Company shall have the sole discretion of setting out your training requirements and for that purpose you may be required to be posted from one department to another or from one place to another, if the Company is of the opinion that it is so necessary for the purpose of your training. You may also undergo outdoor training if required and you may also be sent on deputation training to any other organization anywhere in the country which may or may not be under the same management.
6. If you remain absent for any reason whatsoever from your training requirements for a continuous period of seven days or more, without informing the Company in any way, then in such an event, the Company shall consider that you have no intention of continuing with your training requirements and that you have put an end to your training of your own free will and accord and it shall be deemed that you have given up your dues, if any, and you shall also be liable to reimburse the cost of training incurred upon you.
7. The Company will review at the end of each month your training progress and for that purpose may give you some trade tests, if it so desires.
8. That during the period of your training you shall give full compliance to all rules and regulations as are in force on the date of your being taken up as a Trainee, and to all such other orders given, in that behalf thereafter.
9. Your training period without anything more shall automatically come to an end on completion of a period specified above or the extended period, if any. This shall however, be without prejudice to the right of the Company to so terminate your Traineeship at any time without giving you any notice or assigning reason for doing the same at their absolute discretion and you have no right, whatsoever of any nature to raise any question thereon.
10. If you desire to leave the training program at any time during your training period, you will be required to give 15 days' notice to the Company or pay a stipend of 15 days to the Company as expenses incurred for the said training program.
11. In case there is any change in your residential address, you will intimate the same in writing to the HR department within seven days from the date of such change.
12. Nothing herein contained shall be construed as a contract of service creating Trainee relationship between the Company and the Trainee. It is clearly agreed and understood that the Company, in absorbing you as a Trainee, is under no obligation to take you in its regular employment, nor does it assure you in any way that the employment may be given even though the Trainee may have completed his traineeship to the entire satisfaction of the Company.
13. You will undergo all kind of Test/Exam - written, oral or practical during training. Unless you pass these Test and Exams, you will not be declared as having successfully completed the Training.
14. That during the period of traineeship, you shall make every sincere endeavor to complete the training requirements and shall at all times exert yourself to the best of your ability to make the training period a success. You shall preserve and maintain perfect discipline at all times.
15. During the period of your training with the Company, you will devote your whole time attention to your training and will not engage yourself directly or indirectly in any other training, service, trade, profession, business or occupation, part-time or full-time without written permission of the management. Otherwise, your training arrangement will be terminated without any notice.
16. The company will not be liable to pay any damage or compensation to you on account of your any injury sustained, or disability suffered during your training requirements. The said training is entirely at your risk and responsibility.
17. In the event of you causing any damage to company property in the course of your training period or you losing or spoiling any equipment given under your care or charge, or causing any damage willfully or out of sheer neglect, then, in all such cases, the Company hereby reserves its right to deduct from your stipend such amounts as the Company may deem fit and of which the Company shall be sole judge.
18. If any information given by you is found to be false or incorrect your traineeship will come to an end without any notice or compensation in lieu of the same.
19. You shall not disclose any information concerning the affairs or working of the company, the disclosure of which is likely to be prejudicial to the Company.
20. You will abide by the rules and regulations of the Company issued from time to time and currently in force as well as the standing orders.

The terms of your traineeship, as set out above, have been read out to you and explained to you in the language you understand, you are required to sign a duplicate of this letter if the terms and conditions are acceptable to you.

Yours Sincerely,
For PRODOCS SOLUTIONS PRIVATE LIMITED


.....
(Authorized Signatory)

Accepted


.....





Fashionista®

Fashion & Lifestyle Exhibition

Date: 23.07.2024

To,
Ms. Jyoti Yadav
Subject: Offer Letter

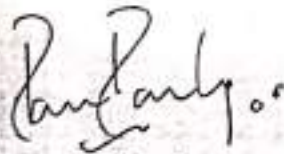
Dear Ms. Yadav,

We are pleased to appoint you to the position of **Data Entry Executive & Analyst** at Fashionista Group of Exhibitions.

You shall be reporting at our **Malad office** with effect from **15.07.2024** on the following T & Cs :

- You shall be reporting to Priya Poddar.
- You are being hired for an important position and shall serve a probation period of 3-6 months, depending on your performance.
- As discussed, the monthly salary shall be **Rs. 14,000**. The Company deducts Rs 300/- per month which shall be your fund, but shall remain with the Company. It will be released upon your departure from the organization under mutually agreeable conditions.
- Your working hours will be from 10:00 am to 6:00 pm, Monday to Saturday. The second and fourth Saturdays are off.
- Notice period in case you decide to leave shall be 2 months.
- You shall perform the duties & carry out the assignments entrusted to you from time to time efficiently, sincerely, and to the best of your ability and capacity.

Sincerely Yours,



Pawan Shankar
Managing Director
M.: +91 98200 24992

RH 11, E-Wing, Crystal Palace,
Kamchipada, New Link Road,
Malad (W), Mumbai - 400064
Tel: ++91 22 6518 0073,
Mob: +91 858585 7816, 87797 01998
Email: info@fashionistaindia.com
Web: www.fashionistaindia.com



SPAKCOMM

To,
Mr. Raunak Vishwakarma
Mumbai
M: 9137519615/6391124984

15th July 2024

SUB : LETTER OF OFFER

On behalf of Spakcomm, I am pleased to offer you employment in the position as "Junior Web Developer" effective 15th July 2024, subjected to the interview conducted in the month of 10th July 2024.

The probation period would extend upto six months from the Date of Joining. The remuneration would be Rs.7,000/- CTC (monthly).

I am personally pleased to present you with this offer to join Spakcomm Solutions Pvt. Ltd. We expect that your skills and talents will be an excellent addition to our team.

Sincerely,

Ajay Vishwakarma
Head – IT
Spakcomm Solutions Pvt Ltd.



TARGETEDGE PRIVATE LIMITED
C - 20, G Block, Bandra Kurla Complex,
Bandra East, Mumbai, Maharashtra 400051
CIN: U72900MH2022PTC129222
Website: www.targetedge.com



Increment Letter

Date: 5th August 2024

To,
Mr. Ashwin Purohit
TE005
Analytics Specialist

Subject: Increment

Dear Ashwin,

We are pleased to inform you that in recognition of your valuable contributions to TargetEdge, we have decided to provide you with a salary increment. Effective from 1st July 2024, your revised salary will be Rs. 4,20,000 (Rupees Four Lakhs Twenty Thousand Only) per annum.

This increment reflects your dedication, hard work, and the impact you have made on our organization. We value your commitment and are pleased to reward your efforts.

We trust that you understand, compensation is highly confidential and disclosure of this information will be a breach of trust. While the formal terms of our engagement as per your appointment letter will remain unaltered, we request you to acknowledge and confirm your acceptance.

We are confident in your ability to excel in your role and contribute meaningfully to our team's success.

Thank you for your continued dedication and hard work at TargetEdge.

Warm Regards,

A handwritten signature in blue ink, appearing to be 'S. G. Patil', written over a horizontal line.

Authorized Signatory



A handwritten signature in blue ink, appearing to be 'Ashwin Purohit', written over a horizontal line.

Ashwin Purohit

A handwritten signature in blue ink, appearing to be 'Ashwin Purohit', written over a horizontal line.

To,
Name : Smruti Sushant Gokarnkar
E-Code : 03414
Address: 11/A/104 Safalya CHS LTD Mhada colony chandivall,
Powal Mumabl 400072

Subject: Letter of Appointment

Dear Smruti Sushant Gokarnkar,

With reference to your application and subsequent interview in connection with your appointment, Adnet Infosystems (India) Pvt. Ltd. [hereinafter referred to as "the Company"] has the pleasure to appoint you for the post of Junior Executive Under Content Services Division.

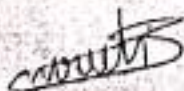
The terms and conditions of your employment are as follows:

1. Probation / Confirmation:


- 1.1 Your employment shall commence from 29 July 2024. You will be on probation for a period of 06 months from the date of your joining and the probationary period may be extended or determined earlier at the discretion of the management without assigning any reason or any notice or salary in lieu thereof.
- 1.2 Unless confirmed in writing, you will be deemed to continue on probation even after the expiry of the probationary period or the extended period of probation as the case may be. The letter of confirmation shall confirm your appointment with the Company on the terms set out therein. Non-performance during the probation period, initial or extended, shall result in termination of employment.

2. Job Description:

- 2.1 Your initial place of work will be in Mumbai. However, your location of employment is liable to be transferred or assigned as per exigencies to any location in India or abroad where the Company or its affiliates have business interests. Such location may exist on the date of your appointment or may be acquired later. The duties to be performed by you in the course of your employment with the Company shall be in such locations as are necessary or appropriate to carry out your duties hereunder.







Adnet Infosystems (I) Pvt. Ltd.

3 Messages

Offer Letter | Adn...



From: Nikta Kale >

To: gokarnkarsmriti46@gmail... >

25 July 2024 at 7:30PM

Dear Smriti,

Congratulations...!!!

With reference to your application and the subsequent interviews that you had with our team, we are pleased to offer you the designation of **Junior Executive for the Content Services | Keywording with Adnet Infosystems (I) Private Limited (Adnet Global)**

Date of joining: **29th July 2024**

Reporting time: **11:00 AM**

Office Address:

Adnet Infosystems (I) Pvt. Ltd.,
Atul Corporate Avenue,
03rd Floor, C- Wing, New Link Road,
New Andheri - Kurla Road,
Chakala (Nearest Metro station), Andheri East,
Mumbai, Maharashtra 400093, India

Your CTC with Adnet Global will be **INR 2,76,000/- (INR Two Lac Seventy Six Thousand Only) Per Annum.**

This offer of employment is based on representations made or facts disclosed in the below documents being correct. In case of any misrepresentations of facts are noted, this offer of employment will be termed null and void.



New Message

Offer Letter | Adn...

policy.

B. Please carry hard copies and photocopies of the documents on your date of joining.

List of required documents:

1. Two passport-sized photographs
2. Educational certificates [SSC, HSC, FY, SY & TY Mark sheets]
3. Appointment letter issued from your previous employer
4. Experience / Relieving letter of your previous employer
5. Salary certificate and last 3 month's salary slips of your previous employer
6. PAN Card
7. Aadhaar Card
8. Updated copy of your CV
9. Canceled cheque of the currently active bank account
10. Covid -19 Vaccination Certificate

We look forward to having you onboard.

Kindly acknowledge this email as an acceptance of the offer confirming your date of joining. Please feel free to connect with me in case of any queries.

Regards,



Nikita Kale

Assistant Manager | Human Resources

+917045502043

nikita.kale@adnetglobal.com

www.adnetglobal.com

London | Mumbai | Seattle | Hamburg | Dubai

LinkedIn | Facebook | Twitter





6th April, 2023

Dear Ms. Disha Poojari,

Contact Number: 9076399135

Sub.: Provisional Offer of Appointment

With reference to your application and the subsequent discussion you had with us, we are pleased to offer you the post of a "Digital Marketing Executive" in our organization.

You will receive a salary of Rs. 12,000/- per month. (Rupees Twelve Thousand Only)

As agreed, you should join us on Monday 10th April, 2023. Our formal and detailed Appointment Letter shall be issued to you after you join our organization.

You will be on probation for a period of six months from the date of joining and your confirmation in service will be subject to good performance & meeting the discussed targets.

Following documents are required to be submitted at the time of your joining – Photocopies of your Educational Certificates & photocopy of your PAN card.

This Provisional Offer Letter is subject to verification of the above facts.

We wish you all the best & look forward to having you as a key team member in our organization.



12:48

78%



Swati Sachdeva 2 Jun

to me, Sankalp, Sanchit, Sur...



Images in this message are hidden

This message might be suspicious or spam

Show images

Report spam



Dear Gautam,

Greetings from Idiotic Media!

This is w.r.t your Interview & subsequent discussion we had, we are pleased to offer you the Internship in our company Idiotic Media at our mumbai office as **Content Creator Intern**. Your monthly Stipend will be **INR 8,000/- (Rupees Eight thousand only)**.

Your date of joining will be on **Monday, 10th June, 2024**.

The Internship period will stand for **3 months**, starting from **10th June & ending on 9th Sept, 2024**. During your Internship period, you will be reporting to **Mr. Sanchit Bhardwaj**.

Your working days will be from **Monday to Friday** between **11 am to 7 pm**.

You are required to send me the soft copies of the following documents:-

1. **Academic Qualification Certificates** from **10th onwards**.



CRZ



28th June 2024

Internship Letter

To,
Mr. Meet Anil Rathod,
Mumbai

Dear Meet,

On behalf of Azent Overseas Education, we would like to offer you a *Graphic Design Intern* position.

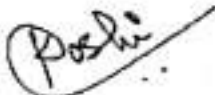
This position is scheduled to begin on 1st July 2024 and will be 3 months paid internship opportunity. You will be paid a Stipend of Rs 8000/- every month.

During your internship with Azent Overseas, you may have access to trade secrets and confidential or proprietary business information belonging to Azent. By accepting this internship, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Azent. In addition, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company.

Azent Overseas Education Ltd shall inform you at least 15 days in advance in the event of it deciding to discontinue your services.

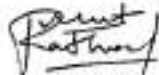
By accepting this, you acknowledge that you understand that internship is not an offer of employment, and successful completion of the internship does not entitle you to an employment offer from Azent Overseas.

Sincerely,



Krina Doshi
Talent Acquisition Head

I, Meet Anil Rathod, accept the above offer and will begin the internship position on 1st July 2024.



Date: 28-06-2024

AZENT OVERSEAS EDUCATION PRIVATE LIMITED



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OFFER LETTER

Date:- 28/10/2023

Dear Ms.Nikita Tiwari

With reference to our discussion with you, we are pleased to offer you appointment as "Social media marketing intern" at AIGM ALL INDIA GIFT MANAGER. WE are confident that you will contribute your skill toward growth of our company. You are requested to join us on before "29/10/2023" falling which this offer of employment shall stand withdrawn.

Timing :- 2 to 7:30
Salary:- 6500

You are requested to below document.

- Copy of Adhar card, Pan card.
- Passport size photo.
- Education Certificate.

We look forward to mutually rewarding professional relationship with you.



Sandip Joshy
Proprietor



aigmgifts@gmail.com



9004439255 / 7020505591

B



The Souled Store Pvt.Ltd

224, Tanta Ingans Industrial Premises
J. R. Boricha Marg, Lower Parel (East)
Mumbai - 400011

Date: 11th May, 2024

Dear Jhanvi Sharma,
Congratulations!

We are pleased to extend your internship in our Marketing team with The Souled Store Pvt. Ltd. at our Mumbai office.

You shall be entitled for the stipend of INR 10,000/- per month (inclusive of all) subject to applicable tax deductions.

1. The Project Title shall be communicated to you at the time of joining.
2. Unless we mutually agree otherwise in writing, the assignment will commence from 13th May, 2024 and end on 12th August, 2024 and can be extended based on business requirement and at the discretion of the company.
3. You shall cooperate in getting the invention of knowledge, if any, discovered in pursuance of your engagement, duly patented in the name of the company.
4. At any point of time in case you or your conduct can be found to be unethical, unprofessional or not up to company's expectations your internship will be terminated with immediate effect and you shall not be entitled to the stipend amount or internship certificate.
5. **Confidential Information:** During your internship with the Company, you will have access to certain information that is confidential and proprietary to the Company and/or to certain third parties with which the Company does business ("Confidential Information"). Such confidential Information is critical to the business of the Company, and may exist in written, graphic, electronic, or other form. In consideration with your engagement with the Company, you acknowledge and agree to forever hold the confidential Information in the strictest confidence and trust. You shall not, without the prior written consent of the Board of Directors of the Company, directly or indirectly use, publish, disclose, Or disseminate to any person or entity any Confidential Information at any time, during or after your employment, for any purpose except as necessary in the ordinary course of performing your duties with the Company.
6. **Intellectual Property:** During your internship with the Company, you may, alone or jointly with others, conceive, develop, or otherwise reduce to practice intellectual property relating to the Company's present or reasonably anticipated business ("Intellectual Property"). Intellectual Property includes but is not limited to ideas,



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The Souled Store Pvt.Ltd

224, Tantiya Jogani Industrial Premises,
J. R. Boricha Marg, Lower Parel (East)
Mumbai - 400011

concepts, creations, discoveries, inventions, know-how, trade secrets, trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, Algorithms, works of authorship, flowcharts, drawings, computer programming code databases, software programs (including source code), data, documents, manuals, records, memoranda, notes, and other confidential information, in either printed or machine-readable form, whether or not copyrightable or patentable. You acknowledge and agree that from its date of creation, all Intellectual Property and any portion thereof shall constitute "works made for hire" and shall be the sole and exclusive property of the Company, regardless of whether it was created on the Company's premises. To the extent any Intellectual Property is not considered "works made for hire," you hereby irrevocably, absolutely, and perpetually assign all worldwide rights, title, and interest in and to the intellectual Property to the Company. You explicitly waive all moral and legal rights in the Intellectual Property. You further agree that during and alter the term of your employment with the Company, you will assist the Company as needed, at the Company's expense, to secure and maintain the Company's rights to the Intellectual Property, and to vest the Company with full title and rights to the Intellectual Property. You represent and warrant that you shall not violate the intellectual property rights of any third party in the course of your engagement with the Company. If the Company is held liable for the violation of any intellectual property rights by you, you agree to indemnify the Company against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and resulting court fees.

- 7. Internship Closure/Completion:** You are required to submit a copy of your project along with an internship summary to the company and obtain Company Guide's approval on the same. You must return all company assets and clear all your dues on or before the last day of your internship program. Internship completion certificate will be issued post all clearances from respective departments and within 15 days of the final internship report approval.
- 8.** Please note that this arrangement is purely temporary in nature and this will, in no way, entitle you to claim employment in our organization, now or anytime in the future. Based on your performance a call to confirm you would be taken. As an intern you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, vacation or sick pay, paid holidays.

Please sign the enclosed copy of this letter and return it to us to indicate your acceptance of this offer. We wish you a warm welcome to The Souled Store family.

Jyoti Soni

Jyoti Soni

Human Resources

The Souled Store Pvt. Ltd.



6



Laxmi Charitable Trust's
Sheth L.U.J. College of Arts & Sir M.V. College of Science & Commerce
Dr. S. Radhakrishnan Marg, Andheri (East), Mumbai 400 069.

Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order

A.Y. 2022-2023

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2022-2023	Awais Shaikh	B.Sc. (CS)	2023	Saiman Shetty, go.smartgreencard.com	60,000/-
2022-2023	Calvin D'Souza	B.Sc. (CS)	2023	Farooq Adam Mukadam, Shopsense Retail Technologies Limited, 9321938025	7,52,500/-
2022-2023	Nihar Dabholkar	BAMMC	2023	Mansi Mehta, ARNAM IMPACT PVT LTD, www.cancermitr.com, 9819696661	3,00,000/-



Cache Labs

Offer Letter

Dear Awais Shaikh,

Congratulations, With reference to your final interview on the 10th of July 2023, we are pleased to inform you that you have been selected for the position of Project Coordinator (Part-Time).

Your Joining Date is 12th July 2023 as per the following terms and Conditions.

- You are entitled to an in-hand stipend of 5000 INR per month.
- You agree to comply with the Terms and Conditions of Appointment
- You agree to submit all the required documents before the joining date.

Please send us an acknowledgement of this offer confirming your joining.

We are confident you will be able to make a significant contribution to the success of Cache Labs and we look forward to working with you.

Best regards,



Saiman Shetty



✉ go.smartgreencard.com

📍 Sunnyvale, California



Shopsense Retail Technologies Ltd
 (Formerly known as Shopsense Retail Technologies Pvt Ltd)
 1st Floor, WeWork Vijay Diamond, Opp. SBI branch,
 Cross Rd B, Khandivla, Andheri East, Mumbai 400 093
 www.fynd.com | CIN: U72904MH2020PLC238274

29th November 2022

Calvin D'Souza

104, A-Wing, Gurnani Meadows,
 Off Caesar Road, Amboli,
 Andheri (West),
 Mumbai- 400053.

Subject: Letter of Intent

Dear Calvin,

We are excited about the prospect of you joining Shopsense Retail Technologies Limited ("Fynd/Company"). We are pleased to have you as a **Game Artist - 1** in our **ReGrowth** team. Kindly find more details below.

Date of Joining

We would love to see you around on or before **05th December 2022**.

COMPENSATION STRUCTURE

Annual Compensation ¹ (in Rs.)	7,00,000/-
Retention Pay ¹ (in Rs.) (1st year)	52,500/-
Annual CTC (in Rs.)	7,52,500/-

Compensation¹

We are happy to share that you shall enjoy a CTC of **INR 7,00,000/-** which is entirely fixed with minimum statutory deductions. Check out Annexure A to know your in-hand salary.

Retention Pay²

We are not done yet! You shall also receive a Retention Pay of **INR 1,05,000/-** over a period of two years from your Date of Joining. For subsequent years, you will receive an amount equivalent to **1 month** of your then Current CTC, to be processed with your October payroll every year.

Joining CTC (in Rs.)	7,00,000/-	
1st year Retention Pay (7.5% of Joining CTC) (in Rs.)	52,500/-	on 1st work anniversary payroll
2nd year Retention Pay (7.5% of Joining CTC) (in Rs.)	52,500/-	on 2nd work anniversary payroll
3rd year onwards (in Rs.)	1 month's salary as per Current CTC	In each year's October payroll



Calvin

29.11.2022 10:26
 Calvin



Shopsense Retail Technologies Ltd.
(Formerly known as Shopsense Retail Technologies Pvt Ltd)
1st Floor, WeWork Vijay Diamond, Opp. SBI branch,
Cross Rd B, Kondivita, Andheri East, Mumbai 400 093
MOB: +91 9321 938 025 | CIN: U52100MH2012PLC236314

Note:

1. Tax on Retention Pay i.e. TDS is applicable as per your applicable income tax slab rate at the time of receipt of Retention Pay.
2. In case You leave or resign or are terminated (for any reason) from the Company within 10 (ten) months from the last receipt of Retention Pay, the entire Retention Pay (including TDS) shall be recovered by the Company from You, or adjusted in the Full & Final Settlement paid to You by the Company. More details when you join us!
3. Refer to the policy document on Keka for any latest updates and revisions in this policy.

Relocation Reimbursement

You may be required to relocate to a Fynd Office city (Mumbai, Ahmedabad, Noida, Bangalore) for which you shall receive "Relocation Reimbursement" as per below mentioned criteria:

- Company-provided Accommodation for 2 weeks: Employee and one Dependent family member (i.e. Spouse, Dependent children, and Dependent Parents), may visit the Fynd Office city prior to relocation, for searching a suitable accommodation.
- Movers & Packers service
- One Way Travel ticket (for Domestic transfers) / mode of transport (for Intra-city transfer) for Employee and their Dependent family members (defined above) to the designated Fynd Office city
- One-time home cleaning costs- at actuals
- Home office setup- at actuals, limited to Rs. 15,000
- Transit Insurance - at actuals

Such Relocation Reimbursement shall be subject to a minimum lock-in period of 10 months from the date of receipt of such Reimbursement. More details when you join us!

Appraisal

We follow a six-monthly appraisal cycle i.e. in the months of April and October. Your appraisals will be based on your performance in the preceding six months.

Working Hours & Dress Code

We are not believers of traditional office rules. We have no dress code to follow. We follow flexible working hours to be finalized by you and your team. We work from Monday to Friday. Cool, isn't it?

Leaves

Leaves are at your disposal to enjoy a great work life balance. You are entitled for 29 paid leaves for a year, available to you on a pro rata basis from your Date of Joining. In addition to this, there will be upto 14 days of National Holidays. You may also avail Maternity Leave (female employee) for 182 days and Paternity Leave (male employee) for 15 days.

Probation Period

You are required to serve a minimum probation period for 3 months, starting from your Date of Joining.



Calvin

29.11.2022 18:28
Calvin



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1st Floor, WeWork Vijay Diamond, Opp. SBI branch,
Cross Rd B, Khandivita, Andheri East, Mumbai 400 093
MOB: +91 9321 938 025 | CIN: U52100MH2012PLC216134

Notice Period

You are required to serve a notice period of maximum 30 (thirty) days. The Last Working Date will be finalized by your reporting authorities.

Insurance

You are entitled for the following Insurance covers which are completely sponsored by the company.

- Mediclaim cover of Rs. 8,00,000/-, covering you, your parents, spouse and kids.
- Personal accident cover of Rs. 15,00,000/-.
- Group Term Life Insurance cover of Rs. 4 x CTC.

More details when you join us!

Referral Bonus

Bring in more like you! You shall receive a referral bonus of 4% of the offered CTC when you refer a candidate and the candidate gets successfully onboarded at Fynd. More details when you join us!

Workations

Work + Vacations is our superhit formula for team outings. You shall be allocated a workation budget of upto INR 15,000/- per year. Make the best out of it.

Ease of Travel

We provide corporate accounts of Ola, Make My Trip and stay facilities to cover your business travels.

Learning Opportunities

Continuous Learning is a part of our blood stream. You may claim for reimbursement on successful completion of Online courses & Certifications, subject to approval from the Reporting manager. We also provide in-house training and invite industry experts as well. Keep learning and growing.

Gratuity

You are entitled to receive Gratuity on separation from Fynd after serving a continuous period of minimum 4 years and 8 months from the Date of Joining. The Gratuity amount will be over and above your CTC and will be calculated as per the prevailing laws. Well, we wish we never have to do this.

Company's Assets

You shall be entitled to receive a Laptop from the Company as soon as you join the Company. The Laptop must be used by you diligently and you must exercise reasonable due care for such a laptop. You shall be liable to return the laptop to the Company duly upon cessation of your employment with the Company.

The Legal language

- Your annual salary is subject to taxes at the prevailing rate and shall be paid monthly on Company's normal payroll cycle.
- We follow "At-will" Employment policy with equal rights of termination awarded to both the Employee as well as the Company, wherein the duration of such notice period shall be fixed by the Reporting authorities of such employee, and shall not exceed 30 days.

Calvin

29.11.2022 18:28
Calvin



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MOB: +91 9321 938 025 | CIN: U52100MH2012PLC236314

- As a part of your employment, you shall not disclose or use, directly or indirectly, any Confidential Information, including any proprietary information, trade secret, marketing strategies, customer and client's information, or business information of Fynd or any other person or entity associated with Fynd which is received or accessed during the course of your employment except as authorized and within the scope of your employment with Fynd. This clause survives post your termination of employment with Fynd.
- You shall observe and be bound by the Company's internal rules & regulations and policies and code of conduct as may be varied by the Company from time to time in so far as they affect your employment with the Company.
- We conduct background verification for all our prospective employees. This Letter of Intent shall be revoked and rendered ineffective, at any time during the tenure of your employment, in case the background verification report highlights your indulgence in any activity, fraudulent or criminal or any kind of sexual offences, pending or administered.

We look forward to your response and working together.

*Thanking you,
For and on behalf of
Shopsense Retail Technologies Limited ("Fynd/Company")*

Farooq Adam Mukadam
Whole Time Director

Calvin

29.11.2022 18:28
Calvin



Shopsense Retail Technologies Ltd
 (Formerly known as Shopsense Retail Technologies Pvt Ltd)
 1st Floor, Viewwork Vijay Diamond, Opp. SBI branch,
 Cross Rd B, Kondivita, Andheri East, Mumbai 400 093
 MOB: +91 9321 938 025 | CN: 45200449000PLC23634

Annexure A

SALARY STRUCTURE: Total Gross Annual Salary: INR 7,00,000/-

Salary Heads	Per Month (Rs.)	Annual (Rs.)
Basic Salary	28,267	339,200
House Rent Allowance	14,133	169,600
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Leave Travel Allowance	4,711	56,533
Children Education / Hostel Allowance	600	7,200
Telephone / Internet Allowance	1,500	18,000
Other Allowances	4,472	53,667
Gross Salary	56,533	678,400
Employee Deductions		
Provident Fund	1,800	21,600
Profession Tax	200	2,500
ESIC	0	0
MLWF	0	0
Net Salary	54,533	654,300
Employer Contribution		
Provident Fund	1,800	21,600
ESIC	0	0
MLWF	0	0
CTC	58,333	700,000

Note: Tax Deduction at Source (TDS): As per the applicable law



Calvin

29.11.2022 18:26
Calvin



PRIVATE AND CONFIDENTIAL- This communication is confidential between you and ARNAM IMPACT PRIVATE LIMITED.

EMPLOYMENT CONTRACT

Date: 1st December 2022

Mr. Nihar Dubholkar

Room No.1, Sammy Chawl,

Kadamwadi, Kurla,

Santacruz East, Mumbai 400055.

Dear Nihar,

Congratulations and welcome aboard!

We are delighted to offer you the position of **"Executive Graphic Designer"** in **Arnam Impact Private Limited**. You shall hold the said office, subject to the provisions made hereinafter, for the term of 1 year from the date of this agreement upon the following terms and conditions.

This offer letter ("**Employment Contract**") is conditioned upon: (a) your acceptance of the terms and conditions of this Contract below by signing and returning to us the duplicate copy of the same; and (b) successful completion of background check.

1. DATE OF COMMENCEMENT

1.1. Your employment shall commence on **01.12.2022** and shall continue unless or until terminated in accordance with this Employment Contract.

1.2. Your employment is conditional upon your satisfactory completion of a probationary period of three (3) months ("**Probation Period**") in accordance with the prevailing policies established by the Company from time to time ("**Company Policies**").

2. PLACE OF WORK

2.1. You shall be based at the Company's premises at Dipti Classic, B-302, Suren Road, Near L&T Landmark & Western Express Highway Metro station, Gundavali, Andheri East, Mumbai 400093. The Company reserves the right to require you to work from home, for such duration as it may deem necessary or change your usual place of work to such other premises of the Company, its direct or



ARNAM IMPACT PVT LTD
CIN: U85100MH2021PTC369157
A/36, Roopdarshan, Off Juhu Lane, Andheri West, Mumbai 400 058
Contact number: 9819696661
www.cancermitra.com





indirect subsidiaries or affiliated corporations (including direct or indirect parent companies or their respective subsidiaries or affiliates) (each a "Group Company" and collectively, the "Group") as the Company may from time to time require.

2.2. The Company may, subject to the mutually agreed terms and as per the applicable laws of India, transfer you to any other office of the Company in India or overseas or to any Group Company,

whether existing or to be set up. During the period of the employment, you may be transferred/ seconded/ assigned/ deputed to any of the Company's subsidiaries, affiliates or associates or any group company, branch, unit, section, department or division which is/ are in existence or may come into existence in future, in India or abroad whether on account of a business restructuring, merger, takeover or change in control of the Company or otherwise. Such transfer will not deem to constitute a change in conditions of service of employment. The transfer of employment on account of the aforementioned reasons shall be on the same terms and conditions along with full continuity of service and shall not attract any payment or compensation by the Company. Provided that if there is any conflict between the provisions of such policies and the terms of this Employment Contract, the former shall prevail.

3. HOURS OF WORK

3.1. Normal working hours are Monday to Friday, 10.00 am to 7.00 pm. Delay beyond 10:15 am will be considered a half day. The company reserves the right to change your start and finish timing and the days upon which you work.

3.2. For every 3 late comings in a month beyond 10:15 am shall result in one half-day salary deduction for those 3 days.

3.3. You may also be required to work additional hours as and when requested to do so by the company or when the proper performance of your work requires it. Overtime working may occur both weekdays and at weekends as defined from time to time by the company . You will not be entitled to any overtime pay.

3.3. If the tasks for the day are not delivered, in such cases you are required to inform your superior in advance and stay back to fulfil the deliverables.

4. DUTIES

4.1. You shall report to your reporting manager as and when determined by the Company from time to time.

4.2. Your job description shall be detailed to you separately. You shall, amongst other things, exercise such powers, perform such duties and comply with such directions in relation to the business as the Company, or any person authorised by the Company, may from time to time confer upon or assign or give to you.

4.3. You shall:

(a) diligently and faithfully perform your duties to the best of your ability in accordance with the instructions of your supervisors, work in cooperation with your supervisors and colleagues,



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and observe the terms of this Employment Contract and the company policies. You also recognize the necessity for established policies and procedures pertaining to the Company's business operations, and its right to change, revoke or supplement such policies and procedures at any time, in its sole discretion. In the event of any inconsistency between this Employment Contract and the Company Policies, the provisions of this Employment Contract shall prevail to the extent of such inconsistency;

(b) at all times comply and assist the Company with compliance, with all applicable laws, regulations and guidance which are from time to time issued by any government and regulatory authorities relevant to the Company and all Company Policies, rules, codes of conduct, regulations and procedures. You shall have access to Company Policies, code of conduct, privacy policy guide, IT usage policy, safety and environment policy etc. and amendments made thereto. You are required to go through all such documents and understand them. You agree to abide by the principles set out in such documents, breach of which, can have consequences including termination from service;

(c) not make, directly or indirectly:

- (i) any untrue, detrimental or derogatory statement in relation to the Group or its officers or employees or any statement with the intent of damaging or lowering the reputation of the Group or any of its officers or employees;
- (ii) any public statement (including, without limitation, in public or closed-door meetings, lectures, seminars and forums, interviews, books or other published writings, or on online or mobile forums or chat groups) about the Group, any business of the Group, any industry or market the Group is now or in the future may be involved in during your employment hereunder, without the Company's prior consent, other than any disclosure required to be made by you under applicable laws, regulations or government or court orders.

You further agree that the Company and the Group will be irreparably damaged by any breach of this Section 4.3(c). Accordingly, you hereby agree that the Company shall be entitled to apply for an injunction to prevent or stop any breaches of this Section 4.3(c) and to specific performance of this Section 4.3(c);

(d) unless otherwise approved by the Company, exclusively devote your full time, attention, skill and efforts to the faithful performance of your duties hereunder, and shall not do anything that could damage, and shall use your best efforts to promote, the welfare, interests and reputation of the Company. You shall not take up any independent assignment or engage in any other activity without the prior consent or approval of the Company. In such case, you shall declare, disclose and report to the Company any benefit you may receive directly or indirectly from such activities which benefit shall be held at the disposal of and on the behalf of the Company.

(e) provide all such information about yourself to the Company, as required for administrative as well as record keeping purposes, including for the purpose of but not limited to, facilitating the performance of the job functions by you.

4.4. You acknowledge and agree that the above duties, restrictions and responsibilities are considered reasonable for the legitimate protection of the business and goodwill of the Company.

5. COMPENSATION



5.1. Your Salary is an "all-in remuneration" (total cost to Company) of **INR 25,000** per month payable by credit transfer monthly in arrears on or before the last working day of the month.

5.2. The Company may in its sole discretion decide to increase your salary, based on internal policies and your personal performance. The assessment of your eligibility for an increase in salary and (if applicable) the effective date of such increase shall be determined by the Company in its sole discretion. The amount of any salary increment may be prorated based on your actual duration of employment with the Company.

5.3. Subject to applicable laws, the Company may in its sole discretion decide to award you a bonus. The assessment of your eligibility for a bonus and (if applicable) the payment date of such bonus shall be determined at the Company's sole discretion. The amount of any bonus may be prorated based on your actual duration of employment with the Company, if applicable.

5.4. For the avoidance of doubt, you acknowledge that any salary adjustments or bonuses (other than statutory bonuses), and their amounts, if any, are to be made at the Company's sole discretion, and nothing in this Employment Contract shall entitle you to, or create any expectation of, any such salary adjustments or bonuses unless, and only to such extent, the Company awards you with such salary adjustment or bonus or as per the applicable laws of India.

5.5. All the emoluments, including increments and bonuses, will be subject to statutory and other deductions as may be applicable from time to time. Also, note that your emoluments are strictly confidential between you and the Company, and it is expected that the same will not be divulged to any other individual. You shall have sole responsibility for the payment of your individual income tax and any other withholdings, charges, or taxes imposed on your remuneration.

5.6. Any approved expenditure incurred for the business of the Company shall be reimbursed by the Company in accordance with the Company Policies, upon submission of appropriate supporting documentation evidencing such approved expenditure.

5.7. A summary of your total compensation benefits is set out in Appendix B.

6. LEAVE POLICY

6.1. In addition to the gazetted public holidays declared by the company, in the city and state in which your place of work is located, you shall in each calendar year be entitled to certain days of paid annual leave to be calculated and taken in accordance with the Company Policies.

6.2. The leave application needs to be approved by the corresponding supervisor, before one week of commencement of leave and the same needs to be intimated to the HR Department via email.

6.3. In case of an emergency or an unplanned and sick leave you are required to inform your supervisor via call or text regarding the absence. The same should be intimated to the HR department via email within 3 days of rejoining.

6.3. You are only entitled to public holidays declared by the company during probation, additional leaves are not entitled and shall be deducted from your salary.

7. TERMINATION AND NOTICE



7.1. During the Probation Period, the Employee shall be entitled to terminate this Employment Contract by providing a prior written notice of 15 days to the Company. The Company is entitled (but not bound) to terminate your employment immediately or at any time prior to the end of the 15 days notice period, by giving you your salary in lieu of notice for the remainder of the relevant notice period.

7.2. Upon confirmation of your employment after the Probation Period, either party may terminate this Employment Contract by giving 1 month prior written notice. The Company is entitled (but not bound) to terminate your employment immediately or at any time prior to the end of the 1 month notice period by giving you your salary in lieu of notice for the remainder of the notice period.

7.3. During the notice period pursuant to Section 7.2, the Company may, at its discretion, require you not to work during any unexpired portion of the notice period:

(a) the Company, at its discretion:

(i) shall be under no obligation to vest in you or assign to you any duties or to provide work for you;

(ii) may revoke any powers you hold on behalf of the Company and/or your access privileges to the Company's IT assets and infrastructure (including your laptop, portable communication device and corporate email account);

(iii) may require you to carry out alternative duties or to only perform such specific duties as are expressly assigned to you, at such location (including your home) as the Company may decide;

(iv) may prohibit contact between you and any officer, employee, consultant, client, customer, supplier, agent, distributor, shareholder, adviser or other business contact of the Company or any Group Company; and

(v) may require you not to attend work for all or any part of the notice period and may exclude you from any Company's premises;

(b) you shall ensure that the Company knows where you will be and how you can be contacted during each working day (except during any periods taken as holiday in the usual way); and

(c) you shall not engage in any work outside the Company, whether by yourself or together with others, and whether for your own benefit or for the benefit of others.

The Company's right to exercise its powers under this Section 7.3 is subject to you continuing to receive your salary and all other contractual benefits. For the avoidance of doubt, you shall continue to be engaged under the terms of this Agreement and the Company shall continue to pay you the salary and other applicable benefits due to you during any such notice period, until the date of termination.

7.4. This Employment Contract shall be subject to termination by the Company immediately by written notice, without providing you with any sort of compensation in lieu of such immediate termination, if:

(a) you have committed any breach or have repeated or have continued (after warning) any breach of your obligations hereunder;

- (b) you have committed any act or engaged in any conduct which would bring yourself, the Company or any Group Company into disrepute;
- (c) you are found guilty of any serious misconduct, unreasonable absenteeism, wilful disobedience of the Company's lawful orders, wilful refusal to perform all or any of your duties, insubordination, breach of company secrecy, or violation of any applicable laws and regulations to which either you or the Company is subject;
- (d) you commit any form of harassment, including sexual harassment, while employed with the Company
- (e) you are convicted of any criminal offence other than an offence which is in the Company's reasonable opinion does not affect your position as the Company's employee;
- (f) you become of unsound mind.
- (g) you have a bankruptcy application or petition served on you or make any arrangement or composition with your creditors generally;
- (h) you have furnished any false statement or document testifying the ability or competence or relating to the state of your health knowing that such statement or document is false or the background verification is found to be negative;
- (i) you lose the requisite legal status for your employment at the Company;
- (j) you do anything or carry out any action or omit to do something, that causes the Company to be in breach of any applicable laws of India; or
- (k) you make unauthorised disclosure of any confidential information of the Company.
- (l) in case of illness, which exceeds 45 days from the date of receipt of notice of your illness.
- (m) you abscond from work without any prior communication for more than 15 days.

Upon termination for any of the reasons listed under this Section 7.4, the Company's obligations owed to you under this Employment Contract shall also terminate immediately. The right of the Company to terminate your employment under this Section 7.4 is without prejudice to any other rights it may have at law and is without prejudice to any other remedy the Company may have if the termination is caused by your breach of the terms of your employment.

7.5. Upon the termination of your employment howsoever arising:

- (a) you shall return to the Company all documents, records, items, materials, drawings, blueprints, memoranda, client lists, formulae, financial statements, personnel or marketing information of the Company or any Group Company including originals and copies in your possession or custody belonging to the Company or any Group Company or the clients of the Company or any Group Company and you shall not retain any copies (including electronic or soft copies) thereof, and you shall destroy and delete any other document or confidential information pertaining to the Company or Group stored in your mobile or laptop;

(b) you shall not at any time thereafter represent yourself as being in any way connected with the business of the Company or any Group Company;

(c) you shall immediately and without claim for compensation resign from all positions and offices held in the Company or any Group Company (if any). You irrevocably appoint the Company and its duly authorised officers and agents as your agent and attorney, to act for and on your behalf to sign, execute, verify and file any such documents and to do all other acts to effect such resignation with the same legal force and effect as if executed by you; and

(d) you shall at all times thereafter continue to be bound by, and shall comply with, the provisions of Section 4.3(c).

7.6. During your notice period, you shall handover all documents and materials relating to your work and ensure a smooth transition of your duties and responsibilities. If you fail to complete the handover during the notice period, the Company shall be fully entitled to require and compel you to stay two (2) more weeks, without remuneration, after the notice period has ended to complete the hand over. Company also reserves the right to hold/ not pay notice period remuneration in case handover is not done as per company satisfaction.

7.7. If you have received training from the Company and resign before completing one (1) year of service with the Company after completing your training, you shall, on resignation, repay to the Company all training expenses actually incurred by the Company.

7.8. You shall not be liable to any salary or benefits continuation beyond the date of cessation of employment with The Company.

8. PROPRIETARY RIGHTS

8.1. As the Company's employee, it is likely that you will become knowledgeable about confidential and/or proprietary information related to the operations, products and services of the Company, its Group Companies and their clients. Therefore, to protect the Company, you may be required by the Company at its sole discretion to sign:

(a) the standard Employee Confidentiality Agreement;

(b) the standard Inventions Agreement; and

(c) the Company Employee Consent,

the terms of which are incorporated by reference herein, as a condition of your employment. The aforesaid agreements along with this Employment Contract shall form the entire agreement between you and the Company.

9. DATA PROTECTION

9.1. You agree to extend all assistance and cooperation to the Company that the Company may require, in putting in place such new policies, processes, documentation and requirements.

9.2. You acknowledge that in your capacity as an employee and on account of your role and responsibilities to the Company, you shall only collect, use, disclose and process personal data of



individuals, in full compliance with the applicable laws of India and with any policies, compliance manual(s), guidelines, policy guideline and/or checklists issued by the Company relating thereto. ("personal data" means data, whether true or not, about an individual who can be identified : (a) from that data; or (b) from that data and other information to which the organisation has or is likely to have access; "processing", in relation to personal data, means the carrying out of any operation or set of operations in relation to the personal data, and includes any of the following: (a) recording; (b) holding; (c) organisation, adaptation or alteration; (d) retrieval; (e) combination; (f) transmission; (g) erasure or destruction), or as defined under the laws of India.

10. MISCELLANEOUS

10.1. The Company's staff manual or employment handbook (whether by this name or any other name), if any, or when created by the Company, and the terms and conditions therein, shall form an integral part of this Employment Contract. You will enjoy such benefits (if any) and be subject to such further terms as set out therein. Subject to applicable laws, the Company reserves the exclusive right and sole discretion to change such benefits and terms at any time or from time to time hereafter and you agree that such amended staff manual or employment handbook shall equally apply and bind you.

10.2. The Company may from time to time issue policies (i.e. company policies), compliance manual(s), guidelines, policy guidelines and/or checklists (including but not limited to those dealing with the data protection, those governing usage of company information technology systems, or copyright compliance) which you agree shall bind you and which you shall comply with. Subject to applicable laws, the Company reserves the exclusive right and sole discretion to change the terms in any such policies, compliance manual(s), guidelines, policy guidelines and/or checklists at any time or from time to time hereafter and you agree that such amended policies, compliance manual(s), guidelines, policy guidelines and/or checklists shall equally apply and bind you.

10.3. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per Company Policies at the commencement of your employment or at any time during the employment. Your engagement with the Company is conditional upon the result of such checks. In the event the results of such background/ reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, terminate your engagement with immediate effect without providing any notice or pay in lieu thereof, in accordance with Clause 7 above. You hereby provide your express consent to the Company for conducting such background verification.

10.4. You agree that any breach by you of any of the above documents referred to in the above subsections of this Section 10 (including but not limited to the staff manual or employment handbook, policies, compliance manual(s), guidelines, policy guidelines and/or checklists), shall constitute sufficient ground for immediate dismissal or termination of your employment, at the sole discretion of the Company.

10.5. In the event that you leave the Company's employment, you hereby acknowledge and agree to notify your new employer of your surviving obligations under this Employment Contract.

10.6. Your obligations under this Employment Contract may not be modified or terminated, in whole or in part, except in writing signed by the Company authorised representative or his or her designee. Any waiver by the Company of a breach of any provision of this Employment Contract will not operate or be construed as a waiver of any subsequent breach.



10.7. Each provision of this Employment Contract will be treated as a separate and independent clause, and the unenforceability of any provision will in no way impair the enforceability of any other provision. If any provision is held to be unenforceable, such provision will be construed by the appropriate judicial body by limiting or reducing it to the minimum extent necessary to make it legally enforceable.

10.8. Your obligations under Sections 6.5 and 6.6, those obligations under the agreements executed pursuant to Section 8.1, and such other provisions in this Employment Contract which of their nature are intended to continue past termination, shall survive the termination of your employment, regardless of the manner of such termination.

10.9. The Company and you each recognise that this Employment Contract is a legally binding contract and acknowledge that the other party has had the opportunity to consult with legal counsel of choice.

In any construction of the terms of this Employment Contract, the same shall not be construed against either party on the basis of that party being the drafter of such terms.

11. GOVERNING LAW AND JURISDICTION

11.1. This Employment Contract and all non-contractual obligations arising out of or in connection with it, shall be governed by and construed in accordance with the applicable laws of India.

11.2. The courts of Mumbai shall have the exclusive jurisdiction to resolve any dispute arising out of or in connection with this Employment Contract, including any question regarding its existence, formation, validity or termination.

12. DISABILITY

12.1. You will notify the Company immediately of every incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.

12.2. The Company, being an equal opportunity employer, shall make reasonable accommodations on account of disability/benchmark disability, as may be certified by authorised institutions, to enable your continued employment with the Company.

12.3. In case of illness, you will provide a self-certification of the incapacitation, also stating its probable duration, before expiry of the third (3rd) calendar day after the beginning of the incapacitation. In the case of any illness exceeding five (5) days, you will provide a further medical certificate.

13. INDEMNITY

13.1. You shall indemnify and hold harmless the Company from and against any and all claims, actions, liabilities, losses, damages and expenses, including reasonable attorneys' fees, incurred by the Company in investigating and defending against any claims, actions or liabilities arising out of or in connection with your failure to comply with your duties under applicable law or any provision of this Employment Contract or policies of the Company.

13.2. In case any frivolous proceedings are initiated by you and/or any reputational damage is caused to the Company or any of its affiliate entities, Company shall initiate strict action and legal

proceedings against you and claim such costs and damages as it may deem fit.

14. NON-SOLICIT & NON-COMPETE

You agree that throughout the course of your employment with the Company and for a period of 1 (one) year thereafter, you shall not join any competing business, nor shall solicit, entice any other employee of the Company to join any competing business or firm, without the prior written consent of the Company

15. SEVERABILITY

15.1. The Company and you mutually agree that the provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable. The Company and you further agree that the court should modify any provision to make it enforceable.

16. WAIVER

16.1. Waiver of breach of any term or condition of this Employment Contract will not be deemed to constitute the waiver of any other breach of the same or any other term of condition herein contained.

17. SUCCESSORS AND ASSIGNS

17.1. The Company will have the right to assign this Employment Contract to its parent, subsidiaries, subdivisions, affiliates, successors and assigns, and all covenants and agreements herein will inure to the benefit of and be enforceable by such. This Employment Contract is personal to you and cannot be assigned by you.

18. NOTICE UNDER THE AGREEMENT

18.1. Any notices required to be given under this Employment Contract shall be in writing and shall be validly delivered if (a) sent by personal hand delivery, or (b) sent by mail to the address provided by the respective party in writing.

18.2. The Company and you mutually agree to make every reasonable effort and accommodation required for the timely receipt of notices required under this Employment Contract.

19. SURVIVAL

19.1. Termination of your employment and this Employment Contract for any reason shall not affect the accrued rights and liabilities of The Company arising in any way out of this Employment Contract as at the date of termination. The provisions of this Agreement which are of a surviving nature, as are applicable or relevant thereto, shall survive the termination of this Agreement.

Please confirm your acceptance of the above terms and conditions by signing and returning to us the duplicate copy of this Employment Contract.

May you have a rewarding career with us.

Yours sincerely,

For and on behalf of

ARNAM IMPACT PRIVATE LIMITED



Mansi Mehta
(Founder & Managing Director)

EMPLOYEE'S ACKNOWLEDGEMENT

I accept and agree to the above-stated terms and conditions.

Signed:

Dated:



APPENDIX A

USE OF YOUR PERSONAL DATA IN CONNECTION WITH MANAGING OR TERMINATING YOUR EMPLOYMENT RELATIONSHIP

1. Throughout the course of your employment with Arnam Impact Private Limited (the "Company"), you acknowledge and consent that the Company may/will collect, use, disclose and/or process your personal data for the purpose of managing or terminating your employment relationship with the Company (the "M&T Purpose"), in accordance with applicable Indian laws governing personal data including but not limited to sensitive data such as medical records, bank details etc.

2. Without limiting the generality of the foregoing, purposes/sub-purposes or activities that fall within the M&T Purpose where the Company would be collecting, using, disclosing and/or processing your personal data include but are not limited to :

(a) Using your bank account details to issue salaries. Without prejudice to the generality of the aforesaid, this could mean that the Company may/will disclose your personal data to banks which you have indicated to us to remit your salaries to, as well as to the Company collecting and/or holding and/or using your personal data that we obtain from such banks to deal with such salary remittances.

(b) Monitoring how you use the Company's computer network resources. This would include but is not limited to monitoring of:

(i) your records on access history of the office premises (e.g. your use of access cards, PIN access, biometric) throughout the day;

(ii) your use of company issued devices and equipment and records related thereto (e.g. mobile devices, GPS records (e.g. for drivers), laptops & computers;

(iii) your use of emails and access to websites.

(c) Posting your photographs, name and other business related contact details on the staff directory page on the company intranet, website of the company, social media, etc.

(d) Managing staff benefit schemes like training or educational subsidies. Without prejudice to the generality of the foregoing, this could mean that the Company may/will process your personal data :

- (i) to manage group/corporate insurance benefits that may be available to you;
- (ii) to deal with training programmes/events/seminars for you.

3. The Company may/will need to disclose your personal data to third parties in accordance with applicable laws, whether located within or outside India, for one or more of the said foregoing purposes as such third parties would be processing your personal data for one or more of the said foregoing purposes. Such third parties include :

- (a) our associated or affiliated organisations or related corporations;
- (b) any of our agents, contractors or third party service providers who process your personal data on our behalf;
- (c) the Company (or the Company's associated corporations' or related corporations') professional advisors or service providers;
- (d) legal process participants and their advisors;
- (e) public and governmental / regulatory authorities, statutory boards, industry associations;
- (f) courts and other alternative dispute forums;
- (g) any third party in connection with any proposed or actual reorganisation, merger, sale, joint venture, assignment, transfer or other disposition or all or any portion of the Company's business, assets or stock (including in connection with any bankruptcy or similar proceedings); and/or
- (h) third parties which are receiving your personal data for one or more of the said foregoing Purposes.



APPENDIX B

Compensation Details

Salary Components	Monthly	Annually
Basic Salary 50% of CTC	12,500	1,50,000
HRA 50% of Basic Salary	6,250	75,000
Conveyance	2,000	24,000
Medical Allowance	1,250	15,000
Special Allowance	3000	36,000
Fixed CTC (INR)	25,000	3,00,000
Deductions		
Professional Tax		200
Total Deductions (INR)		200

Further, other employee benefits such as provident funds and compulsory insurance, which are regulated under the central Employees' Provident Funds and Miscellaneous Provisions Act 1952 and the Employees' State Insurance Act 1948, could affect your compensation arrangements, depending on your salary and the applicability of such legislation to the Company.



ARNAM IMPACT PVT LTD
CIN: U85100MH2021PTC369157
A/36, Roopdarshan, Off Juhu Lane, Andheri West, Mumbai 400 058
Contact number: 9819696661
www.cancermitr.com



Laxmi Charitable Trust's
Sheth L.U.J. College of Arts & Sir M.V. College of Science & Commerce
Dr. S. Radhakrishnan Marg, Andheri (East), Mumbai 400 069.

Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order

A.Y. 2020-2021

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2020-2021	Ajay Linagayat	B.Sc. (CS)	2021	Support Hives Technology LLP	60,000/-
2020-2021	Vishal Pandey	B.Sc. (CS)	2021	Support Hives Technology LLP	24,000/-

PL





To,
Ajay Linagnynt
Room No -1,
Shree Krishna HSG SOC,
Satyanagar, Sakinaka,
Andheri East,
Mumbai - 400072

OFFER LETTER

Dear Ajay,

With reference to the interview you had with us and the documents submitted by you, we are pleased to offer you to the post of a **Jr. Developer**, on the following terms:

- **COMMENCEMENT DATE:**

Your date of joining the Company will be on **15th of October, 2020** and you will report to our Mumbai office located at:

506, Corporate Corner,
Mandlik Nagar, Sunder Nagar, Malad West,
Mumbai, Maharashtra 400064

- **JOB ASSIGNMENT/REPORTING**

In your assignment, you will be designated as "**Jr. Developer**" and will be responsible for duties as laid down in the job description for this position. You will report to **Mr. Marc Chaudhary** - Partner of the Company.

- **COMPENSATION**

You would be entitled to a net monthly salary of **INR 5,000/-**

- **PLACE OF WORK**

Your place of employment will, at present, be Mumbai office where working days are set between Monday - Saturday. You are also liable to be sent on deputation, for service at any place in which



the Company may have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you.

- **Job Role**

Web Developers program new websites while maintaining of existing sites and applications. Your responsibilities will include:

Additionally:

- Install and configure content management systems.
- Analyze client needs and translate into technical specifications.
- Create modules integrated to the API of these CMS.
- Program the backend (PHP) and the front-end (HTML, CSS, JS, JQUERY)
- Learn and implement additional technologies, based on customer requirements
- Recommend enhancements to existing projects.
- Convert design source files into functional web pages.
- Control quality on the majority of web browsers (including mobile).
- Document his work (user stories, code documentation).

- **Non-Compete Agreement:**

- At the termination of the contract, it is agreed that you would not indulge or be a part of any related or same business with an external firm/company/or any other body in ANY form whether monetarily or otherwise for the next 3 years.
- It is also agreed upon that on termination of a lateral, you would hand over all material whether in physical form or electronic, back to the company and that at no such time such documents should be exported out of the business defined periphery, with the intention of any malpractice.

- **GENERAL CONDITIONS OF WORK**

- You will be engaged with Support Hives for a minimum period of 1 year.
- You will not engage in any trade or profession or undertake any employment full or part-time while in the services of the company
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job and the nature of the job does not have any room for over-time payments;
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount



- You shall not, under any circumstances either directly or indirectly, receive or accept for your own benefit any commission, rebate, discount or profit from any person, Company, or firm having business transactions with The Company.
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these employments;
- Should you remain absent from work, without any reasonable explanation, for more than seven (7) consecutive days, it will be presumed that you are no longer interested in working for the Company and have abandoned its services, thereby terminating your contract of service. In such a case, you will not be entitled to any statutory or any other compensation;
- You will be responsible for your transportation to and from the office and the Company has no liability whatsoever in this regard, irrespective of the timing of your duty;
- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;

• ACCEPTANCE

The terms and conditions of service are confidential and may not be disclosed to or discussion with anyone.

If you voluntarily accept the above terms and conditions of service, please signify your acceptance on the duplicate copy of the offer/appointment letter and report for duty as indicated above and also;

On joining please submit (a) Former organization payslips – 3 months (b) Former organization relieving letter (c) Copy of credentials – Aadhar Card & Pan Card (d) Academic Certificates – 10th Std, 12th Std, Graduation & Post Graduation



We are sure that you will find your employment with the Company a great challenge and we look forward to a long and mutually beneficial association.

For Support Hives

Ajay Lingayat

Marc Chaudhary
(Managing Partner)

Ajay Lingayat





To,
Vishal Pandey
407, Sai shrushti apt,
90ft. Road, Om Nagar,
Nalasopara (East),
Mumbai - 401209

OFFER LETTER

Dear Vishal,

With reference to the interview you had with us and the documents submitted by you, we are pleased to offer you to the post of a **Jr. Tester, Quality Assessment**, on the following terms:

- **COMMENCEMENT DATE:**

Your date of joining the Company will be on **21st of October, 2020** and you will report to our Mumbai office located at:

506, Corporate Corner,
Mandlik Nagar, Sunder Nagar, Malad West,
Mumbai, Maharashtra 400064

- **JOB ASSIGNMENT/REPORTING**

In your assignment, you will be designated as "**Jr. Tester, Quality Assessment**" and will be responsible for duties as laid down in the job description for this position. You will report to **Mr. Marc Chaudhary** - Partner of the Company.

- **COMPENSATION**

You would be entitled to a net monthly salary of **INR 2,000/-**



• PLACE OF WORK

Your place of employment will, at present, be Mumbai office where working days are set between Monday - Saturday. You are also liable to be sent on deputation, for service at any place in which the Company may have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you.

• Job Role

Your responsibilities will include:

Additionally:

- Review requirements, specifications and technical design documents to provide timely and meaningful feedback.
- Create detailed, comprehensive and well-structured test plans and test cases.
- Estimate, prioritize, plan and coordinate testing activities.
- Design, develop and execute automation scripts using open source tools.
- Identify, record, document thoroughly and track bugs.
- Perform thorough regression testing when bugs are resolved.
- Develop and apply testing processes for new and existing products to meet client needs.
- Liaise with internal teams (e.g. developers and product managers) to identify system requirements.
- Monitor debugging process results.
- Investigate the causes of non-conforming software and train users to implement solutions.
- Track quality assurance metrics, like defect densities and open defect counts
- Stay up-to-date with new testing tools and test strategies.

• Non-Compete Agreement:

- At the termination of the contract, it is agreed that you would not indulge or be a part of any related or same business with an external firm/company/or any other body in ANY form whether monetarily or otherwise for the next 3 years.
- It is also agreed upon that on termination of a lateral, you would hand over all material whether in physical form or electronic, back to the company and that at no such time such documents should be exported out of the business defined periphery, with the intention of any malpractice.



• GENERAL CONDITIONS OF WORK

- You will be engaged with Support Hives for a minimum period of 1 year.
- You will not engage in any trade or profession or undertake any employment full or part-time while in the services of the company
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job and the nature of the job does not have any room for over-time payments;
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount
- You shall not, under any circumstances either directly or indirectly, receive or accept for your own benefit any commission, rebate, discount or profit from any person, Company, or firm having business transactions with The Company.
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these employments;
- Should you remain absent from work, without any reasonable explanation, for more than seven (7) consecutive days, it will be presumed that you are no longer interested in working for the Company and have abandoned its services, thereby terminating your contract of service. In such a case, you will not be entitled to any statutory or any other compensation;
- You will be responsible for your transportation to and from the office and the Company has no liability whatsoever in this regard, irrespective of the timing of your duty;
- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;



• ACCEPTANCE

The terms and conditions of service are confidential and may not be disclosed to or discussion with anyone.

If you voluntarily accept the above terms and conditions of service, please signify your acceptance on the duplicate copy of the offer/appointment letter and report for duty as indicated above and also

On joining please submit (a) Former organization payslips – 3 months (b) Former organization relieving letter (c) Copy of credentials – Aadhar Card & Pan Card
d) Academic Certificates – 10th Std Gradutaion & Post Graduation

We are sure that you will find your employment with the Company a great challenge and we look forward to a long and mutually beneficial association.

For Support Hives

Vishal Pandey

Marc Chaudhary

Vishal Paudey

**Marc Chaudhary
(Managing Partner)**



Signature Certificate

Document Ref.: S2ZP9-POQ3S-KFHYC-DAHMQ

Document signed by:



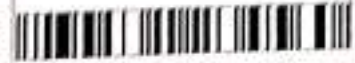
Marc Chaudhary

Verified E-mail:
marc@supporthives.com

Marc Chaudhary

IP: 157.49.170.194

Date: 21 Oct 2020 15:20:11 UTC



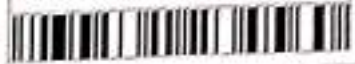
Vishal Pandey

Verified E-mail:
vp85623@gmail.com

Vishal Paudey

IP: 106.193.248.143

Date: 22 Oct 2020 07:31:57 UTC



Document completed by all parties on:

22 Oct 2020 07:31:57 UTC

Page 1 of 1



Signed with **PandaDoc.com**

PandaDoc is the document platform that boosts your company's revenue by accelerating the way it transacts.





Laxmi Charitable Trust's
Sheth L.U.J. College of Arts & Sir M.V. College of Science & Commerce
Dr. S. Radhakrishnan Marg, Andheri (East), Mumbai 400 069.

Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order

A.Y. 2019-2020

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2019-2020	NARAYAN MAHARANA	B.Sc. (CS)	2020	Support Hives Technology LLP	1,08,000/-
2019-2020	SHAILESHKUMAR NIRMAL	B.Sc. (CS)	2020	Support Hives Technology LLP	60,000/-

Handwritten signature





To Narayan Maharana,
A/303 Shri Tirupati Balaji Co-Op Society,
Near Nexa Showroom,
Andheri East, Mumbai 400069

Date: 21st January, 2020

Appointment Letter

Dear Narayan,

With reference to your Resume and the subsequent interview you had with us, we are pleased to appoint you as a **DevOps Intern**, on the following terms:

1. DUTIES AND SERVICES:

Your date of joining the Company is 21st January, 2020 and your place of work would be Mumbai. You will report to our office located at:

506, Corporate Corner,
Mandlik nagar, Sunder nagar,
Nr. Dalmia College, Malad West
Mumbai – 400 064

2. JOB ASSIGNMENT/REPORTING

In your assignment, you will be working as "DevOps Intern" and will be responsible for duties as laid down in the job description for this position. You will report to **Mr. Utsav Raja**.

3. COMPENSATION

During the term of the employment, the company shall pay to you the compensation and benefits stated in **Appendix A** of this agreement and it is agreed that you will accept the same as payment in full, for all services rendered by you to or for the benefit of the Company in your capacity as Intern. The salary stated in **Appendix A** is payable monthly by direct credit to your bank account on or before the first day of each calendar month, with respect to the preceding month.

You would be entitled to a net monthly salary of INR 9,000/-



Utsav Raja





4. PLACE OF WORK

Your place of employment will be our Mumbai office, and your working days would be 6 days a week between Monday to Saturday. You are also liable to be sent on deputation, for service at any place in which the Company may have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you.

5. JOB ROLE

Your responsibilities will include:

Additionally:

- Deploy updates and fixes
- Provide Level 2 technical support
- Build tools to reduce occurrences of errors and improve customer experience
- Develop software to integrate with internal back-end systems
- Perform root cause analysis for production errors
- Investigate and resolve technical issues
- Develop scripts to automate visualization
- Design procedures for system troubleshooting and maintenance

6. NON-COMPETE

a. At the termination of the contract, it is agreed that you would not indulge or be a part of any related or same business with an external firm/company/or any other body in ANY form whether monetarily or otherwise for the next 3 years.

b. It is also agreed upon that on termination of a lateral, you would hand over all material whether in physical form or electronic, back to the company and that at no such time such documents should be exported out of the business defined periphery, with the intention of any malpractice.



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7. GENERAL CONDITIONS OF WORK

- a. You will be engaged with Support Hives as a full-time employee, with a probation period of 3 months.
- b. You will not engage in any trade or profession or undertake any employment full or part-time while in the services of the company
- c. You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job and the nature of the job does not have any room for over-time payments;
- d. You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount
- e. You shall not, under any circumstances either directly or indirectly, receive or accept for your own benefit any commission, rebate, discount or profit from any person, Company, or firm having business transactions with The Company.
- f. During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and this employment;
- g. You will be responsible for your transportation to and from the office and the Company has no liability whatsoever in this regard, irrespective of the timing of your duty;
- h. The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;

8. SEPERATION

- a. Your employment with the Company may be terminated by either party giving 30 days written notice or 30 days salary in lieu of notice and without assigning any reasons therefore. Company reserves the right to pay or recover salary in lieu of notice. In the event you serve notice of termination, the Company may relieve you from the date as the Company may deem fit even before expiration of the notice period.
- b. Should you remain absent from work, without any reasonable explanation, for more than five (5) consecutive days, it will be presumed that you are no longer interested in working for the Company and have abandoned its services, thereby terminating your contract of service. In such a case, you will not be entitled to any statutory or any other compensation;
- c. On termination, you will return to the company all materials; books; documents; data; drawings or records belonging to the company or any of its affiliates or customers and you shall not make or retain any copy thereof.

www.supporthives.com | 91 22 6666 4444 | support@supporthives.com

Handwritten signatures and initials





d. Termination for breach of code of conduct/HR Policy:

The Company may terminate this agreement for Breach of 'Code of Conduct/HR Policy' with immediate effect, without giving any notice of termination or any compensation of whatsoever nature, to you. The Code of Conduct shall be deemed as having been breached by any or all of the following:

- i. Conviction by, or entry of a plea of guilty in a court of competent and final jurisdiction for any crime involving moral turpitude or punishable by imprisonment;
- ii. Commission of an act of fraud, whether prior to or subsequent to the date of employment;
- iii. Continuing, repeated and wilful failure or refusal to perform agreed duties in the company;
- iv. Gross negligence, insubordination or violation of any duty of loyalty to the company;
- v. Commission of any acts which is detrimental to the Company's business or goodwill or in breach of the company's ethical code of conduct;
- vi. Violation of any other provision of this employment agreement.
- vii. HR Policy

In such case, the Company shall only be liable to pay your salary and benefits up to the date of your termination. Such termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

9. APPLICABLE LAW AND JURISDICTION

This agreement is made with reference to the law of India and shall be governed by laws of India. The appropriate court in Mumbai will have the exclusive jurisdiction to entertain all disputes arising out of or relating to this Agreement.

10. LANGUAGE OF COMMUNICATION

The language for communication for all written instruments, notices and documents between you and the company will be English

R. Sharma *H. Khan*





Support Hives Technology LLP



Please confirm your acceptance of these terms and conditions of agreement by signing below.

For Support Hives Technology LLP

SUPPORT HIVES TECHNOLOGY LLP

Chirag Sharma

_____ PARTNER

Name: Chirag Sharma

Designation: Partner

Place: Mumbai

DECLARATION BY: Narayan Maharana

I have carefully read and understood the above offer including the terms and conditions and accept the same. I would abide by the confidentiality of this document and I agree to be bound by rules and regulations of the company as amended from time to time.

Signature: *Narayan Maharana* Date: 21/01/2020
Place: MUMBAI.





To Shaileshkumar Nirmal,
Bala bhatt wadi,
Teli gali cross road,
Andheri East
Mumbai 400069

Date: 27th January 2020.

Appointment Letter

Dear Shaileshkumar,

With reference to your Resume and the subsequent interview you had with us, we are pleased to appoint you as a **Quality Analyst Intern**, on the following terms:

1. DUTIES AND SERVICES:

Your date of joining the Company is 27th January 2020 and your place of work would be Mumbai. You will report to our office located at:

506, Corporate Corner,
Mandlik nagar, Sunder nagar,
Nr. Dalmia College, Malad West
Mumbai – 400 064

2. JOB ASSIGNMENT/REPORTING

In your assignment, you will be working as "Quality Analyst Intern" and will be responsible for duties as laid down in the job description for this position. You will report to Mr. Marc Chaudhary.

3. COMPENSATION

During the term of the employment, the company shall pay to you the compensation and benefits stated in **Appendix A** of this agreement and it is agreed that you will accept the same as payment in full, for all services rendered by you to or for the benefit of the Company in your capacity as **Quality Analyst Intern**. The salary stated in **Appendix A** is payable monthly by direct credit to your bank account on or before the first day of each calendar month, with respect to the preceding month.

You would be entitled to a net monthly salary of INR 5,000/-





4. PLACE OF WORK

Your place of employment will be our Mumbai office, and your working days would be 6 days a week between Monday to Saturday. You are also liable to be sent on deputation, for service at any place in which the Company may have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you.

5. JOB ROLE

Additionally:

- Develop and implement test plans for functional application areas and document testing failures.
- Recommend, implement, and monitor preventative and corrective actions to ensure that quality assurance standards are achieved.
- Ensure that user expectations are met during the testing process.
- Report defects using related utilities.
- Performing functional testing, integration testing, system testing.
- Work closely with development team members to troubleshoot perform root cause analysis.
- Understanding business requirement document and identifying scenarios.
- Using the plan to hunt down and fix software bugs.
- Looking for ways to prevent bugs from occurring in the first place.

6. NON-COMPETE

a. At the termination of the contract, it is agreed that you would not indulge or be a part of any related or same business with an external firm/company/or any other body in ANY form whether monetarily or otherwise for the next 3 years.

b. It is also agreed upon that on termination of a lateral, you would hand over all material whether in physical form or electronic, back to the company and that at no such time such documents should be exported out of the business defined periphery, with the intention of any malpractice.

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7. GENERAL CONDITIONS OF WORK

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- d. You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount.
- e. You shall not, under any circumstances either directly or indirectly, receive or accept for your own benefit any commission, rebate, discount or profit from any person, Company, or firm having business transactions with The Company.
- f. During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and this employment.
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- b. Should you remain absent from work, without any reasonable explanation, for more than five (5) consecutive days, it will be presumed that you are no longer interested in working for the Company and have abandoned its services, thereby terminating your contract of service. In such a case, you will not be entitled to any statutory or any other compensation.

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[Handwritten signature]





c. On termination, you will return to the company all materials; books; documents; data; drawings or records belonging to the company or any of its affiliates or customers and you shall not make or retain any copy thereof.

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Ramesh



