



National Assessment & Accreditation Council

Marathwada Mitra Mandal's



WELFARE OF MASSES

Shankarrao Chavan Law College, Pune

| Affiliated to SPPU, Pune | Accredited with 'A' grade by NAAC

www.scl.edu.in | 202/A, Deccan Gymkhana, Pune-411004

5.2.1 Average percentage of placement of outgoing students during the last five years

5.2.1.1. Number of Outgoing Students placed year wise during the last five years

SR.NO	DVV CLARIFICATION	REFERENCE PAGE NUMBERS
1.	List of students placed along with Placement details such as name of the company, compensation, etc. year wise.	Page no. 1 to 10
2.	Offer Letters and Bar Council Registrations	Page no. 11 to 127
3.	Placement Cell Report 2022-23	Page no. 128 to 149



PRINCIPAL



MARATHWADA MITRA MANDAL'S
SHANKARRAO CHAVAN LAW COLLEGE

Accredited with 'A' Grade by NAAC
202/A, DECCAN GYMKHANA, PUNE - 411 004.
Affiliated to Savitribai Phule Pune University & Approved by Bar Council of India, New Delhi
(Permanent Reg. No. - Id No. : PU / PN / Law / 179 - 2002)



Late. Shri. Shankarrao Chavan
Founder President

Shri. Shivajirao D. Ganage
President

Prin. Bhausaheb Jadhav
Exe - President

5.2.1 Average percentage of placement of outgoing students during the last five years (10)

PLEASE NOTE: In Legal field, most students prefer being self employed and engage into Litigation. Hence, unlike other streams, only few students opt for being placed through the college Placement Cell.

Year	Name Of Student Placed And Contact Details	Program graduated from	Name Of The Employer With Contact Details	Pay Package At Appointment (In INR Per Annum)
2022-2023	Parkhi Sumedha Vikas (74101 65854)	BA.LLB V	Shreyash Associates (9764314740)	NIL
2022-2023	Dubey Anushita Amitabh (77095 51028)	BA.LLB V	JS Wad & Co. Adv (9822013066)	Rs.1,80,000 P.A
2022-2023	Barve Pratiksha Pravin (77698 73593)	BA.LLB V	AV LEGAL COUNSEL (9673998804)	RS. 90,000 PA
2022-2023	Borge Amruta Tanaji (72193 21220)	BA.LLB V	PRATAM FINSERV LTD (83290 05122)	NIL
2022-2023	Ramteke Aakanksha Naresh (91 90331 08163)	LLB III	J SAGAR AND ASSOCIATES, PUNE (0202565 5154)	NIL
2022-2023	Kulkarnii Bhargavi Kiran (91 99706 05595)	LLB III	RELIANCE INDUSTRIES LTD (8433726756)	NIL
2022-2023	Vaidya Atharv Anand (90493 15787)	LLB III	RELIANCE INDUSTRIES LTD (8433726756)	NIL
2022-2023	Chandekar Harshawardhan Sanjay (9422764776)	LLB III	AV LEGAL COUNSEL (9673998804)	RS.1,80,000 PA



2022-2023	Ware Gaurav Vikram (77438 77625)	LLB III	SHREEYASH ASSOCIATES (9764314740)	RS.1,44,000
2022-2023	Kelkar Neha Narottam (90113 80901)	LLB III	AV LEGAL COUNSEL (9673998804)	RS. 2,1,425 PA
2022-2023	Chittewar Radhika Anil (7875592975)	LLB III	CNS JURIS, PUNE (9850488884)	RS,1,44,000 PA
2022-2023	Vanarase Vasundhara (8888319535)	LLB III	J SAGAR AND ASSOCIATES, PUNE (0202565 5154)	NIL
2022-2023	Gaikwad Trupti Anil (7387460417)	LLB III	J SAGAR AND ASSOCIATES, PUNE (0202565 5154)	RS.2,40,000 PA
2022-2023	Godale Keshav Ramesh (9028583959)	LLB III	NAMRATA DEVELOPERS (8007267022)	NIL
2022-2023	Singh Aditi (7324913707)	LLB III	BAJAJ ALLIANZ (020 6602 6777)	NIL
2022-2023	Sharma Konica Mukesh (9873475521)	LLB III	BAJAJ ALLIANZ (020 6602 6777)	NIL
2022-2023	Rishabh Navin Agarwal (9960438000)	LLB III	Adv. Siddharth Rathod (7720000279)	NIL
2022-2023	Abhishek Anil Horane (7276458658)	BA.LLB V	Life Republic by Kolte Patil Developers (02066778899)	
2022-2023	Aditi Anil Kalbhor (7066739668)	LL.B	R.M Daundkar & Company (9422318363)	Rs. 1,80,000 PA
2022-2023	Shoumya Singh (93735 07830)	BA.LLB	RADICURA INFRA LIMITED (01143639000)	
2022-2023	Kulkarni Rucha Rahul (82081 89471)	BA.LLB V	LegalForce RAPC Private Limited (080 4151 8561)	NIL
2022-2023	Sahu Yash Sanjay (8788174867)	BA.LLB V	Loanwise Financial Services Pvt Ltd.	Rs. 2,40,000 PA
2022-2023	Durgani Latika (8076936750)	LLB III	E COMMERCE CONSULTANTS (093926 91940)	NIL
2022-2023	Bane Saloni Suraj (8275621972)	BA.LLB V	ADV. S.V. BANE (9422372297)	RS. 1,00,000 PA
2022-2023	Kurhade Neha Yogesh (9881748930)	BA.LLB V	MAKARAND M. JOSHI & CO. (022 2167 8100)	
2022-2023	Ralpati Snehal Ashok (9604113414)	LLB III	AKSHAY SUNIL & ASSOCIATES (9404978672)	RS .4,20,000 pa
2022-2023	Sejal Prithani (84739 14724)	LLB III	BEYONDSEED VENTURE SOLUTIONS PTE LIMITED (+6582924677)	RS.1,80,000 pa

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2022-2023	Londhe Srushti Shirish (9765178875)	LLB III	FINOLEX CABLE LTD. (02027506200)	RS. 90,000 PA
2022-2023	Chadda Pramey Pradip (8087171051)	LLB III	Firstcry.com (02030556677)	RS.4,60,272 PA
2022-2023	Padhye Rohit Sanjay (8668352366)	LLB III	Eclerx (8082347490)	RS.1,20,000
2022-2023	Purohit Atharva Vinod (7083510950)	LLB III	ATOS Pvt. LTd (02030615000)	RS. 2,34,768 PA
2022-2023	Gawade Dhanashri Dattatraya (9096729971)	LLB III	MINDCREST (020 6628 7000)	RS. 90,000 PA
2022-2023	Joshi Mrunal Ravindra (9405465169)	LLB III	MARS LOGISTICS (02067916565)	NIL
2022-2023	Darade Shivanandan Prashant (7507606214)	LLB III	KALE & SHINDE ASSOCIATES (02025513333)	NIL
2022-2023	Agarwal Yash Santosh (8554003264)	BA. LLB. V	Self Employed - Litigation	MAH/4565/2023
2022-2023	Hule Nayan Jitendra (8208978593)	BA. LLB	Self Employed - Litigation	MAH/7560/2023
2022-2023	Merukar Vedangi Avinash (8855029282)	BA. LLB	Self Employed - Litigation	MAH/9978/2023
2022-2023	Dadhich Santosh Jethmal (8483021900)	BA. LLB	Self Employed - Litigation	MAH/6888/2023
2022-2023	Gundecha Rutuja Sandip (9422735850))	BA. LLB	Self Employed - Litigation	MAH/6887/2023
2022-2023	Talekar Sakshi Pandit (9503487227)	BA. LLB	Self Employed - Litigation	MAH/5849/2023
2022-2023	Mali Pooja Vishwanath (9921400251)	BA. LLB	Self Employed - Litigation	MAH/8493/2023
2022-2023	Yogendra Vinod Chavan (8669197426)	BA. LLB	Self Employed - Litigation	MAH/10054/2023
2022-2023	Zaveri Jaimin Viral (9767339482)	BA. LLB	Self Employed - Litigation	MAH/5917/2023
2022-2023	Ashtekar Vedang Kishor (9156100214)	BA. LLB	Self Employed - Litigation	MAH/8958/2023
2022-2023	Rote Rahul Rajendra (9004312023)	BA. LLB	Self Employed - Litigation	MAH/4508/2023
2022-2023	Patil Vaishnavi Dnyaneshwar (7709181863)	BA. LLB	Self Employed - Litigation	MAH/5850/2023



2022-2023	Vedpathak Sudhva Sunil (9823394427)	BA. LLB	Self Employed - Litigation	MAH/9627/2023
2022-2023	Mehta Vrushabh Sachin (9823394427)	BA. LLB	Self Employed - Litigation	MAH/6852/2023
2022-2023	Pawar Sayali Vishwas (8007627835)	BA. LLB	Self Employed - Litigation	MAH/7999/2023
2022-2023	Jadhav Snehal Sunil (7020765262)	BA. LLB	Self Employed - Litigation	MAH/8070/2023
2022-2023	Nikkam Yashika Mahesh (7999307057)	BA. LLB	Self Employed - Litigation	MP/4732/2023
2022-2023	Mane Sulochana Dattatray (9607802457)	BA. LLB	Self Employed - Litigation	MAH/8000/2023
2022-2023	Raut Karuna Vijay (7507002350)	BA. LLB	Self Employed - Litigation	MAH/3856/2023
2022-2023	Gaikwad Sakshi Manikrao 9146215877	BA. LLB	Self Employed - Litigation	MAH/7355/2023
2022-2023	Thakar Samridhhi Prasad (9552198033)	BA. LLB	Self Employed - Litigation	MAH/7097/2023
2022-2023	Agarwal Rishab Navin (9960438000)	BA. LLB	Self Employed - Litigation	MAH/6969/2023
2022-2023	Sarnot Smit Lalit (7767038712)	BA. LLB	Self Employed - Litigation	MAH/5918/2023
2022-2023	Mudbidri Ishan Arun (7774890017)	BA. LLB	Self Employed - Litigation	MAH/7098/2023
2022-2023	Dapse Prithviraj Sandeep (7770029471)	BA. LLB	Self Employed - Litigation	MAH/3806/2023
2022-2023	More Tanmay Yogesh (9763907244)	BA. LLB	Self Employed - Litigation	MAH/3807/2023
2022-2023	Rajsee Meherraj Khedkar (9075590616)	BA. LLB	Self Employed - Litigation	MAH/4683/2023
2022-2023	Kamthe Akash Ghansham (9011911749)	BA. LLB	Self Employed - Litigation	MAH/7225/2023
2022-2023	Arya Shubhendra Bhandarkar (8793653058)	BA. LLB	Self Employed - Litigation	MAH/9957/2023
2022-2023	Kulkarni Shubhankar Vishram (8149112644)	BA. LLB	Self Employed - Litigation	MAH/7226/2023
2022-2023	Gadiya Shruti Pankaj (9595669163)	BA. LLB	Self Employed - Litigation	MAH/6915/2023

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2022-2023	Wadgaonkar Aakanksha Anil (7720082008)	BA. LLB	Self Employed - Litigation	MAH/6736/2023
2022-2023	Magar Shreeniwas Ninad (7038743388)	BA. LLB	Self Employed - Litigation	MAH/7309/2023
2022-2023	Junawane Ritika Rajesh (9881401182)	BA. LLB	Self Employed - Litigation	MAH/7307/2023
2022-2023	Karke Harshada Shubhangi (9767796889)	BA. LLB	Self Employed - Litigation	MAH/7354/2023
2022-2023	Bhandari Kunal Anil (7888102224)	BA. LLB	Self Employed - Litigation	MAH/5909/2023
2022-2023	Sardeshpande Surabhi Chandrashekhar (9404994858)	BA. LLB	Self Employed - Litigation	MAH/8785/2023
2022-2023	Surve Apurva Sudhir (7768811312)	BA. LLB	Self Employed - Litigation	MAH/5773/2023
2022-2023	Jain Shraddha Pravin (9421083267)	BA. LLB	Self Employed - Litigation	MAH/5219/2023
2022-2023	Potphode Sarthak Ravi (7588708733)	BA. LLB	Self Employed - Litigation	MAH/7362/2023
2022-2023	Darekar Shubham Vitthal (9145613153)	BA. LLB	Self Employed - Litigation	MAH/8025/2023
2022-2023	Hingane Prajwal Sunil (7276959600)	BA. LLB	Self Employed - Litigation	MAH/6696/2023
2022-2023	Pansare Yashraj Mahendra (7447497339)	BA. LLB	Self Employed - Litigation	MAH/7490/2023
2022-2023	Gawade Balaji Swapnil (8796576078)	BA. LLB	Self Employed - Litigation	MAH/11710/2023
2022-2023	Darekar Shraddha Deepak (9822466768)	BA. LLB	Self Employed - Litigation	MAH/7561/2023
2022-2023	Bhalerao Gauri Sudhir (8698064160)	BA. LLB	Self Employed - Litigation	MAH/9903/2023
2022-2023	Pawgi Partho Jitendra (9422343539)	BA. LLB	Self Employed - Litigation	MAH/5854/2023
2022-2023	Shinde Saurabh Nandkumar (9158041581)	BA. LLB	Self Employed - Litigation	MAH/11988/2023
2022-2023	Nikam Sumit Chandrakant (9405562098)	BA. LLB	Self Employed - Litigation	MAH/8040/2023
2022-2023	Mankar Sakshi Ashish (8308824092)	BA. LLB	Self Employed - Litigation	MAH/7159/2023

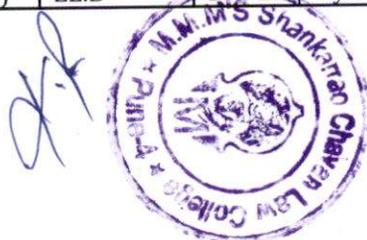
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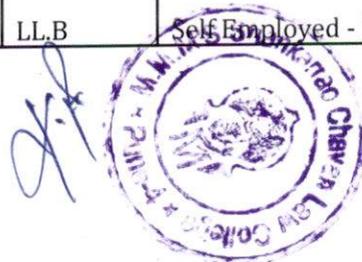
2022-2023	Dhumal Avishkar Prabhakar (8637787703)	BA. LLB	Self Employed - Litigation	MAH/8039/2023
2022-2023	Gaikwad Saurabh Rajendra (9970389869)	BA. LLB	Self Employed - Litigation	MAH/7953/2023
2022-2023	Yashraj Verma (9131757390)	BA. LLB	Self Employed - Litigation	C.G/1190/2023
2022-2023	Nikat Akash Rajendra (9130558181)	BA. LLB	Self Employed - Litigation	MAH/8038/2023
2022-2023	Narkar Soham Sarvesh (9422435401)	BA. LLB	Self Employed - Litigation	MAH/8197/2023
2022-2023	Chikne Niyatee Bhagwan (7058248652)	BA. LLB	Self Employed - Litigation	MAH/7352/2023
2022-2023	Basil Jaison (9961661956)	BA. LLB	Self Employed - Litigation	D/11274/2023
2022-2023	Zende Harshad Tatyaso (9665491464)	BA. LLB	Self Employed - Litigation	MAH/8192/2023
2022-2023	Sreedevi Renjan (7066759000)	BA. LLB	Self Employed - Litigation	MAH/9901/2023
2022-2023	Giri Prasad Lalaso (9637960936)	BA. LLB	Self Employed - Litigation	MAH/4342/2023
2022-2023	Gaikwad Aayush Sandeep (7888244140)	BA. LLB	Self Employed - Litigation	MAH/4562/2023
2022-2023	Prafull Tonge (9403334195)	BA. LLB	Self Employed - Litigation	MAH/10803/2023
2022-2023	Prathamesh Deshpande (7020023802)	BA. LLB	Self Employed - Litigation	MAH/5406/2023
2022-2023	Amruta Khopkar (8669257696)	BA. LLB	Self Employed - Litigation	MAH/7160/2023
2022-2023	Ankita Ajay Mohan Shinde 9373924997	BA. LLB	Self Employed - Litigation	MAH/7429/2023
2022-2023	Rushikesh Raju Dhole (9075028599)	BA. LLB	Self Employed - Litigation	MAH/7924/2023
2022-2023	Manasi Raghunath Thakare (9767693331)	BA. LLB	Self Employed - Litigation	MAH/9395/2023
2022-2023	Chinmay Godse (8888744734)	BA. LLB	Self Employed - Litigation	MAH/1294/2023
2022-2023	Parag Katariya (9404759762)	BA. LLB	Self Employed - Litigation	MAH/12043/2023



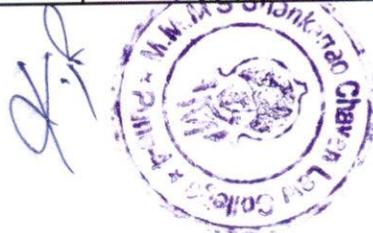
2022-2023	Omkar Vishwasrao Joshi (8378966753)	BA. LLB	Self Employed - Litigation	MAH/7290/2023
2022-2023	Shantanu Santosh Padwal (9921744777)	BA. LLB	Self Employed - Litigation	MAH/8498/2023
2022-2023	Aishwarya Kapse (8329420978)	BA. LLB	Self Employed - Litigation	MAH/12077/2023
2022-2023	Vanarase Vasundhara Sanjay (8888319535)	BA. LLB	Self Employed - Litigation	MAH/5362/2023
2022-2023	Ashutosh Patore (7775096303)	BA. LLB	Self Employed - Litigation	MAH/5015/2023
2022-2023	Tanaya Kelkar (7774036046)	BA. LLB	Self Employed - Litigation	MAH/9634/2023
2022-2023	Harshwardhan Milind Pawar (9822258650)	BA. LLB	Self Employed - Litigation	MAH/93973/2023
2022-2023	Shreya Dargad (7083912849)	BA. LLB	Self Employed - Litigation	MAH/6766/2023
2022-2023	Amreen Meghani (7057339708)	BA. LLB	Self Employed - Litigation	MAH/9576/2023
2022-2023	Swapnil Ramchandra Kachare (8888694937)	BA. LLB	Self Employed - Litigation	MAH/5341/2023
2022-2023	Akhilesh Anarse (9767983986)	BA. LLB	Self Employed - Litigation	MAH/12879/2023
2022-2023	Abhishek Dangat (7972049717)	BA. LLB	Self Employed - Litigation	MAH/7308/2023
2022-2023	Mukta Endait (9767535640)	BA. LLB	Self Employed - Litigation	MAH/7318/2023
2022-2023	Janhavi Takalkar (9850993598)	BA. LLB	Self Employed - Litigation	MAH/6866/2023
2022-2023	Siddharth Sutaria (7228856567)	BA. LLB	Self Employed - Litigation	MAH/8243/2023
2022-2023	Rahul Gaikwad (9420182333)	BA LLB	Self Employed - Litigation	MAH/6646/2023
2022-2023	Babar Prajakta Popat (9404549024)	LL.B	Self Employed - Litigation	MAH/6893/2023
2022-2023	Joshi Mrunal Ravindra (9405465169)	LL.B	Self Employed - Litigation	MAH/19766/2023
2022-2023	Kumar Shikha (8285126033)	LL.B	Self Employed - Litigation	MAH/8309/2023



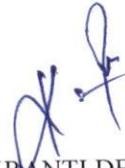
2022-2023	Shinde Nikhil Shivnathrao (8551001469)	LL.B	Self Employed - Litigation	MAH/6898/2023
2022-2023	Parth Mandar Kulkarni (9960655595)	LL.B	Self Employed - Litigation	MAH/9789/2023
2022-2023	Ramachandran Saranya K K Ramachandran (8800571713)	LL.B	Self Employed - Litigation	D/14091/2023
2022-2023	Maniyar Sudarshan Vijaykumar (9421870225)	LL.B	Self Employed - Litigation	MAH/4996/2023
2022-2023	Purohit Akshay Amar (9766661835)	LL.B	Self Employed - Litigation	MAH/5552/2023
2022-2023	More Atul Dharmraj (8177995373)	LL.B	Self Employed - Litigation	MAH/5528/2023
2022-2023	Thakur Rajat (9999822281)	LL.B	Self Employed - Litigation	D/13507/2023
2022-2023	Khatikmare Rupali Narayan (7385300422)	LL.B	Self Employed - Litigation	MAH/6037/2023
2022-2023	Bhandare Sujeet Suresh (7722092799)	LL.B	Self Employed - Litigation	MAH/5603/2023
2022-2023	Nevase Ruchita Prakash (8805574892)	LL.B	Self Employed - Litigation	MAH/7348/2023
2022-2023	Srivastava Himanshi Krishen Kumar (9911962477)	LL.B	Self Employed - Litigation	D/15578/2023
2022-2023	Kashid Joy Dilip (9987335299)	LL.B	Self Employed - Litigation	MAH/6859/2023
2022-2023	Deshmukh Kalyani Bharat (8007976240)	LL.B	Self Employed - Litigation	MAH/6858/2023
2022-2023	Sarode Sakshi Avinash (7796035929)	LL.B	Self Employed - Litigation	MAH/5038/2023
2022-2023	Nanekar Omkar Rohidas (8485859119)	LL.B	Self Employed - Litigation	MAH/5739/2023
2022-2023	Shinde Harshvardhan Anand (9975163656)	LL.B	Self Employed - Litigation	MAH/7818/2023
2022-2023	Kale Rushikesh Jagannath (9503269387)	LL.B	Self Employed - Litigation	MAH/5913/2023
2022-2023	Garje Sumeet Rajabhau (9765813366)	LL.B	Self Employed - Litigation	MAH/5715/2023
2022-2023	Chaughule Manoj Bhausaheb (7774874704)	LL.B	Self Employed - Litigation	MAH/5718/2023

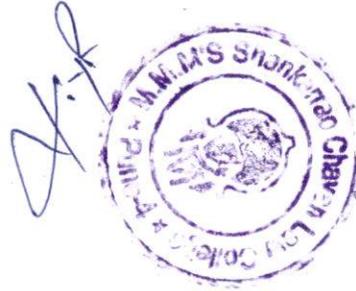


2022-2023	Sarang Sumit Milind (7020569977)	LL.B	Self Employed - Litigation	MAH/10301/2023
2022-2023	Shruti Madnal (7775912624)	LL.B	Self Employed - Litigation	MAH/7112/2023
2022-2023	Sayali Wandre (9370690602)	LL.B	Self Employed - Litigation	MAH/4991/2023
2022-2023	Chaitanya Pathare (9697988999)	LL.B	Self Employed - Litigation	MAH/4577/2023
2022-2023	Sneha Pawar (7757820969)	LL.B	Self Employed - Litigation	MAH/4574/2023
2022-2023	Chaitanya Raut (9527501111)	LL.B	Self Employed - Litigation	MAH/6855/2023
2022-2023	Pramit Gore (7774084395)	LL.B	Self Employed - Litigation	MAH/8052/2023
2022-2023	Aditya Phadtare (7507606214)	LL.B	Self Employed - Litigation	MAH/6355/2023
2022-2023	Shivaji Wani (97672 82395)	LL.B	Self Employed - Litigation	MAH/9638/2023
2022-2023	Pruthvika Divadkar (9527142571)	LL.B	Self Employed - Litigation	MAH/7146/2023
2022-2023	Harshwardhan S Chandekar (94227 64776)	LL.B	Self Employed - Litigation	MAH/6724/2023
2022-2023	Meera Dabke (9423601044)	LL.B	Self Employed - Litigation	MAH/12544/2023
2022-2023	Akshay Purohit (97666 61835)	LL.B	Self Employed - Litigation	MAH/5552/2023
2022-2023	Borhade Purva Ashok (9689733025)	LL.B	Self Employed - Litigation	MAH/6912/2023
2022-2023	Somnath Popat Kale (85300 01553)	LL.B	Self Employed - Litigation	MAH/5946/2023
2022-2023	Suraj Jadhav Bapuso (9595751375)	LL.B	Self Employed - Litigation	MAH/11217/2023
2022-2023	Samiksha Kadam Eknath (8626083740)	LL.B	Self Employed - Litigation	MAH/6853/2023
2022-2023	Aditya Chavan (7420000961)	LL.B	Self Employed - Litigation	MAH/7047/2023
2022-2023	Abhishek Horane (7276458658)	LL.B	Self Employed - Litigation	MAH/8477/2023



2022-2023	Doiphode Abhijeet Anil (8975646868)	LL.B	Self Employed - Litigation	MAH/11921/2023
2022-2023	Varma Govind Bharat (8766470435)	LL.B	Self Employed - Litigation	MAH/10990/2023
2022-2023	Yeshwant Patil Jaywantrao (9527257696)	LL.B	Self Employed - Litigation	MAH/9515/2023
2022-2023	Chinchole Hanmant (8857050903)	LL.B	Self Employed - Litigation	MAH/7312/2023
2022-2023	Rohit Ravikant Kale (8308234374)	LL.B	Self Employed - Litigation	MAH/7311/2023
2022-2023	Patil Ashish Anandrao (9881144922)	LL.B	Self Employed - Litigation	MAH/4259/2023


 DR. KRANTI DESHMUKH
 PRINCIPAL, SCLC





Ow/2023-24/Jun/002

Date: 29th Jun 2023

Offer Letter

Dear **Ms. Sumedha Parkhi**,

Congratulations! We are pleased to confirm that you have been selected to work for **M/s Shreeyash Associates**. We're delighted to make you the following job offer:

The position we are offering you is that of **Legal Assistant**, following the probation period. This position reports to the undersigned i.e. me.

We would like you to start work on **1st June 2023**. Please report to me for documentation and orientation.

Please sign the enclosed copy of this letter and return it to me **on joining date** to indicate your acceptance.

We are confident you will be able to make a significant contribution to the success of M/s Shreeyash Associates and look forward to working with you.

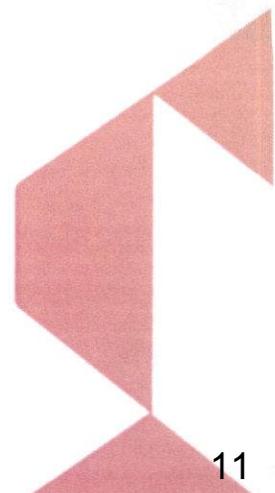
Sincerely,

Adv. Aniket Thormote
M/s Shreeyash Associates

Accepted by
Ms. Sumedha Parkhi

info@shreeyash.in | www.shreeyash.in

MH : Pune, Mumbai | WB: Kolkata | KA : Bengaluru



Partners
MANOJ WAD
ASHISH WAD
TAMALI WAD



Address
202- A, Pride Kumar Senate I,
Senapati Bapat Road, Pune- 411016,
Tel- +91 20 25670292/1723,
Email manojwad@jswad.org

204, 2nd Floor, Hans Bhawan,
1 Bahadur Shah Zafar Marg,
New Delhi-110002,
Tel- +91 011 23378239/241
Email ashishwad@jswad.org

Date:- 31/07/2023

Ms. Anushita Dubey
Rasayani, Maharashtra
Cell:- 7709551028

Sub:- Appointment on Consultancy Basis

Dear Anushita,

We refer to your application and subsequent interview; we are pleased to offer you the position of "Associate" in our organization on consultancy basis.

Terms of your Appointment will be as follows-

Work Profile- The work profile involves drafting of agreements, pleadings, legal opinion and legal research as assigned to you from time to time. You will not be required to appear in the court on day to day basis.

Term – The initial term of your appointment will be for two years commencing from 1st August 2023.

Location – You will be located at our Pune office.

/Your compensation will be Rs. 15,000/- per month subject to income tax deduction.

Your date of joining will be – 1st August, 2023.

Working Hours- Monday to Saturday (9.30 pm to 6.30 pm).

Notice Period- You will have to serve a notice of three months incase you wish to discontinue your consultancy.

We look forward to our association with you.

Yours truly,

Manoj Wad
Digitally signed by Manoj Wad
Date: 2023.07.31 15:28:38
+05'30'

J. S. Wad & Co.
Advocates



Flat No. 7, 3rd Floor, Suryaful CHS, 882/B, Lane No. 8, Bhandarkar Road,
Deccan Gymkhana, Pune. 411004 | +91 96 73 99 88 04 | amit@avlegalcounsel.com

OFFER LETTER

13th June, 2023

To,

PRATI KSHA BARVE,

Address: 1239/A,

Parimal Co-op. Hsg. Society,

Flat No. C-2, Apte Road,

Deccan Gymkhana,

Pune – 411 004

Maharashtra, India

E-mail Id: pratikshabarve@gmail.com

Subject: Offer Letter for the post of Legal Trainee at AV Legal Counsel, Pune.

Dear Ms. Pratiksha Barve,

We are delighted to extend this offer to you for the position of Legal Trainee at AV Legal Counsel. After careful consideration of your qualifications, skills, and performance during the campus interview, we are confident that you possess the potential to excel in this role and contribute significantly to our firm.

1. Position and Responsibilities:

As a Legal Trainee, you will be provided with the opportunity to gain valuable experience in various legal matters under the guidance of experienced professionals. Your responsibilities will include:

www.avlegalcounsel.com

- a. **Legal Drafting:** You will be responsible for drafting various types of legal contracts, including but not limited to Non-Disclosure Agreements (NDA), Agreements, Memorandum of Understanding (MOU), Deeds, Drafts related to Litigation Drafts, Title Search Reports and Legal Opinions.
- b. **Court Proceedings:** You will have the opportunity to attend court proceedings at various stages, allowing you to observe and learn from experienced professionals.
- c. **Client Meetings:** You will assist Partners and Associates in client meetings, providing support in preparing necessary documentation and taking notes as required.
- d. **Legal Research:** Conducting legal research for clients on specific subject matters will be an important aspect of your role, assisting in providing comprehensive and accurate legal advice.
- e. **Administrative Support:** You will collaborate with the administrative team in organizing case files, maintaining databases, and preparing legal correspondence, ensuring smooth functioning of legal operations.

During your trainee period, which will extend up to Six (6) months subject to your attainment of *sanad* (law practicing license) from the Maharashtra and Goa Bar Council and successfully clearing the All-India Bar Examination (AIBE), you will have the opportunity to develop your skills and knowledge in a comprehensive manner.

2. Probation Period:

Upon the successful completion of the trainee period, you will enter a probation period of three (3) months. This period will allow us to assess your performance and suitability for continued employment with AV Legal Counsel. Please note that the probation period will commence after Six (6) months of the trainee period, subject to your attainment of the *sanad* (law practicing license) from the



Maharashtra and Goa Bar Council and successfully clearing the All-India Bar Examination (AIBE).

3. Remuneration:

As a Legal Trainee, you will receive a monthly remuneration of **Rs. 7,500/- (Rupees Seven Thousand Five Hundred Only)**. Salary increments will be based on your performance, commitment, and the discretion of the Partner of AV Legal Counsel.

4. Employment Information:

Your employment with AV Legal Counsel will be subject to the following terms and conditions:

- a. **Office Hours:** Your regular office hours will be from 10:00 am to 6:30 pm, from Monday to Saturday.
- b. **Office Culture:** At AV Legal Counsel, we foster a professional and collaborative work environment. We value teamwork, integrity, and a dedication to excellence in the legal field. We encourage open communication and provide opportunities for growth and learning.
- c. **Employment Status:** You will be engaged as a full-time Legal Trainee.
- d. **Benefits:** As a Legal Trainee, you will be entitled to the benefits provided to our regular employees, as per the policies of AV Legal Counsel that will help You in professional development.
- e. **Confidentiality:** During your employment, you will have access to sensitive and confidential information. You are required to maintain the highest level of confidentiality and not disclose any such information to external parties, both during and after your employment with AV Legal Counsel.

We are thrilled to welcome you to AV Legal Counsel and look forward to a successful and mutually beneficial professional relationship. We believe that your skills and dedication will greatly contribute to the growth and success of our firm.



Please note that this offer is contingent upon satisfactory passing of your Law Graduation Degree and attainment of *sanad* (law practicing license) from the Maharashtra and Goa Bar Council and successfully clearing the All-India Bar Examination (AIBE).

We kindly request you to carefully review the terms and conditions outlined in this Offer Letter. If you accept this offer, please sign and return a copy of this to us by 17/06/2023 on hr@avlegalcounsel.com or amit@avlegalcounsel.com. If you have any questions or require further clarification, please do not hesitate to reach out to us.

Once again, we congratulate you on your selection and welcome you to AV Legal Counsel. We are excited about the opportunity to work with you and build a successful legal career together.

FOR AV LEGAL COUNSEL

AMITKUMAR DESHPANDE

(Principal Partner)



Amruta Tanaji Borge,
Sr. No 34/12, Rajgad , Torna Chowk, Mauli Niwas,
Dhankawadi, Pune – 411043

13 January 2023

SUB: Appointment Letter

Dear Amruta,

With reference to your application and subsequent interview with us, we are pleased to appoint you as "Officer - Legal" at E1 grade in our organization. Your joining date shall be **18 January 2023**, the details of roles and responsibilities shall be provided upon joining. However, company reserves right to change the roles from time to time depending on the priorities of the company.

1. Your total emoluments will be **Rs. 2.21 Lakh CTC** per annum.
2. You will be under probation for a period of six (6) months from the date of joining. Based on your performance your services will be confirmed with the company in written after six months. In case your performance does not meet with company expectations, the company has all the rights to either extend your probation period by another six (6) months or terminate your appointment immediately. There will be only **One Month (30) days'** notice period during the probation period from either side.
3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
4. You will be required to maintain utmost secrecy in respect of your work, commercial offer, Technology, Software packages used, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
5. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
6. If at any time in our opinion, which is final in this matter if you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.
7. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's services or any other matter with which the Company may be concerned with, unless you have previously applied to and obtained a written permission from the Company.
8. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

Head Office : Office No.137,139,141,144,145, Akshay Complex, First Floor,
Dhole Patil Road, Pune MH 411001 INDIA

Website : www.pratamfinserv.com **CIN :** U67190PN2016PTC205027 **GST :-** 27AAICP5286G1Z1

Email ID : connect@pratamfinserv.in **Contact No.:** +91 8007270707

9. You will not engage yourself in any work or profession paid or unpaid or study course either full time or part time without prior written permission of the management.

10. Once your services are confirmed, notice period for leaving / terminating services shall be **One Months (30)** days on either side. In case if you happen to be on leave during the notice period, it will be extended by the number of days of your absence or absent period will be treated as leave without pay, as decided by the management.

11. Presently the place of work will be in **Head Office** but during the course of the service, you shall be liable to be posted / transferred anywhere (any branches of the company or its group) to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the management.

12. You will not utilise or disclose to any person or persons or competitors any data in any form, pass words, trade practices or know how of the company. If you found to be engaged in any activities which in the opinion of the management will be is detrimental to the interests / policies of the company the management will be at liberty to terminate your services without further notice

13. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

14. Absence for a continuous period of Three (3) days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

15. You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

16. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance. We welcome you to the Pratam family and look forward long and fruitful association for mutual benefit. We wish you the very best of luck and success.

With best wishes,
For **Pratam Fin Serv Private Limited,**



Mr. Rameshwar Kankare.
Chief Manager - HR



Accepted by,

Name: **Amruta Tanaji Borge**

Signature:

Date: 21/01/2023

J. SHEKHAR & CO.

ADVOCATES & ASSOCIATES
Supreme Court of India
AoR [Code: 2418]



Shekhar Jagtap
B.S.L. LL.M. D.S.C.L.
Mrs. Manisha Jagtap
B.S.L. LL.M.
Satyajit Kakade
B.S.L. LL.B.

JSC/Mumbai/Appointment/2023

Date: 24/05/2023

To,
Aakansha Ramteke
ramtekeaakanksha@gmail.com

Subject: Appointment Letter for the post of Junior Associate Advocate

Dear Ma'am,

This is with reference to the aforesaid subject. We would like to inform you that your answers to the questions put forth by us in the interviews with reference to clerical experience was good. However, the answers with respect to law, procedural as well as statutory, were average so in our opinion you need to brush up on your law provisions.

It may also be noted that the civil draft prepared was average and the criminal draft prepared was very basic which requires a lot of improvement. However, your drafts are basic in nature and your legal language requires improvement as well.

We would also like to inform you that your dedication and discipline is impressive, considering which we are of the opinion that you may be a good fit in our organization.

However, we expect you to work on the drafting skills and knowledge of law. You are also required to improve your expressions and communication skills.

Thus, as per your application & two rounds of personal interviews, as well as drafting assignments, we would like to confirm your position as Associate Advocate in our firm's Pune Office from 01.08.2023, subject to successful completion of the paralegal tenure and your final year law examination.

THE DETAILS OF YOUR APPOINTMENT ARE AS FOLLOWS:

Chronology of appointment:

Paralegal tenure-

Considering the uncertainty with respect to the schedule of your final year examination as well as the need for your academic and professional improvement, our firm has decided to grant you an

DELHI: 104/14, School Lane, Bengali Market, New Delhi – 110001

Call: +91 11 6464 3999

MUMBAI: Office No. 501, 5th Floor, M.B. House, Plot No.79, Janmabhoomi Marg, Fort, Mumbai – 400001

Call: +91 22 2202 1814

PUNE: Flat No. 5, 1st Floor, "MUGUT", 1194/26, Off Ghole Road, Shivajinagar, Pune – 411005 **Call:** +91 20 2565 5154

LONDON: Associate Office: Aliant Law, 3, Gray's Inn Square, Gray's Inn, London, England - WC1 R5 AH

Call: +44 (0) 20 7183 0195

opportunity to develop your skills with guidance from our end, so as to enable us to be able to track the progress of your improvement.

Probationary Period-

After completion of your final year examination, you would be eligible to commence your duties as a Junior Associate advocate, subject to successful completion of the paralegal tenure and confirmation of your progress.

Initially from 01.08.2023 till 01.10.2023, i.e. 2 months, you will be on probation and your performance will be accordingly evaluated, and thereafter, you shall be due for confirmation at this position.

You will not be entitled to any leaves/vacation during the probation period.

You may kindly note that the two months refers to 60 working days, and in the event any leaves due to emergency are sought, then the said period would be added, and the probation will be extended.

After Confirmation-

After completion of the probationary period, you may be confirmed to the post of Junior Associate Advocate with our firm.

Allocated Place of Work:

Paralegal tenure- The same would be in the online mode as work from home.

Probationary Period& after confirmation- You will be working at our firm's Pune office.

Day of Commencement:

Paralegal tenure- You are expected to commence your duties from 01.06.2023. However, you would be entitled to 10 days preparation leave during the paralegal tenure, for your final year examination, and accordingly, the paralegal tenure may be extended further.

Probationary Period- You are expected to commence your duties from 01.08.2023, subject to completion of the final year examination.

Reporting:

Paralegal tenure- Since the same would be through online medium, you are at liberty to decide the time as per your convenience, however you would be required to report on online meeting on 01.06.2023, the timing of which would be conveyed to you.

Probationary Period and upon confirmation- You will report to our office on the said date at 9:30am.

You are expected to submit all true & self-attested copies of your Aadhar Card and mark-sheets of all the years.

You are also expected to submit true & self-attested copies of your final year, marksheet, Degree and Sanad/ Enrollment Card issued by the Bar Council of Maharashtra & Goa, as and when the same is available.

Dress Code:

You are required to be dressed in Black-and-White Formals.

Working Hours:

Paralegal tenure-You are required to dedicate 2 hours a day, (Monday to Saturday) for your academic improvement as stipulated from time to time and you are at liberty to decide the allocation of time for the said purpose.

On every Saturday you would be required to dedicate 2 hours as per the time which would be communicated to you, for online interaction.

Probationary Period & after Confirmation:

The working hours will be 9:30am to 7:30pm (Monday to Saturday).

However, you may also be required to avail yourself outside these stipulated hours if the need arises and may be expected to work on Sundays or post 7:30pm, in the event there is any urgent work that requires your attention.

Roles and Responsibilities:

Paralegal tenure-

The said period is for your academic improvement, so as to develop your skills of drafting vis-à-vis legal knowledge, which are a requirement in the profession.

Your role during this period would mainly be to brush up on the legal provisions, practice your drafting as well as make oral presentations, which is necessary to develop your skills for appearing before the Courts of law and expression of legal knowledge.

You would also be required to develop your legal knowledge and study judgments vis-à-vis research on various topics.

Probationary Period & upon Confirmation-

Your roles and responsibilities are outlined in the job description as would be explained to you at the time of joining.

You are required to comply with the firm's rules and regulations at all given times and should always act in a manner that protects the firm's interest and decorum.

Stipend:

Paralegal tenure- During this period, you will receive Rs. 5,000/- per month all inclusive, as an incentive for you, while improving your academic and communication skills.

Probationary Period-You will receive Rs. 10,000/- per month all-inclusive, as your stipend for 2 months i.e. during the Probationary Period. However, in the event your performance is found to be up to the mark in the first month of probation, you will receive Rs. 12,000/- all-inclusive, as your stipend for the 2nd probationary month.

After Confirmation- After probation period concludes and you are confirmed, you will receive Rs. 15,000/- per month all inclusive.

Stipend Review- After confirmation, your stipend will be reviewed periodically after every financial year as per policy of the firm. Your increments are discretionary and will be subject to and on the basis of effective performance and results during the period.

Incentives- Upon 1 year after commencement of your services upon confirmation, you would be entitled to incentives in form of drafting charges, subject to your performance once you are confirmed as well, which would be subject to discretion. Moreover, after one year of services, subject to performance, you may be allowed to do independent filings as well as the firm may allot certain cases to you for individual filings.

Leave:

Paralegal tenure-

You will not be entitled to any leave during the said period, as the same is exclusively for your academics and procedural improvement, and you are at liberty to allot time for the same as per your convenience. However, 10 days preparation leave during the paralegal tenure, for your final year examination.

Probationary Period-

You will not be entitled to any leaves/vacation during the probation period.

After Confirmation-

You will be entitled to 15 working days of leave at full pay, per year, after the expiry of the probationary period.

However, the leave days should only be taken at a time most suitable for both you and the firm.

You are required to apply for the leaves well in advance, expect for in case of emergencies.

Notice Period:

After Confirmation- You are required to give a prior 30 working days written notice, without assigning reasons, in the event you wish to resign from the firm.

The firm may also terminate your employment by giving a prior 15 working days written notice, without assigning reasons.

The firm may also terminate your employment with immediate effect on grounds of indiscipline or any other act that is derogatory to the firm's interest.

Probationary Period- During the probationary period, the notice period to be served shall be 15 working days.

Confidentiality:

You are bound by confidentiality with respect to any and all information you come across with respect to cases and client details during the course of your employment and are expected to not divulge or disclose the same to any third person or make any use whatsoever for your own purpose or for any other purpose other than that of the firm.

You are expected to maintain integrity and professional ethics in your profession.

Exclusivity:

During Probation and after confirmation, your position with the firm will be full-time and you shall devote yourself exclusively to the work

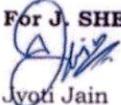
J. SHEKHAR & CO.
ADVOCATES & ASSOCIATES

of the firm. You will not take up any other work for remuneration or work in an advisory capacity or be interested directly or indirectly in any other case during the employment with the firm without permission in writing from the firm. Any alterations or amendment to this contract shall be duly communicated to you in writing, after taking into consideration your views.

Communication of Acceptance:

You are expected to communicate your acceptance of this Appointment Letter on or before 12pm on 27.05.2023, in case of failing to do the same, it will be assumed that you do not wish to take up the job opportunity.

We are looking forward to your positive response and a long-term successful professional relationship.

For J. SHEKHAR & CO.

Jyoti Jain
Office Admin

CC:
Shankarrao Chavan Law College,
202/A, Deccan Gymkhana, Pune- 411004



Ref: RIHO/RIMM/2023/10064015

Date: 08.03.2023

Ms. Bhargavi Kulkarni,
167/30, Guruprasad,
Sahiyadri Nagar, Hudco Colony, Lonavala,
410401.

Dear Ms. Bhargavi Kulkarni,

With reference to your application and the subsequent interview you had with us, we are pleased to engage you as "Trainee" on the following terms and conditions.

01. PLACE OF POSTING AND DATE OF JOINING:

Presently your internship shall be at RCP. You will report to internship on or before 13.03.2023 failing which your engagement shall automatically stand withdrawn and cancelled.

02. PERIOD OF TRAINING

Your training shall commence on 13.03.2023 and end on 12.06.2024.

03. STIPEND:

You will be paid a consolidated stipend of Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) per annum. Applicable taxes will be borne by you.

You will make your own arrangement for accommodation.

04. DUTIES AND RESPONSIBILITIES:

a) The company will expect you to display high standards of initiative, efficiency and economy. You will perform, observe and confirm to all training requirements, directions and instructions assigned or communicated to you by the Company or your training coordinator.

b) You will devote your entire time for the training in the Company and will not undertake any direct / indirect business or work, honorary or remuneratory except with the written permission of the Management in each case. Contravention of above will lead to the termination of your engagement as industrial trainee without any notice and you shall not be entitled to receive any compensation in lieu of notice.

Reliance Corporate Park, Thane-Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 • Fax : +91-22-4471 0111 • CIN : L17110MI11973PLC019786

Regd. Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Post Box : 11717, Mumbai - 400 021, India.

c) You shall neither divulge nor give out Confidential Information to any unauthorized person during the period of your engagement as industrial trainee or even afterwards by word of mouth or otherwise. Confidential Information shall include particulars or details of any of our processes, technical knowhow, security arrangements, administrative and /or organizational matters, which will be known to you by virtue of your undergoing training with us.

d) You shall keep confidential all the Confidential Information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. Your obligation to keep such information confidential shall remain even on completion / termination of engagement as industrial trainee.

e) You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you during your engagement as industrial trainee, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the company. If and when required to do so by the company, you shall at the Company's expense, take out or apply for letters of patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favour or in favour of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

f) You will not enter into any commitments or dealings on behalf of the company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those having authority over you.

g) You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

05. CESSATION OF YOUR ENGAGEMENT AS INDUSTRIAL TRAINEE:

a) On completion of your training period as indicated at clause 02, your engagement as Trainee shall automatically cease.

b) If you absent yourself without leave or remain absent beyond the period of leave or absence originally granted or subsequently extended, you will be considered as having voluntarily terminated your engagement as industrial trainee.

06. TERMINATION OF TRAINING:

Your training is liable to be terminated without any notice or pay in lieu thereof for any misconduct. The term "misconduct" includes act/omissions of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any action of indiscipline or inefficiency.

Reliance Corporate Park, Thane-Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 • Fax : +91-22-4471 0111 • CIN : L17110M111973PL.C019786

Regd. Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Post Box : 11717, Mumbai - 400 021, India.

07. Notice Period:

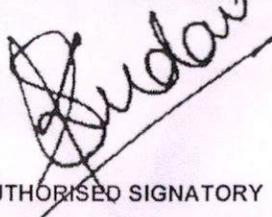
Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving one month notice in writing or payment of one months' Basic Salary on a pro rate basis, in lieu thereof. Similarly, you may resign from the Company's employment without cause by giving one month notice in writing or by payment of one month Basic Salary on a pro rate basis, in lieu thereof. In the event of your resignation, the Company may in its sole discretion opt to accept the same and relieve you prior to the completion of the stipulated notice period of 1 month, without any pay in lieu of the notice period.

08. GENERAL:

- a) You will be governed by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may be in force from to time.
- b) During the period of your training all the policies in force in the company shall apply.
- c) You shall make your own transport arrangements for to and fro from the place of your training
- d) You are required to submit the following documents,
 - i) Certificate in support of your educational professional qualifications, date of birth and other testimonials in original together with copies thereof.
 - ii) Three copies of your recent passport-size colour photographs (blue background).
- e) During the period of your training, you will not be eligible for any of the privileges and amenities applicable to regular employees of the company.

Sincerely yours,

For Reliance Industries Limited



AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby agree and accept the same.

SIGNATURE

Shubham
for Academic Purpose

DATE: 10.03.2023

Reliance Corporate Park, Thane-Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 • Fax : +91-22-4471 0111 • CIN : L17110MH1973PLC019786

Regd. Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Post Box : 11717, Mumbai - 400 021, India.



Ref: RIHO/RIMM/2023/10063989

Date: 08.03.2023

Mr. Atharv Vaidya,
257, Gruhkul Society,
Sahakaragar 1, Pune
411009.

Dear Mr. Atharv Vaidya,

With reference to your application and the subsequent interview you had with us, we are pleased to engage you as "Trainee" on the following terms and conditions.

01. PLACE OF POSTING AND DATE OF JOINING:

Presently your internship shall be at RCP. You will report to internship on or before 13.03.2023 failing which your engagement shall automatically stand withdrawn and cancelled.

02. PERIOD OF TRAINING

Your training shall commence on 13.03.2023 and end on 12.06.2024.

03. STIPEND:

You will be paid a consolidated stipend of Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) per annum. Applicable taxes will be borne by you.

You will make your own arrangement for accommodation.

04. DUTIES AND RESPONSIBILITIES:

a) The company will expect you to display high standards of initiative, efficiency and economy. You will perform, observe and confirm to all training requirements, directions and instructions assigned or communicated to you by the Company or your training coordinator.

b) You will devote your entire time for the training in the Company and will not undertake any direct / indirect business or work, honorary or remuneratory except with the written permission of the Management in each case. Contravention of above will lead to the termination of your engagement as industrial trainee without any notice and you shall not be entitled to receive any compensation in lieu of notice.

Reliance Corporate Park, Thane-Belapur Road, Ghansoli, Navi Mumbai - 400 701, India.
Phone : +91-22-4477 0000 • Fax : +91-22-4471 0111 • CIN : L17110MH1973PLC019786

Regd. Office : Maker Chambers IV, 3rd Floor, 222, Nariman Point, Post Box : 11717, Mumbai - 400 021, India.



15
For the purpose of submission to college
- Harshwardhan
Chandekar

AV Legal Counsel

Flat No. 7, 3rd Floor, Suryaful CHS, 882/B, Lane No. 8, Bhandarkar Road,
Deccan Gymkhana, Pune. 411004 | +91 96 73 99 88 04 | amit@avlegalcounsel.com

Date: 25th September 2023

To,
Harshwardhan Sanjay Chandekar, Advocate
1413, Avishkar Heights, Vasudev Balvant Phadke Path,
Near Pune Vidyarthee Gruha, Sadashiv Peth,
Pune 411030

SUBJECT: APPOINTMENT LETTER.

We are pleased to inform you that you are appointed as "Legal Trainee" with effect from "18th September 2023" on the following terms and conditions:

1. REMUNERATION

The remuneration shall be as described in Annexure 'A' which forms part and parcel of this agreement.

2. PROBATION

That your employment in our company shall be on 3 months for training and on probationary basis for 3 months from the date of appointment. The probation period may be extended, if your performance, conduct etc., is found unsatisfactory/ not up to the mark. During or at the expiry of your said probationary period or the extended

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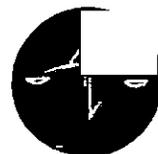


period of probation, the management will have the right to terminate your service without any notice or without assigning any reasons thereof. Unless confirmed in writing, you will continue to be on probation.

3. WORK

You will be required to perform all the work that may be allotted to you by the Management related to post of 'Legal Trainee'. Your responsibilities will include:

- a. **Conveyancing & Drafting:** You will be responsible for tasks such as making data entries, preparing challans, visiting Sub-Registrar offices on behalf of clients, calculating property valuations, executing and registering deeds, and drafting legal contracts like Non-Disclosure Agreements (NDA), Agreements, Memorandum of Understanding (MOU), Title Search Reports.
- b. **Court Proceedings:** You will have the opportunity to attend court proceedings at various stages, allowing you to observe and learn from experienced professionals.
- c. **Client Meetings:** You will assist Partners and Associates in client meetings, providing support in preparing necessary documentation and taking notes as required.
- d. **Legal Research:** Conducting legal research for clients on specific subject matters will be an important aspect of your role, assisting in providing comprehensive and accurate legal advice.
- e. **Administrative Support:** You will collaborate with the administrative team in organizing case files, maintaining databases, and preparing legal correspondence, ensuring smooth functioning of legal operations.



4. INCREMENTS OR PROMOTION

That your future increments or promotion shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time by the management in its sole discretion and shall not be considered merely as a matter of right. Normally, increments and Bonus, if any, it will be after completion of minimum 12 months from date of joining.

5. PROHIBITION ON FORMING AN ASSOCIATION/COUNCIL

That during the period of service you shall not indulge and/or take part in any activity of formation of council and/or association or become a member being a part of staff which is found to be detrimental to the interest of the company in any way. Such an action will be deemed to be a violation of condition of service and your services can be terminated on that basis.

The management may, in its discretion, initiate disciplinary proceedings against you. That you shall not, except with the prior permission of management, seek the membership of any public or local body.

6. NON-FRATERNIZATION AND SEXUAL HARASSMENT POLICY

It will be your sole responsibility to maintain an atmosphere that is free of harassment of any type including sexual harassment, and you are required to follow and abide by non-fraternization policy. This policy includes a requirement for everyone to avoid situations in which a personal relationship, with any/ or, colleague, senior, client, customers, vendors, partners, associates, that may create an actual or perceived conflict of interest, cause disruption or create a negative or unprofessional work environment. The policy also expressly prohibits everyone from dating others in the Organization. Unwelcome sexual advances, requests for



sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment and such person will be removed / terminated immediately from the employment of this Organization without giving any kind of notice, as per the sole discretion of the Management.

7. TRANSFER POLICY

That the management reserves the right to transfer you to any place in or outside India. The management may at its discretion decide to pay or not to pay any additional/ extra allowances, increment etc. after transfer.

8. WORKING HOURS

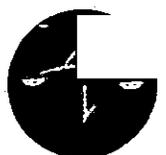
That the working hours shall be from 10.00 am to 6.30 pm for all days of the week except Sunday and some of the National as well as Local Holidays. However the management reserves the right to extend the said working hours, without any notice, for which overtime may or may not be paid, which shall be at the sole discretion of management.

9. ENTITLEMENT TO LEAVES

That you will be entitled to a maximum leave of 12 days in a year with pay. You shall make a prior written application for seeking leave with reasons there for. To grant or reject leave is in the sole discretion of Management.

10. NOTICE PERIOD

That it will be obligatory for you to give at least 3 months' prior written notice to the Management in case you want to leave the company/resign.



11. TERMINATION

That the management reserves the right to terminate your services without any notice period on the following grounds:

- a) You have been found guilty in the proceedings as referred herein.
- b) Your SANAD is suspended/Cancelled/Revoked by Bar Council of India or concerned State Bar Council.
- c) You have been found to be of unsound mind by a competent medical authority/practitioner.
- d) You have been convicted and imprisoned by a competent court for any offence during the course of this employment or previous employment.
- e) It is found that you had provided wrong, misleading information at the time of appointment with respect to any matter having a material impact on the company including age, qualification, working experience.
- f) You have been found to be engaged in double and/ or other employment, of any nature whatsoever, during the period while you are working with our Company.
- g) You have been found disclosing Confidential Information of or in related to or any information of Clients of the Company.
- h) You have been found posting/ forwarding/ reposting/ writing any message and / or video and / or memes and / or photos containing, including but not limited to defamatory/ discriminatory/ inflammatory statements etc. on any of the Social Media Platforms, which will have damaging effect on the reputation of our Company in any manner whatsoever and / or defaming the Company.
- i) On any other ground as the management may deem fit.



12. NON-DISCLOSURE AGREEMENT

It is a special condition that while in the employment of the company, as well as for a period of three years from the date of termination or resignation, as the case may be, you shall hold in confidence and shall not disclose to any party or otherwise allow even inadvertently any unauthorised disclosure to be caused, any technical knowhow, ideas, source code, plans, designs, original artwork, layouts, advice, statistical or other data or any information that may be regarded as or is confidential information and which you may receive during the course of employment.

13. NON-CIRCUMVENTION and NON-COMPETE :

That you shall not in any case, while in the employment of the company, as well as for a period of three years from the date of termination or resignation, as the case may be, enter into any or similar business undertaken by the company by targeting/doing business with any of the clients of this Company including but not limited to different types of entities, Companies etc. You shall not take up any other employment while in the employment of the company. You specifically agree that while in the employment of the company, as well as for a period of three years from the date of termination or resignation, as the case may be, you will not deal directly, conduct business or communicate with the clients, associates or any intermediaries or any person by circumventing/by-passing the management. You also agree that while in the employment of the company, as well as for a period of three years from the date of termination or resignation, as the case may be, not to conduct or enter into any business transaction or relation with any person, which has the effect of competing with the business of this Company.



14. OWNERSHIP OF INTELLECTUAL PROPERTY/RIGHTS AND CONFIDENTIALITY:

You hereby accept & agree that any information including without limitation confidential information, intellectual property, concept, design/s, any stock purchased by or retained with or otherwise belonging to the Company, templates, themes, graphics, source code, trade secrets, client data, access codes, passwords, third party information and data etc. whether it is created/generated by you during the course of employment or otherwise and/or otherwise available with the company or belonging to Company will be the sole and exclusive property of the Company which shall hold the same as the exclusive owner thereof and you shall have no right, claim, charge, lien or any hold over the same or any part thereof.

Nothing herein contained shall be deemed or presumed to create, transfer or infer any right, interest, title, license or any claim in your favour in respect of the aforesaid intellectual property/ rights, information etc.

Provided here the “**Confidential Information**” shall mean without limitation, all or any non-public information, document/s, correspondence, communication, intellectual property identified, specified, created and designated as “Confidential” or “proprietary” or which may be reasonably presumed to be confidential and disclosed by Company to you/your co-employees or obtained by you/your co-employees which relates to the past, present or future research, development or business activities, including but not limited to, any invention, ideas, trade secrets, know how, research and development, training, plans, blue prints, drawings, concepts, titles, names, programs, price lists, data, manuals, handbooks, sponsors, investors, business strategies and plans, marketing, sales, records, project specifications, designs, materials, parts, customer lists, consumer information, suppliers, contract terms, vendor lists, financial information, and all other



information, material or data of any kind or character relating to the business of Company or its affiliates, and whether in intangible or tangible form relating to and/or including released or unreleased Company's software or hardware products, the marketing or promotion of any Company's product, Company's business policies or practices, and information received from others that Company is obligated to treat as confidential.

And;

' **Information** ' means and includes without limitation all and any data, know - how, formulae, processes, designs, photographs, drawings, specifications, programmes, software, hardware, source code, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, identification of customers, customer, vendor and distribution lists, business records and other books and records relating to or concerning Company.

15. NON – SOLICITATION

You, while in the employment of the company, as well as for a period of three years from the date of termination or resignation, as the case may be, will not in any manner solicit, nor accept any business in any manner from the clients, associates or any intermediaries or any person, whose information is made available during the



course of this employment, without the express written permission of the management.

16. APPLICABLE LAW:

shall be construed and enforced in accordance with the applicable laws and regulations to the State of Maharashtra, India alone & its rules.

17. AVOIDANCE OF SOCIAL MEDIA ABUSE:

That you will not ever post/ forward/ repost/ write any message and / or video and / or memes and / or photos containing, including but not limited to defamatory/ discriminatory/ inflammatory statements etc. on any of the Social Media Platforms, which will have damaging effect on the reputation of our Company in any manner whatsoever and / or defaming the Company, during your employment and for a period of three years from the date of termination or resignation and otherwise secession of your employment, as the case may be.

18. ARBITRATION:

If any difference or dispute shall arise between the parties hereto as to any matter arising out of or connected with these presents, such difference or dispute, shall be mutually settled by negotiation or conciliation. If the said dispute or difference could not be settled by conciliation within 30 days of having been raised, it shall be referred to a sole arbitrator to be appointed by both parties mutually. In case of any failure to appoint an Arbitrator, mutually, then, the Arbitrator will be appointed by filing appropriate petition before the Hon'ble High Court of Judicature Bombay at Mumbai. The arbitration shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 and rules. The venue of such arbitration will be Pune,



Maharashtra India and the language of the arbitration shall be English. The cost of the Arbitration will be borne by both the parties equally that is 50% and 50% respectively.

19. RECOVERY OF DUES

That while working as an employee if you enter into any business transaction with any party on behalf of the company within your permissible limits, it shall be your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the company it shall be your responsibility to recover for remittance to the company before you proceed to settle your legal dues in full and final settlement of your account.

20. RETURNING THE PROPERTY

That in the course of employment if you are in possession of any property of the company, in any way, you must return it when demanded or at the time of leaving, resignation or termination of services/employment whichever is earlier failing which it shall be lawful for the management to recover the full value of property from your salary or any other legal dues including the amount of gratuity or otherwise in the form of compensation from you.

21. DISCIPLINARY PROCEEDINGS

That in case of violation of any of the aforesaid provision or any undisciplined behaviour in the premises of the company, disciplinary proceedings shall be instituted against you and during the period of such proceedings the salary will be



withheld by the company and shall be released only on you being proved not guilty in the outcome of proceedings.

Deemid
25.9.23
Authorised Signatory



I have read the above terms and conditions thoroughly and understood all of them. I agree and undertake to abide by all these terms and conditions. I also agree to the Remuneration and other details in Annexure A.

Harshwardhan Sanjay Chandekar, Advocate

Place: Pune

Date: 25th September 2023



ANNEXURE - A : Remuneration

Particulars Amount

Consolidated Monthly Salary subject to Acceptance of Appointment,

₹ 7,500/- (INR Seven Thousand Five Hundred Only).

* Increments and other benefits like Bonus etc. (if any) based on performance at the sole discretion of Management, applicable after completion of minimum 12 months from joining.

* Incentives and work profile may be changed at the sole discretion of Management. Any such change will be communicated in writing and shall be binding.

* Non-completion of assigned tasks or non-achievements of set targets will directly affect the Consolidated Salary / Incentives / Increments and other benefits.





Ow/2023-24/Jun/001

Date: 29th Jun 2023

Offer Letter

Dear **Mr. Gaurav Ware**,

Congratulations! We are pleased to confirm that you have been selected to work for **M/s Shreeyash Associates**. We're delighted to make you the following job offer:

The position we are offering you is that of **Legal Assistant**, following the probation period. This position reports to the undersigned i.e. me.

We would like you to start work on **1st June 2023**. Please report to me for documentation and orientation.

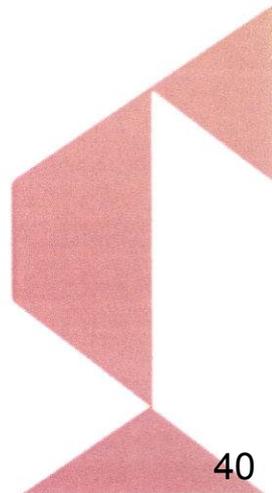
Please sign the enclosed copy of this letter and return it to me **on joining date** to indicate your acceptance.

We are confident you will be able to make a significant contribution to the success of M/s Shreeyash Associates and look forward to working with you.

Sincerely,

Adv. Aniket Thormote
M/s Shreeyash Associates

Accepted by
Mr. Gaurav Ware





Flat No. 7, 3rd Floor, Suryaful CHS, 882/B, Lane No. 8, Bhandarkar Road,
Deccan Gymkhana, Pune. 411004 | +91 96 73 99 88 04 | amit@avlegalcounsel.com

OFFER LETTER

13th June, 2023

To,

NEHA KELKAR,

Address: Building No. B-14,

Flat No. 17, Popular Nagar Warje,

Pune – 411 058

Maharashtra, India

E-mail Id: nehakelkar@gmail.com

Subject: Offer Letter for the post of Legal Trainee at AV Legal Counsel, Pune.

Dear Ms. Neha Kelkar,

We are delighted to extend this offer to you for the position of Legal Trainee at AV Legal Counsel. After careful consideration of your qualifications, skills, and performance during the campus interview, we are confident that you possess the potential to excel in this role and contribute significantly to our firm.

1. Position and Responsibilities:

As a Legal Trainee, you will be provided with the opportunity to gain valuable experience in various legal matters under the guidance of experienced professionals. Your responsibilities will include:

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- a. **Conveyancing & Drafting:** You will be responsible for tasks such as making data entries, preparing challans, visiting Sub-Registrar offices on behalf of clients, calculating property valuations, executing and registering deeds, and drafting legal contracts like Non-Disclosure Agreements (NDA), Agreements, Memorandum of Understanding (MOU), Title Search Reports.
- b. **Court Proceedings:** You will have the opportunity to attend court proceedings at various stages, allowing you to observe and learn from experienced professionals.
- c. **Client Meetings:** You will assist Partners and Associates in client meetings, providing support in preparing necessary documentation and taking notes as required.
- d. **Legal Research:** Conducting legal research for clients on specific subject matters will be an important aspect of your role, assisting in providing comprehensive and accurate legal advice.
- e. **Administrative Support:** You will collaborate with the administrative team in organizing case files, maintaining databases, and preparing legal correspondence, ensuring smooth functioning of legal operations.

During your trainee period, which will extend up to Six (6) months subject to your attainment of *sanad* (law practicing license) from the Maharashtra and Goa Bar Council and successfully clearing the All-India Bar Examination (AIBE), you will have the opportunity to develop your skills and knowledge in a comprehensive manner.

2. Probation Period:

Upon the successful completion of the trainee period, you will enter a probation period of three (3) months. This period will allow us to assess your performance and suitability for continued employment with AV Legal Counsel. Please note that the probation period will commence after Six (6) months of the trainee period, subject to your attainment of the *sanad* (law practicing license) from the



Maharashtra and Goa Bar Council and successfully clearing the All-India Bar Examination (AIBE).

3. Remuneration:

As a Legal Trainee, you will receive a monthly remuneration of **Rs. 7,500/- (Rupees Seven Thousand Five Hundred Only)**. Salary increments will be based on your performance, commitment, and the discretion of the Partner of AV Legal Counsel.

4. Employment Information:

Your employment with AV Legal Counsel will be subject to the following terms and conditions:

- a. **Office Hours:** Your regular office hours will be from 10:00 am to 6:30 pm, from Monday to Saturday.
- b. **Office Culture:** At AV Legal Counsel, we foster a professional and collaborative work environment. We value teamwork, integrity, and a dedication to excellence in the legal field. We encourage open communication and provide opportunities for growth and learning.
- c. **Employment Status:** You will be engaged as a full-time Legal Trainee.
- d. **Benefits:** As a Legal Trainee, you will be entitled to the benefits provided to our regular employees, as per the policies of AV Legal Counsel that will help You in professional development.
- e. **Confidentiality:** During your employment, you will have access to sensitive and confidential information. You are required to maintain the highest level of confidentiality and not disclose any such information to external parties, both during and after your employment with AV Legal Counsel.



We are thrilled to welcome you to AV Legal Counsel and look forward to a successful and mutually beneficial professional relationship. We believe that your skills and dedication will greatly contribute to the growth and success of our firm.

Please note that this offer is contingent upon satisfactory passing of your Law Graduation Degree and attainment of *sanad* (law practicing license) from the Maharashtra and Goa Bar Council and successfully clearing the All-India Bar Examination (AIBE).

We kindly request you to carefully review the terms and conditions outlined in this Offer Letter. If you accept this offer, please sign and return a copy of this to us by 17/06/2023 on hr@avlegalcounsel.com or amit@avlegalcounsel.com . If you have any questions or require further clarification, please do not hesitate to reach out to us.

Once again, we congratulate you on your selection and welcome you to AV Legal Counsel. We are excited about the opportunity to work with you and build a successful legal career together.

FOR AV LEGAL COUNSEL

AMIT KUMAR DESHPANDE

(Principal Partner)



'OFFER LETTER'

To,
Ms. RADHIKA CHITTEWAR

22nd May, 2023

With reference to your Resume/CV submitted and the subsequent interview, we are pleased to offer you full-time employment as a 'Legal Associate', on the following terms and conditions:

Date of Joining	<ul style="list-style-type: none"> ✓ <u>22nd May, 2023</u>['Joining Date']. **In case you fail to report on the said 'Joining Date', after due acceptance hereof, our offer shall be deemed to be withdrawn retrospectively.
Probation Period	<ul style="list-style-type: none"> ✓ Your probation period shall be <u>03 months</u> [Probation Period]. Subject to your performance, the 'Probation Period' may be extended. ✓ During the 'Probation Period', in case your work and/or conduct are not as per our expectations, you may be requested to leave without any Notice [or] without any Notice Pay [or] without any Liability on part of the Organization.
Remuneration	<ul style="list-style-type: none"> ✓ <u>Rs. 15,000/- per month</u> for the period from the 01st Month to the 03rd Month. ✓ <u>Rs. 17,500/- per month</u> for the period from the 04th Month to the 12th Month. ✓ <u>Rs. 20,000/- per month</u> for the period from the 13th Month to the 18th Month. ✓ <u>Rs. 22,500/- per month</u> for the period from the 19th Month to the 24th Month. **The same shall be subject to deduction of Profession Tax and TDS, as applicable. **Interim increments are at our sole discretion, depending on your performance.
Referral Fee	<ul style="list-style-type: none"> ✓ During your tenure, you shall not be entitled to take up any other work independently. It has been clearly explained to you that this is a <u>Non-negotiable Policy</u> of our Organization. ✓ In respect of the clients sourced by you, across all Departments, you shall be entitled to a <u>Referral Fee of 10%</u> based on the Net Professional Fee received [after deduction of TDS]. **The Referral Fee is offered to you, so that you may achieve better financial sustenance/capability, with your own extra efforts. There is no compulsion on you, for the same.
Office Timings	<ul style="list-style-type: none"> ✓ <u>09.30 am till 7.30 pm</u> [Six Days a Week, Sunday being a Weekly Off]
Leave Eligibility/ National Holidays	<ul style="list-style-type: none"> After successful completion of Probation Period [as stated above], you shall be eligible for the following Paid holidays: ✓ <u>10 [Ten] National Holidays</u>, as per the policy of our organization. ✓ <u>15 [Fifteen] Paid Leaves</u> per annum, credited to your account on a monthly basis. ✓ Un-availed leaves, if any, shall be en-cashed at the time of leaving the organization.

ACKNOWLEDGEMENT / ACCEPTANCE

I have carefully read the above and have understood all the terms herein. I hereby unconditionally agree and accept the above offer.

Name : Radhika A. Chittewar

Signature : Radhika



Date : 23-05-2023

Place : Pune

Commitment Period	In consideration of the above emoluments and benefits, you have agreed to work with our organization for a minimum period of 24 (Twenty Four months) ('Commitment Period') starting from the said 'Joining Date' as mentioned above.
Notice Period for Resignation	In case you withdraw/ resign during the above 'Commitment Period' or 'Probation Period' you shall be liable to reimburse all the following amounts, to our organization : ✓ One Month salary, towards Consultation Fee, if paid to the HR Consultant, for hiring you (if applicable); and ✓ Three Month's Salary (or) Salary paid to you until withdrawal/resignation (whichever is less).
Certificate of Experience	In case of Resignation/ Termination during the Commitment Period, the Organisation shall not be bound to issue a Certificate of Experience. The sole discretion shall remain with the Organisation only, depending on your Conduct and Work during your tenure.
Documents to be submitted	On joining, you are required to furnish the following documents: ✓ Copies of Mark Sheets for all 05 (five) years of Law. ✓ Copy of Bar Council ID Card. ✓ Copy of Sanad/ Provisional Sanad. ✓ Copies of Mark Sheet and Certificates with respect to other courses completed/pursued. ✓ Copies of Experience Certificates in respect of previous employment, if applicable. ✓ Proof of permanent residence. ✓ Proof of local/ temporary residence. ✓ Proof of address of local guardian, if any.

Our Offer is based on the information and documents furnished by you. In case any discrepancy is found, your services are liable to be terminated with immediate effect, without any notice/ notice pay. We look forward to extending you a Very Warm Welcome to our organization!!

For **CNS JURIS**

Hussain Nalwala



ACKNOWLEDGEMENT / ACCEPTANCE

I have carefully read the above and have understood all the terms herein. I hereby unconditionally agree and accept the above offer.

Name : Radhika A. Chittewale

Date : 28-05-2023

Signature : Radhika

Place : Pune

J. SHEKHAR & CO.

ADVOCATES & ASSOCIATES
Supreme Court of India
AoR [Code: 2418]



Shekhar Jagtap
B.S.L. LL.M. D.S.C.L.
Mrs. Manisha Jagtap
B.S.L. LL.M.
Satyajit Kakade
B.S.L. LL.B.

JSC/Mumbai/Appointment/2023

Date: 24/05/2023

To,
Vasundhara Sanjay Vanarase
vasundharavanarase@gmail.com

Subject: Appointment Letter for the post of Junior Associate Advocate

Dear Ma'am,

This is with reference to the aforesaid subject. We would like to inform you that your answers to the questions put forth by us in the interviews with reference to civil Law was good. However, the answers with respect to procedural laws and other statutory laws were average so in our opinion you need to brush up on your law provisions.

It may also be noted that the civil draft prepared was average and the criminal draft prepared was very impressive. However, your drafts are basic in nature and your legal language requires improvement.

We would also like to inform you that your dedication and your command over the language and confidence is impressive, considering which we are of the opinion that you may be a good fit in our organization.

However, we expect you to work on the drafting skills and knowledge of law.

Thus, as per your application & two rounds of personal interviews, as well as drafting assignments, we would like to confirm your position as Associate Advocate in our firm's Pune Office from 01.08.2023, subject to successful completion of the paralegal tenure and your final year law examination.

THE DETAILS OF YOUR APPOINTMENT ARE AS FOLLOWS:

Chronology of appointment:

Paralegal tenure-

Considering the uncertainty with respect to the schedule of your final year examination as well as the need for your academic and professional improvement, our firm has decided to grant you an

DELHI: 104/14, School Lane, Bengali Market, New Delhi – 110001

Call: +91 11 6464 3999

MUMBAI: Office No. 501, 5th Floor, M.B. House, Plot No.79, Janmabhoomi Marg, Fort, Mumbai – 400001

Call: +91 22 2202 1814

PUNE: Flat No. 5, 1st Floor, "MUGUT", 1194/26, Off Ghole Road, Shivajinagar, Pune – 411005 **Call:** +91 20 2565 5154

LONDON: Associate Office: Aliant Law, 3, Gray's Inn Square, Gray's Inn, London, England - WC1 R5 AH

Call: +44 (0) 20 7183 0195

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ADVOCATES & ASSOCIATES

opportunity to develop your skills with guidance from our end, so as to enable us to be able to track the progress of your improvement.

Probationary Period-

After completion of your final year examination, you would be eligible to commence your duties as a Junior Associate advocate, subject to successful completion of the paralegal tenure and confirmation of your progress.

Initially from 01.08.2023 till 01.10.2023, i.e. 2 months, you will be on probation and your performance will be accordingly evaluated, and thereafter, you shall be due for confirmation at this position.

You will not be entitled to any leaves/vacation during the probation period.

You may kindly note that the two months refers to 60 working days, and in the event any leaves due to emergency are sought, then the said period would be added, and the probation will be extended.

After Confirmation-

After completion of the probationary period, you may be confirmed to the post of Junior Associate Advocate with our firm.

Allocated Place of Work:

Paralegal tenure- The same would be in the online mode as work from home.

Probationary Period& after confirmation- You will be working at our firm's Pune office.

Day of Commencement:

Paralegal tenure- You are expected to commence your duties from 01.06.2023. However, you would be entitled to 10 days preparation leave during the paralegal tenure, for your final year examination, and accordingly, the paralegal tenure may be extended further.

Probationary Period- You are expected to commence your duties from 01.08.2023, subject to completion of the final year examination.

Reporting:

Paralegal tenure- Since the same would be through online medium, you are at liberty to decide the time as per your convenience, however you would be required to report on online meeting on 01.06.2023, the timing of which would be conveyed to you.

Probationary Period and upon confirmation- You will report to our office on the said date at 9:30am.

You are expected to submit all true & self-attested copies of your Aadhar Card and mark-sheets of all the years.

You are also expected to submit true & self-attested copies of your final year, marksheet, Degree and Sanad/ Enrollment Card issued by the Bar Council of Maharashtra & Goa, as and when the same is available.

Dress Code:

You are required to be dressed in Black-and-White Formals.

Working Hours:

Paralegal tenure-You are required to dedicate 2 hours a day, (Monday to Saturday) for your academic improvement as stipulated from time to time and you are at liberty to decide the allocation of time for the said purpose.

On every Saturday you would be required to dedicate 2 hours as per the time which would be communicated to you, for online interaction.

Probationary Period & after Confirmation:

The working hours will be 9:30am to 7:30pm (Monday to Saturday).

However, you may also be required to avail yourself outside these stipulated hours if the need arises and may be expected to work on Sundays or post 7:30pm, in the event there is any urgent work that requires your attention.

Roles and Responsibilities:

Paralegal tenure-

The said period is for your academic improvement, so as to develop your skills of drafting vis-à-vis legal knowledge, which are a requirement in the profession.

Your role during this period would mainly be to brush up on the legal provisions, practice your drafting as well as make oral presentations, which is necessary to develop your skills for appearing before the Courts of law and expression of legal knowledge.

You would also be required to develop your legal knowledge and study judgments vis-à-vis research on various topics.

Probationary Period & upon Confirmation-

Your roles and responsibilities are outlined in the job description as would be explained to you at the time of joining.

You are required to comply with the firm's rules and regulations at all given times and should always act in a manner that protects the firm's interest and decorum.

Stipend:

Paralegal tenure- During this period, you will receive Rs. 5,000/- per month all inclusive, as an incentive for you, while improving your academic and communication skills.

Probationary Period-You will receive Rs. 10,000/- per month all-inclusive, as your stipend for 2 months i.e. during the Probationary Period. However, in the event your performance is found to be up to the mark in the first month of probation, you will receive Rs. 12,000/- all-inclusive, as your stipend for the 2nd probationary month.

After Confirmation- After probation period concludes and you are confirmed, you will receive Rs. 15,000/- per month all inclusive.

Stipend Review- After confirmation, your stipend will be reviewed periodically after every financial year as per policy of the firm. Your increments are discretionary and will be subject to and on the basis of effective performance and results during the period.

J. SHEKHAR & CO.
ADVOCATES & ASSOCIATES

Incentives- Upon 1 year after commencement of your services upon confirmation, you would be entitled to incentives in form of drafting charges, subject to your performance once you are confirmed as well, which would be subject to discretion. Moreover, after one year of services, subject to performance, you may be allowed to do independent filings as well as the firm may allot certain cases to you for individual filings.

Leave:

Paralegal tenure-

You will not be entitled to any leave during the said period, as the same is exclusively for your academics and procedural improvement, and you are at liberty to allot time for the same as per your convenience. However, 10 days preparation leave during the paralegal tenure, for your final year examination.

Probationary Period-

You will not be entitled to any leaves/vacation during the probation period.

After Confirmation-

You will be entitled to 15 working days of leave at full pay, per year, after the expiry of the probationary period.

However, the leave days should only be taken at a time most suitable for both you and the firm.

You are required to apply for the leaves well in advance, except for in case of emergencies.

Notice Period:

After Confirmation- You are required to give a prior 30 working days written notice, without assigning reasons, in the event you wish to resign from the firm.

The firm may also terminate your employment by giving a prior 15 working days written notice, without assigning reasons.

The firm may also terminate your employment with immediate effect on grounds of indiscipline or any other act that is derogatory to the firm's interest.

Probationary Period- During the probationary period, the notice period to be served shall be 15 working days.

Confidentiality:

You are bound by confidentiality with respect to any and all information you come across with respect to cases and client details during the course of your employment and are expected to not divulge or disclose the same to any third person or make any use whatsoever for your own purpose or for any other purpose other than that of the firm.

You are expected to maintain integrity and professional ethics in your profession.

Exclusivity:

During Probation and after confirmation, your position with the firm will be full-time and you shall devote yourself exclusively to the work

J. SHEKHAR & CO.
ADVOCATES & ASSOCIATES

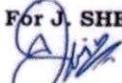
of the firm. You will not take up any other work for remuneration or work in an advisory capacity or be interested directly or indirectly in any other case during the employment with the firm without permission in writing from the firm. Any alterations or amendment to this contract shall be duly communicated to you in writing, after taking into consideration your views.

Communication of Acceptance:

You are expected to communicate your acceptance of this Appointment Letter on or before 12pm on 27.05.2023, in case of failing to do the same, it will be assumed that you do not wish to take up the job opportunity.

We are looking forward to your positive response and a long-term successful professional relationship.

For J. SHEKHAR & CO.



Jyoti Jain
Office Admin

CC:

Shankarrao Chavan Law College,
202/A, Deccan Gymkhana, Pune- 411004

J. SHEKHAR & CO.

ADVOCATES & ASSOCIATES
Supreme Court of India
AoR [Code: 2418]



Shekhar Jagtap
B.S.L. LL.M. D.S.C.L.
Mrs. Manisha Jagtap
B.S.L. LL.M.
Satyajit Kakade
B.S.L. LL.B.

JSC/Mumbai/Appointment/2023

Date: 24/05/2023

To,
Trupti Anil Gaikwad
truptigaikwad1996@gmail.com

Subject: Appointment Letter for the post of Junior Associate Advocate

Dear Ma'am,

This is with reference to the aforesaid subject. We would like to inform you that your answers to the questions put forth by us in the interviews with reference to statutory law were good. However, the answers with procedural laws, were average so in our opinion you need to brush up on your law provisions.

It may also be noted that the civil and criminal draft prepared were above average and your expression on paper is very impressive. However, your drafting skill and your legal language requires improvement as well. Moreover, your expression and confidence require to be improved, as mere expression on paper is not sufficient in the legal profession.

We would also like to inform you that you that your sincerity, dedication, and the desire to gain experience is impressive, considering which we are of the opinion that you may be a good fit in our organization.

However, we expect you to work on the drafting skills and knowledge of law. You are also required to improve your expressions and communication skills.

Thus, as per your application & two rounds of personal interviews, as well as drafting assignments, we would like to confirm your position as Associate Advocate in our firm's Pune Office from 01.08.2023, subject to successful completion of the paralegal tenure and your final year law examination.

THE DETAILS OF YOUR APPOINTMENT ARE AS FOLLOWS:

Chronology of appointment:

Paralegal tenure-

Considering the uncertainty with respect to the schedule of your final year examination as well as the need for your academic and

DELHI: 104/14, School Lane, Bengali Market, New Delhi – 110001

Call: +91 11 6464 3999

MUMBAI: Office No. 501, 5th Floor, M.B. House, Plot No.79, Janmabhoomi Marg, Fort, Mumbai – 400001

Call: +91 22 2202 1814

PUNE: Flat No. 5, 1st Floor, "MUGUT", 1194/26, Off Ghole Road, Shivajinagar, Pune – 411005 **Call:** +91 20 2565 5154

LONDON: Associate Office: Aliant Law, 3, Gray's Inn Square, Gray's Inn, London, England - WC1 R5 AH

Call: +44 (0) 20 7183 0195

professional improvement, our firm has decided to grant you an opportunity to develop your skills with guidance from our end, so as to enable us to be able to track the progress of your improvement.

Probationary Period-

After completion of your final year examination, you would be eligible to commence your duties as a Junior Associate advocate, subject to successful completion of the paralegal tenure and confirmation of your progress.

Initially from 01.08.2023 till 01.10.2023, i.e. 2 months, you will be on probation and your performance will be accordingly evaluated, and thereafter, you shall be due for confirmation at this position.

You will not be entitled to any leaves/vacation during the probation period.

You may kindly note that the two months refers to 60 working days, and in the event any leaves due to emergency are sought, then the said period would be added, and the probation will be extended.

After Confirmation-

After completion of the probationary period, you may be confirmed to the post of Junior Associate Advocate with our firm.

Allocated Place of Work:

Paralegal tenure- The same would be in the online mode as work from home.

Probationary Period& after confirmation- You will be working at our firm's Pune office.

Day of Commencement:

Paralegal tenure- You are expected to commence your duties from 01.06.2023. However, you would be entitled to 10 days preparation leave during the paralegal tenure, for your final year examination, and accordingly, the paralegal tenure may be extended further.

Probationary Period- You are expected to commence your duties from 01.08.2023, subject to completion of the final year examination.

Reporting:

Paralegal tenure- Since the same would be through online medium, you are at liberty to decide the time as per your convenience, however you would be required to report on online meeting on 01.06.2023, the timing of which would be conveyed to you.

Probationary Period and upon confirmation- You will report to our office on the said date at 9:30am.

You are expected to submit all true & self-attested copies of your Aadhar Card and mark-sheets of all the years.

You are also expected to submit true & self-attested copies of your final year, marksheet, Degree and Sanad/ Enrollment Card issued by the Bar Council of Maharashtra & Goa, as and when the same is available.

Dress Code:

You are required to be dressed in Black-and-White Formals.

Working Hours:

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The working hours will be 9:30am to 7:30pm (Monday to Saturday).

However, you may also be required to avail yourself outside these stipulated hours if the need arises and may be expected to work on Sundays or post 7:30pm, in the event there is any urgent work that requires your attention.

Roles and Responsibilities:

Paralegal tenure-

The said period is for your academic improvement, so as to develop your skills of drafting vis-à-vis legal knowledge, which are a requirement in the profession.

Your role during this period would mainly be to brush up on the legal provisions, practice your drafting as well as make oral presentations, which is necessary to develop your skills for appearing before the Courts of law and expression of legal knowledge.

You would also be required to develop your legal knowledge and study judgments vis-à-vis research on various topics.

Probationary Period & upon Confirmation-

Your roles and responsibilities are outlined in the job description as would be explained to you at the time of joining.

You are required to comply with the firm's rules and regulations at all given times and should always act in a manner that protects the firm's interest and decorum.

Stipend:

Paralegal tenure- During this period, you will receive Rs. 5,000/- per month all inclusive, as an incentive for you, while improving your academic and communication skills.

Probationary Period-You will receive Rs. 10,000/- per month all-inclusive, as your stipend for 2 months i.e. during the Probationary Period. However, in the event your performance is found to be up to the mark in the first month of probation, you will receive Rs. 12,000/- all-inclusive, as your stipend for the 2nd probationary month.

After Confirmation- After probation period concludes and you are confirmed, you will receive Rs. 15,000/- per month all inclusive.

Stipend Review- After confirmation, your stipend will be reviewed periodically after every financial year as per policy of the firm. Your

increments are discretionary and will be subject to and on the basis of effective performance and results during the period.

Incentives- Upon 1 year after commencement of your services upon confirmation, you would be entitled to incentives in form of drafting charges, subject to your performance once you are confirmed as well, which would be subject to discretion. Moreover, after one year of services, subject to performance, you may be allowed to do independent filings as well as the firm may allot certain cases to you for individual filings.

Leave:

Paralegal tenure-

You will not be entitled to any leave during the said period, as the same is exclusively for your academics and procedural improvement, and you are at liberty to allot time for the same as per your convenience. However, 10 days preparation leave during the paralegal tenure, for your final year examination.

Probationary Period-

You will not be entitled to any leaves/vacation during the probation period.

After Confirmation-

You will be entitled to 15 working days of leave at full pay, per year, after the expiry of the probationary period.

However, the leave days should only be taken at a time most suitable for both you and the firm.

You are required to apply for the leaves well in advance, expect for in case of emergencies.

Notice Period:

After Confirmation- You are required to give a prior 30 working days written notice, without assigning reasons, in the event you wish to resign from the firm.

The firm may also terminate your employment by giving a prior 15 working days written notice, without assigning reasons.

The firm may also terminate your employment with immediate effect on grounds of indiscipline or any other act that is derogatory to the firm's interest.

Probationary Period- During the probationary period, the notice period to be served shall be 15 working days.

Confidentiality:

You are bound by confidentiality with respect to any and all information you come across with respect to cases and client details during the course of your employment and are expected to not divulge or disclose the same to any third person or make any use whatsoever for your own purpose or for any other purpose other than that of the firm.

You are expected to maintain integrity and professional ethics in your profession.

J. SHEKHAR & CO.
ADVOCATES & ASSOCIATES

Exclusivity:

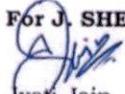
During Probation and after confirmation, your position with the firm will be full-time and you shall devote yourself exclusively to the work of the firm. You will not take up any other work for remuneration or work in an advisory capacity or be interested directly or indirectly in any other case during the employment with the firm without permission in writing from the firm. Any alterations or amendment to this contract shall be duly communicated to you in writing, after taking into consideration your views.

Communication of Acceptance:

You are expected to communicate your acceptance of this Appointment Letter on or before 12pm on 27.05.2023, in case of failing to do the same, it will be assumed that you do not wish to take up the job opportunity.

We are looking forward to your positive response and a long-term successful professional relationship.

For J. SHEKHAR & CO.


Jyoti Jain
Office Admin

CC:

Shankarrao Chavan Law College,
202/A, Deccan Gymkhana, Pune- 411004



NAMRATA DEVELOPERS

Office No. 301-303, S No. 135/1, Ashok Sankul-2, Range Hills Road, Shivaji Nagar, Pune - 411007

Ref: 001 / APP /Legal

26th July, 2023

RE: APPOINTMENT LETTER AS LEGAL CONSULTANT

Dear Mr. Keshav Godale,

We are pleased to extend our warmest congratulations and offer you the position of Junior Legal Consultant at Namrata Developers. We were impressed with your credentials and experience in the legal field, and we believe that you will be a valuable addition to our team.

We are confident that your skills and knowledge will significantly contribute to our company's legal matters, ensuring compliance with all applicable laws and regulations and protecting our interests. Your role as a Junior Legal Consultant will involve assistance to the legal department, drafting and reviewing contracts, and offering support on various legal issues that may arise.

Here are some key terms of your employment:

Position: Junior Legal Consultant

Start Date: 24-Jul-2023

Probation Period: 1 Month from Start Date

Reporting to: Mr. Shailesh Shah - Director

Working Hours: 09:30 am to 06:30 pm

Compensation: INR 15,000/- per month

Benefits: As per company policies and subject to eligibility criteria.

Termination: Your appointment is subject to the terms and conditions outlined in the company's policies. Either party can terminate the client-consultant relationship by giving 1 month written notice or pay in lieu of notice.

Confidentiality: As part of your role, you will have access to confidential information. You are required to maintain the utmost confidentiality both during and after your employment with Namrata Developers.

Code of Conduct: You are expected to abide by the company's code of conduct and adhere to all applicable laws and regulations.

Please sign and return a copy of this letter by 31-Jul-2023 to confirm your acceptance of the position. If you have any questions or require further information, please feel free to contact Mr. Vinaykumar Edake – HR Department.

We look forward to welcoming you to the Namrata Developers team and wish you a successful and fulfilling journey with us.

Congratulations once again on your appointment!

Sincerely,



Vinaykumar Edake
HR & Admin Manager
Namrata Developers



LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 03/16/2023

Aditi Singh
Dharam -Shila, Saket Sadan,
Patna, 800024

Subject: Offer Letter

Dear Aditi ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Executive - Regulatory Compliance - Legal Compliance and FPU, Central Function in Band GB3 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

- 1. You shall be based at Pune HO .
- 2. You will report to J Hemanth Kumar.
- 3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by 03/21/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

37 52/2023 BALIC Ac 1 S 204120 C

Bajaj Allianz Life Insurance Company Limited
Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 03/16/2023

Konika Mukesh Sharma

G-596 GAMMA-2, GREATER NOIDA

Subject: Offer Letter

Dear Konika ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Executive - Regulatory Compliance - Legal Compliance and FPU, Central Function in Band GB3 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

1. You shall be based at Pune HO .
2. You will report to J Hemanth Kumar.
3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by 03/21/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

321535/205439/Konikasharma/100952

Bajaj Allianz Life Insurance Company Limited
 Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
 Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66010PN2001PLC015959



Siddharth D. Rathod

(B.S.L., LL.B., D.C.L., DMJFS)

ADVOCATE

📍 101, Ground Floor, Shrinivas Apartment, Lane Besides Santosh Bakery, 1202/29, Apte Road, Pune- 411 004.

📍 68/8, New Agarwal Dharamshala Building, Near Khadki Bus Stop, Khadki, Pune - 411 003.

E-mail : siddharthrathod03@gmail.com | **Mob :** 7720000279 / 9975908084

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Rishab Navin Agarwal, a student of MMM's Shankarrao Chavan Law College, Pune is currently working with me as a Junior Associate since July, 2023.

Adv. Siddharth Dinesh Rathod



01.06.2023

To,

Mr. Abhishek Anil Horane

LLB - Savitribai Phule University, Pune.

Subject: Appointment Letter for the Trainee Position (Intern)

Dear Abhishek,

With reference to your application and subsequent interview, we are pleased to appoint you as an Intern in our organization at Pune with effect from 23rd June 2023 on the terms and conditions as specified in this letter:

Office Timings: 09:30 am to 06:00 pm

Internship Allowances: Rs. 15000/-

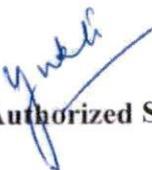
Period of Engagement: 6 months

Project: Life Republic, Marunji

Chain of Command: You will be reporting to Geetanjali Hirlekar.

We welcome you to our organization and wish you success!

For Kolte Patil Integrated Township Ltd.


Authorized Signatory



Creation, not Construction

KOLTE-PATIL INTEGRATED TOWNSHIPS LIMITED
CIN : U70102PN2005PLC140660

Survey No. 74, Marunji
Hinjewadi- Marunji- Kasarsai Road,
Taluka Mulshi, Pune 411 057,
Maharashtra. INDIA
Tel. : +91 (20) 6677 8899
+91 (20) 6677 8800
E mail : info@liferepublic.in
www.liferepublic.in



ADV. RAJENDRA DAUNDKAR

5, Devika Heights, 2nd Floor, CTS No. 185, Shivajinagar, Pune 411005; Tel. : (020) 25531585
Mobile : (+91) 9422318363, 9923700377; Email : rmdcompanyadv@gmail.com

Date: 29/08/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **MS. ADITI ANIL KALBHOR** student of **Marathwada Mitra Mandal's Shankarrao Chavan Law College,** Pune is currently doing Junior ship under my guidance.

R. M. DAUNDKAR

ADVOCATE

RADICURA INFRA LIMITED

(Formerly known as Radicura & Co. Limited)

CIN: U74899PB1993PLC045883

Regd. Office: SCO No. 71, First Floor, Royal Estate Complex, Zirakpur, Mohali, Punjab 140603

Corporate Office: 7th Floor, DCM Building, 16, Barakhamba Road, New Delhi - 110001

Email id: email@radhikahelights.com; Tel: 011-43639000

Dated: 11/07/2023

Ms. Shoumya Singh
C/O-Mr. Santosh Kumar Singh

Permanent Address

Kharghar Valley Shilp
Flat no 1004
Sector-36 Kharghar
Navi Mumbai -410210

Present Address

S/O Sh. Pyare Lal
Plot No:- 113, F/F, KH No-59/50/2,
New Gopal Nagar, B-Block, Nanak Piao-I,
Near Meena STD, Najafgarh
New Delhi -110043

Email-Id-shoumya.singh99@gmail.com

Dear Ms. Singh,

Sub: **OFFER FOR THE POSITION OF Assistant Executive - Legal Department** Based upon your application and subsequent interview held with us, we are pleased to offer you the position of **Assistant Executive - Legal Department** based at **7th Floor, DCM Building, 16, Barakhamba Road, New Delhi - 110001** on the terms and conditions as follows:

1. Your remuneration package to your position is attached in Annexure I.
2. This offer is valid till the date of your joining that should not be **later than July 12, 2023**.
3. Kindly handover below mentioned essential documents at the time of joining or forward the same to enable us to issue you the appointment letter:
 - 3.1. Colored passport size latest photographs – Six (for Personnel records).
 - 3.2. Self Attested Photostat copy of Birth certificate / proof of age for arriving at the date of retirement.
 - 3.3. Attested Copy of valid **Aadhaar Card (mandatory)**, driving license, election card and **PAN card (Self Attested)**. Bank details (Bank Name, Bank Address, Account No., and IFSC Code) for transfer of salary.

RADICURA INFRA LIMITED

(Formerly known as Radicura & Co. Limited)
CIN: U74899PB1993PLC045881

Regd. Office: SCO No. 71, First Floor, Royal Estate Complex, Zirakpur, Mohali, Punjab 140603

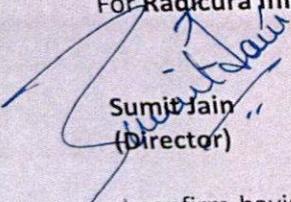
Corporate Office: 7th Floor, DCM Building, 16, Barakhamba Road, New Delhi – 110001

Email id: email@radhikaheights.com; Tel: 011-43639000

- 3.4. Photostate copy of the highest qualification / last exam passed by you as compliance to the position.
- 3.5. NOC from previous employer. If applicable to ascertain your employment status.
4. This offer is subject to reference check and submission of 'Medical Fitness Certificate' from a Registered Medical Practitioner and all above required documents at the time of joining.
5. Candidate is advised to bring their Original Certificates for verification.
6. This offer will be subject to receipt of satisfactory verification of the particulars given by you in your application form.
7. Any omission, inaccuracy or failure to disclose all the relevant particulars and information with respect to Personnel Records tendered by you, may be deemed sufficient reason to withhold or suspend this offer. Also if we found any negative observation w.r.t. your background then this offer letter will be revoked imminently.
8. You need to submit covid-19 negative test report or vaccination certificate Single dose or both the doses before date of joining.

Kindly sign the duplicate copy of this letter as a token of your acceptance of this offer and send back to the undersigned for record.

With Best wishes,
For Radicura Infra Limited


Sumit Jain
(Director)

I confirm having read and understood the above terms & conditions and promise to abide by all the terms & conditions as specified above.

Signature of the candidate.

Pooja Baghel <pbaghel@scl.edu.in>



Fwd: Legal Assistant - Offer Letter

RUCHA KULKARNI <ruchakul2000@gmail.com>
To: pbaghel@scl.edu.in

Fri, Jun 23, 2023 at 3:00 PM

----- Forwarded message -----

From: **Jayarani Victormohanraj** <jayarani@trademarkia.com>
Date: Tue, 20 Jun 2023, 1:16 pm
Subject: Legal Assistant - Offer Letter
To: RUCHA KULKARNI <ruchakul2000@gmail.com>
Cc: Vivek Godbole <vivek@trademarkia.com>, Navaneetha Krishnan <navaneetha@trademarkia.com>

Dear Ruha,

Congratulations! We are delighted to extend a formal offer of employment to you for the position of Legal Assistant at LegalForce RAPC Private Limited.

This position is full-time, and your gross salary will be INR 25,000 per month which is commensurate with your limited experience in the legal field and within the top range of those we have recently hired with equivalent education and experience. There will be ample opportunities to grow and demonstrate your skills after 1 full year of employment. We have provided for a start date of July 3, 2023

You will working from this Location :

LegalForce RAPC Private Limited
17/3 Stream Line Infotech, 1st floor,
Opposite OCW office, near HDFC bank,
behind Persistent, IT Park, Parsodi,
Nagpur- 440022

Kindly submit the following documents on your joining date :

- 1) Passport size photo
- 2) Pan card
- 3) Aadhaar card

Let us know if you have any questions. Kindly confirm your acceptance through mail by EOD

We look forward to working with you.

Thank you,
V. Jayarani



V. Jayarani
HR Executive

Call / Text : +91 9940284113
Email : jayarani@trademarkia.com
Connect : <https://meet.trademarkia.com/jayarani>

446 E Southern Ave
Tempe, AZ 85282
www.trademarkia.com





LegalForce RAPC Worldwide, P.C.

Professional Law Corporation
1580 W. El Camino Real, Suite 10
Mountain View, CA 94040 United States

www.trademarkia.com

About **LegalForce RAPC Worldwide** - LegalForce RAPC Worldwide is a leading general practice law firm specializing in serving the diverse needs of individuals, businesses, and institutions worldwide. The firm created the Trademarkia.com website.

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(24)



Dear Yash,

Congratulations!

Based on your performance in the recent interview, it gives us immense pleasure in offering you the post of "Legal Consultant" at Loanwise Financial Services Pvt Ltd.

We congratulate you on your appointment and wish you a long and successful career with us.

Job Details:

Joining Date: 23rd August, 2023

Office Timings: 10:00 am - 6:00 pm

Workdays: 6 days (Monday to Saturday)

Monthly Remuneration: ₹20,000 (in hand) + Bonus

Terms and conditions:

1. On joining the firm, you shall be on probation for a period of three months during which you will undergo training and will be expected to deliver as per performance goals set by the company.
2. Unless otherwise communicated to you, your employment shall stand confirmed at the end of the probation period and will be entitled to receive monthly bonus.
3. You shall maintain confidentiality of all information provided to you during your employment with the organization. Any divulgence of confidential information of the company shall be regarded as grounds for legal actions.
4. You will also be governed by the rules and regulations in place and those that may change from time to time.

Regards

Riya Goel
Head- Human Resources
Loanwise Financial Services Pvt Ltd

Corporate Office: B-33, Sector - 2, Noida - 201301

CONSULTANCY AGREEMENT

This Consultancy Agreement (the "Agreement") is made and entered on **07 June 2023** (effective from **14 June 2023**) and shall be valid for **twelve (12)** months period ending **14 June 2024** by and between **E-Commerce Consultants Pvt. Ltd** with its principal place of business located at **Building No: 6-3, 883/4/2, Exide Battery Lane, Punjagutta Officers Colony, Punjagutta, Hyderabad, Telangana, 500082** (hereinafter referred to as "Company", which term shall, unless it be repugnant to the subject or context thereof, include their legal heirs, successors, nominees and permitted assignees) and **Latika Durgani** with their permanent address being **M-25, Third Floor, Street No-3, New Mahavir Nagar, Tilak Nagar, Delhi - 110018** (hereinafter referred to individually as "Consultant").

WHEREAS, the Company desires to engage the Consultant to provide certain services in Consultant's expertise and the Consultant being duly qualified and having all the necessary experiences, validations and licenses is willing to provide such services to the Company;

NOW, THEREFORE, the Parties hereby agree as follows:

1.0 ENGAGEMENTS AND SERVICES

- 1.1 Engagement. The Company hereby engages the Consultant to provide and perform the services set forth in Annex A attached hereto (the "Services"), and the Consultant hereby accepts the engagement for an initial period of twelve (12) months from the date of the commencement of this Agreement.
- 1.2 Standard of Services. All Services to be provided by Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented it has. The Company shall provide such access to its information, property and personnel as may be reasonably required in order to permit the Consultant to perform the Services subject to Section 4.0 of this Agreement.
- 1.3 Tools, Instruments and Equipment. Consultant shall provide Consultant's own tools, instruments and equipment and place of performing the Services, unless otherwise agreed between the Parties.
- 1.4 Representation and Warranty. Consultant represents and warrants to the Company that it is under no contractual or other restrictions or obligations which are inconsistent with the execution of this Agreement or which will interfere with the performance of the Services.
- 1.5 Payment. In consideration of the Services to be rendered hereunder, the Company shall pay Consultant a consultancy fee, as applicable, in accordance with the payment term as laid out in Annex A of the Agreement.

2.0 WORK PRODUCT AND LICENSE

- 2.1 Defined. In this Agreement the term "Work Product" shall mean all work product generated by Consultant solely or jointly with others in the performance of the Services, including, but not limited to, any and all information, notes, material, drawings, records, diagrams, formulae, processes, technology, firmware, software, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks and trade secrets.
- 2.2 Ownership. Consultant agrees to assign and does hereby assign to Company all existing as well as future right, title and interest in and to the Work Product. All Work Product shall be the sole and exclusive property of the Company and Consultant will not have any rights of any kind whatsoever in such Work Product. Consultant agrees, at the request and cost of Company, to promptly sign, execute, make and do all such deeds, documents, acts and things as Company may reasonably require or desire to perfect Company's entire right, title, and interest in and to any Work Product. Consultant will not make any use of any of the Work Product in any manner whatsoever without the Company's prior written consent. All Work Product including derivative work (if any) shall be promptly communicated and submitted to Company.
- 2.3 License. In the event that Consultant integrates any work that was previously created by the Consultant into any Work Product, the Consultant shall grant to, and Company is hereby granted, an exclusive, worldwide, royalty-free, perpetual, irrevocable license to exploit the incorporated items, including, but not limited to, any and all copyrights, patents, designs, trade secrets, trademarks or other intellectual property rights, in connection with the

Work Product in any manner that Company deems appropriate. Consultant warrants that it shall not knowingly incorporate into any Work Product any material that would infringe any intellectual property rights of any third party.

3.0 RIGHTS

- 3.1 The Consultant shall further assist the Company, to further evidence, record, and perfect such assignments, and to perfect, obtain, maintain, enforce, and defend any rights assigned.
- 3.2 The Consultant hereby irrevocably designates and appoints the Company and its agents as attorneys in fact to act for and in the Consultant's behalf to execute and file any document and to do all other lawfully permitted acts to further the foregoing with the same legal force and effect as if executed by Consultant and to that effect, executes a separate Irrevocable power of attorney in favor of the Company.
- 3.3 The Consultant agrees that all inventions (if any) and all other business, technical and financial information (including, without limitation, the identity of and information relating to customers or employees) to the extent allowed by law shall be submitted to the Company.
- 3.4 Any license to the Company hereunder includes all rights of patent, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights," "artist's rights," "droit moral," or the like.
- 3.5 Furthermore, the Consultant agrees that notwithstanding any rights of publicity, privacy or otherwise (whether or not statutory) anywhere in the world and without any further compensation, the Company may and is hereby authorized to use the Consultant's name in connection with promotion of its business, products and services and to allow others to do so.
- 3.6 To the extent any of the foregoing is ineffective under applicable law, The Consultant hereby provides any and all ratifications and consents necessary to accomplish the purposes of the foregoing to the extent possible.
- 3.7 The Consultant will confirm any such ratifications and consents from time to

time as requested by the Company.

4.0 CONFIDENTIAL INFORMATION

4.1 Defined. In this Agreement the term "Confidential Information" shall mean the Work Product and any and all information relating to the Company's business, including, but not limited to, research, developments, product plans, products, services, diagrams, formulae, processes, techniques, technology, firmware, software, know-how, designs, ideas, discoveries, inventions, improvements, copyrights, trademarks, trade secrets, existing and prospective customers, suppliers, markets, marketing, finances disclosed by Company either directly or indirectly in writing, orally or visually, to Consultant. Confidential Information does not include information which:

- (i) is in or comes into the public domain without breach of this Agreement by the Consultant,
- (ii) was in the possession of the Consultant prior to receipt from the Company and was not acquired by the Consultant from the Company under an obligation of confidentiality or non-use,
- (iii) is acquired by the Consultant from a third party not under an obligation of confidentiality or non-use to the Company, or

(iv) is independently developed by the Consultant without use of any Confidential Information of the Company.

4.2 Obligations of Non-Disclosure and Non-use. Unless otherwise agreed to in advance and in writing by the Company, Consultant will not, except as required by law or court order, use the Confidential Information for any purpose whatsoever other than the performance of the Services or disclose the Confidential Information to any third party. Consultant may disclose the Confidential Information only to those of its employees who need to know such information. In addition, prior to any disclosure of such Confidential Information to any such employee, such employee shall be made aware of the confidential nature of the Confidential Information and shall execute, or shall already be bound by, a non-disclosure agreement containing terms and conditions consistent with the terms and conditions of this Agreement. In any event, Consultant shall be responsible for any breach of the terms and conditions of this Agreement by any of its employees. Consultant shall use the same degree of care to avoid disclosure of the Confidential Information as it employs with respect to its own Confidential Information of like importance, but not less than a reasonable degree of care.

4.3 Return of Confidential Information. Upon the termination or expiration of this Agreement for any reason, or upon Company's earlier request, Consultant will deliver to Company all of Company's property or Confidential Information in tangible form that Consultant may have in its possession or control.

4.4 The Consultant agrees to comply with all the applicable laws necessary to carry out the duties assigned to the Consultant by virtue of this Agreement. As the Consultant may deal with sensitive data during the course of this Agreement, Consultant is expected to comply with all required governances including GDPR, and other relevant privacy laws in the event the Consultant is dealing with foreign data. Further, the Consultant shall be bound by this Agreement and/or any other separate Confidentiality Agreement which the Consultant may have signed during the term of the Agreement and/or prior to signing the Agreement.

5.0 TERM AND TERMINATION

5.1 Term/Commencement. This Agreement shall commence on the Effective Date and shall remain in effect for twelve (12) months, or the earlier termination of this Agreement as provided in Annex A (the "Consultancy Period").

5.2 Termination. Company may terminate this Agreement for convenience by giving the Consultant a seven (7) days' written notice, subject to satisfactory handover. This Agreement may be terminated immediately upon written notice without cure, by the Company, if (a) the Consultant (i) breaches any material term or condition of this Agreement; (ii) becomes the subject of any voluntary or involuntary proceeding; (iii) ceases to be actively engaged in business; or (iv) subject to the assignment provisions in Section 10.7 below, undergoes a change in ownership or a sale or transfer of all, or substantially all, of its assets; or (b) by the Company, if Consultant (i) markets, sells, distributes, demonstrates or otherwise conveys any Product or Service to anyone not in compliance with the terms and conditions of this Agreement; or (ii) fails to comply with the Company training and certification requirements as set forth on Company website or associated document as part of this Agreement; or (iii) makes any material misrepresentation or omission in connection with or relating to this Agreement, including but not limited to its credit application; (c) by Company if, in Company's reasonable judgment, the laws or enforcement of the laws of the country or countries in which the Consultant is located do not sufficiently protect Company's intellectual property rights.

5.3 Effect of Termination. Upon termination or expiration of this Agreement, Consultant will cease representing itself as an authorized Consultant and/or distributor of the Products. The Consultant shall for any reason whatsoever, immediately cease to display, advertise, and use any or all of Company's Marks.

5.4 No Damages for Termination. **NEITHER PARTY WILL BE LIABLE TO THE OTHER FOR DAMAGES OF ANY KIND, INCLUDING SPECIAL, INCIDENTAL OR CONSEQUENTIAL DAMAGES, ON ACCOUNT OF THE TERMINATION OR EXPIRATION OF THIS AGREEMENT IN ACCORDANCE WITH ITS TERMS. CONSULTANT WAIVES ANY RIGHT IT MAY HAVE TO RECEIVE ANY COMPENSATION OR REPARATIONS ON TERMINATION OR EXPIRATION OF THIS AGREEMENT UNDER THE LAWS OF THE AUTHORIZED TERRITORY OR OTHERWISE, OTHER THAN AS EXPRESSLY PROVIDED IN THIS AGREEMENT.**

Neither party will be liable to the other on account of termination or expiration of this Agreement for reimbursement or damages for the loss of goodwill, prospective profits, or anticipated income, or on account of any expenditures, investments, leases, or commitments made by either party or for any other reason whatsoever based upon or resulting from such termination or expiration.

5.5 **Survival.** Any provision of this Agreement which by its nature is intended to survive expiration or termination shall survive any such expiration or termination.

6.0 INDEMNITY

6.1 Indemnity. To the extent permitted by applicable laws, Consultant hereby agrees to indemnify and hold Company, its corporate affiliates, and their respective officers, directors and shareholders harmless from and against any and all losses, liabilities obligations, demand, costs, expenses arising from or related to any claim brought by anyone not a party to this Agreement, to the extent that said claim arises from the negligent acts or omissions of Consultant, its officers or employees, or its affiliates.

6.2 **Disclaimer: Company will not be liable for breach-of-contract damages that are remote, indirect, incidental or speculative, or that the Company could not reasonably have foreseen at the time of entering into this Agreement.**

6.3 **Company's maximum liability: Company's aggregate liability under this Agreement will not exceed the amount of fees Consultant has paid to the Company within 12 months prior to the event giving rise to such liability.**

6.4 **Disclaimer. THE FOREGOING STATES THE ENTIRE LIABILITY OF THE COMPANY AND OBLIGATIONS AND THE EXCLUSIVE REMEDY OF CONSULTANT WITH RESPECT TO ANY ALLEGED OR ACTUAL INFRINGEMENT OF PATENTS, COPYRIGHTS, TRADE SECRETS, TRADEMARKS, OR OTHER INTELLECTUAL PROPERTY RIGHTS.**

7.0 WARRANTY

The Consultant herein warrants that:

(1) the Services will be performed in a professional and workmanlike manner and that none of such Services or any part of this Agreement is or will be inconsistent with any obligation the Consultant may have to others.

(2) All work under this Agreement shall be the Consultant's original work and none of the Services or Inventions or any development, use, production, distribution or exploitation thereof will infringe, misappropriate or violate any

intellectual property or other right of any person or entity (including, without limitation, the Consultant);

(3) The Consultant has the full right to provide the Company with the assignments and rights provided for herein;

(4) The Consultant shall comply with all applicable laws and the Company safety rules in the course of performing the Services and

(5) If the Consultant's work requires a license, the Consultant shall obtain that license and the license shall be ever in full force and effect.

8.0 RELATIONSHIP OF PARTIES

8.1 Notwithstanding any provision hereof, for all purposes of this Agreement each party shall be and act as an independent contractor and not a joint venture, or agent of the other and shall not bind nor attempt to bind the other to any contract.

8.2 The Consultant is an independent contractor and is solely responsible for all taxes, withholdings, and other statutory or contractual obligations of any sort, including, but not limited to, maintaining necessary insurance (if so required) under applicable law.

8.3 The Consultant agrees to indemnify, defend, and save the Company harmless from any and all claims and threatened claims by any third party, arising out of, under or in connection with the following:

- (i) Willful negligence and or misdoings in carrying out the assignments of the Company and the claims arising out of any of the foregoing, from the clients of the Company and or third parties,
- (ii) An act or omission of the Consultant resulting in breach of this Agreement:

9.0 INTERPRETATION AND PRECEDENCE

9.1 The Agreement and the Annexure that may be added to this Agreement are to be interpreted so that all of the provisions are given as full effect as possible. In the event of a conflict the order of proceedings shall be:

- (a) First, the Annexure to the extent the term and conditions pertain to the scope of Service
- (b) Second, the Agreement.

10.0 GENERAL

10.1 **Notice.** Any notice under this Agreement shall be sent by facsimile transmission or e-mail and shall be deemed received upon successful transmission, provided

that a print copy is sent immediately by pre-paid first class post to the address above or the last known address.

10.2 Assignability. The terms and conditions of this Agreement shall bind and inure to each party's permitted successors and assigns. Notwithstanding the foregoing, Consultant may not assign this agreement, whether by contract or through a merger, acquisition, change in control, or otherwise, without the Company's prior written consent, and any attempted assignment without the Company's prior written consent shall be null and void.

10.3 Severability. If any provision in this Agreement is determined in any proceeding binding upon the parties to be invalid or unenforceable, that provision will be deemed severed from the remainder of such agreement, and the remaining provisions of such agreement will continue in full force and effect.

10.4 No Waiver. Failure by either party to enforce any provision of this Agreement will not be deemed a waiver of future enforcement of that or any other provision.

10.5 No Compensation. Consultant acknowledges and agrees that it shall not be entitled to any compensation, damages or payments in respect to goodwill that has been established or for any damages on account of prospective or anticipated profits, and shall not be entitled to reimbursement in any amount for any training, advertising, market development, investments, leases or other costs that shall have been expended by Consultant before termination of this Agreement. Consultant hereby waives its rights under applicable laws for any such compensation.

10.6 Controlling Language. This Agreement has been prepared and executed in the American English language only, which language shall be controlling in all respects.

10.7 Governing Law. **THIS AGREEMENT IS GOVERNED BY THE LAWS OF INDIA WITHOUT REFERENCE TO CONFLICT OF LAWS PRINCIPLES. ALL DISPUTES ARISING OUT OF THIS AGREEMENT SHALL BE BROUGHT BEFORE THE COURTS OF NEW DELHI. NOTWITHSTANDING THE FOREGOING, THE COMPANY MAY SEEK IMMEDIATE INJUNCTIVE RELIEF FROM ANY COURT OF COMPETENT JURISDICTION TO PROTECT ITS PROPRIETARY RIGHTS.**

10.8 Foreign Corrupt Practices Act. In conformity with the United States Foreign Corrupt Practices Act and/or any other applicable laws with the Company's established corporate policies regarding foreign business practices, Consultant and its employees and agents shall not directly or indirectly make an offer, payment, promise to pay, or authorize payment, or offer a gift, promise to give, or authorize the giving of anything of value for the purpose of influencing an act or decision of an official of any government within the Authorized Territory or the United States Government (including a decision not to act) or inducing such a person to use his influence to affect any such governmental act or decision in order to assist The Company in obtaining, retaining or directing any such business. Further, the Consultant agrees and acknowledges that the products, Work Product, Services, technology, and any associated technical data received from Company in accordance with the terms hereunder are subject to economic sanctions, export controls, and other restrictive trade measures enforced by the United States and other applicable jurisdictions. In the performance of its obligations hereunder, Consultant shall at all times strictly comply with all laws, regulations and orders, and agrees to commit no act which, directly or indirectly, would violate any such applicable laws, regulations or order. The Company reserves the right to terminate this Agreement immediately should there be any actual or threatened breach of this provision by the Consultant or its agents or employees.

10.9 Audit Rights. The Company or its auditors may with thirty (30) day's prior written notice and at its own expenses, perform audits to ascertain Consultant's compliance with the terms and conditions of this Agreement, including the protection of Confidential Information and the usage rights and restrictions of Section 2. Consultant shall provide The Company and/or its auditors with any reasonable assistance they require at no charge. If at any time, The Company finds Consultant to be out of compliance with the terms and conditions of this Agreement, then The Company may suspend or terminate Consultant's rights granted hereunder. In the case of standalone License Software, The Company may charge Consultant any additional license fee associated with unauthorized use or reproduction of the License Software.

10.10 Entire Agreement. This Agreement represents the entire agreement between the parties relating to the subject matter hereof and replaces any prior agreements or understandings. No waiver or modification of the Agreement shall be valid unless in writing signed by each party.

By their signatures below, the parties indicate their agreement to the terms and conditions set forth in this Agreement. This Agreement may be executed in two or more counterparts, each of which will be deemed an original for all purposes, and together will constitute one and the same document. Telecopy signatures will be relied upon as original signatures in all respects. All signed copies of this Agreement will be deemed originals.

THE COMPANY:

By: 
Print Name: VIVEK
Title: _____
Place: _____
Date: 08/06

CONSULTANT:

By: 
Latika (Jun 8, 2023 19:09 GMT+5.5)
Print Name: Latika
Title: Ms.
Place: New Delhi
Date: 08.06.2023

Advocate

Mr. S.V. Bane

BSc., L.L.B. , ADR, HR, M.A.(Political Science)
Nachane Road, Ratnagiri.

Mob. No. 9422372297

Date-

Saloni Suraj Bane

Subject: Appointment as Legal Junior

I am pleased to extend an offer of appointment as a Legal Junior under the guidance of Advocate Suraj Bane, effective from 1st September, 2023. We are excited to have you join our esteemed team and believe that your dedication and passion for the legal field will be a valuable addition to our practice.

Position: Legal Junior
Reporting to: Advocate Suraj Bane

Key Responsibilities:

1. Assist in legal research, drafting documents, and preparing legal opinions.
2. Attend court proceedings and meetings with clients, when required.
3. Work closely with the senior legal team to support various cases and matters.
4. Maintain organized case files and documentation.
5. Collaborate with colleagues to ensure the smooth flow of legal proceedings.

Terms of Employment:

1. Your employment will commence on 1st September 2023.
2. Your monthly remuneration will be Rs 10,000/-, which will be paid on the 5th day of each month.
3. Other benefits, such as health insurance and any additional allowances, will be discussed during the onboarding process.

Kindly confirm your acceptance of this offer by 3rd September 2023 to allow us to make the necessary arrangements for your onboarding process.

We look forward to welcoming you to our team and believe that your contributions will be instrumental in our continued success.



Should you have any questions or require further information, please do not hesitate to contact me at 9422372297 or bane.suraj7697@gmail.com.

Congratulations once again, and we look forward to working together.

Sincerely,



Adv. Suraj V. Bane

ReplyForward



9

MAKARAND M.JOSHI & CO.

Company Secretaries

803/804, 9th Floor, "Ecstasy", City of Joy, J.S.D. Road, Mulund (West), Mumbai - 400080

Date: 31/08/2023

Offer Letter

Dear Neha Kurhade,

We are pleased to offer you the position of **Deputy Manager in Secretarial Department**. You will be reporting to Ms. Krishna shah in this role and your annual compensation will be Rs. 4,20,000 /-

The break- up of your CTC is appended below for your reference.

The Appointment Letter detailing the terms and conditions of your employment shall be issued to you upon your joining Makarand M Joshi & Co. Please bring your original academic and employment certificates at the time of joining for completing the verification. This offer has been made based on the information furnished by you. However, if there is a discrepancy in the documents, or certificates given by you as proof, we retain the right to review our offer of employment.

Please note that your compensation is a confidential matter between you and M/s. Makarand M Joshi & Co. and the same should not be disclosed by you. Any breach of this confidentiality is not acceptable and the Company may take appropriate action. In the event that you wish to join any other Company/Firm which is a client of MMJC, a prior NOC from MMJC is mandatory before accepting the offer from the other company / firm.

Please return the duplicate of this letter signed by you as an acknowledgement and acceptance of our offer of appointment latest by 1st September, 2023

We look forward to welcoming you at **Makarand M Joshi & Co.**

**For Makarand M. Joshi & Co.,
Practicing Company Secretaries**

KUMUDINI Digitally signed by
KUMUDINI DINESH
DINESH BHALERAO
BHALERAO Date: 2023.08.31
11:53:07 +05'30'

Kumudini Bhalerao

Partner

Annexure-I

Particular		Amount	
		PM	PA
Basic	15402		
Special Allowance	15402		
Gross Salary		30803	369636
Employer Provident Fund Contribution @12%		1800	21600
Bonus		2397	28764
Mediclaime		0	0
Cost to Company		35000	420000

For Makarand M. Joshi & Co.

Practicing Company Secretaries

KUMUDINI

DINESH

BHALERAO

Kumudini Bhalerao

Partner

Digitally signed by
KUMUDINI DINESH
BHALERAO
Date: 2023.08.31
11:53:27 +05'30'

nehayk
Accepted By
Neha Y. Kurhade

Date: 1 September 2023

TO WHOMSOEVER IT MAY CONCERN

I, CA Akshay Sunil Khandale, do hereby state that **Ms. Snehal Ashok Ralpati (WRO0702830)**, is registered as an articulated trainee under my firm **M/s. Akshay Sunil and Associates (FRN – 150993W)** as required by the Institute of Chartered Accountants of India and is working in the firm since 6 October 2021.

For Akshay Sunil and Associates
Chartered Accountants



Akshay Sunil Khandale
Membership No. 168251
Firm Reg. No. 150993W
Place - Pune

CONSULTANCY AGREEMENT

This Consultancy Agreement (the "Agreement") is made and entered into on 5th August 2023 (the "Effective Date") by and between:

- (1) **BEYONDSEED VENTURE SOLUTIONS PTE LIMITED**, (Singapore Registration Number: 202117077K), a company with its registered office at 5 Shenton Way, #10-01, UIC Building, Singapore 068808 (the "Company"); and
- (2) **SEJAL PRITHANI**, with passport number: P0898980, residing at 2A, Royal Residency, Digamber Chowk, Jorhat, Assam 785001, India (**Consultant**) and hereinafter referred to as Individually as a "Party" and collectively as "Parties").

WHEREAS the Company desires to engage the Consultant to provide certain services in the area of Consultant's expertise and Consultant is willing to provide such services to the Company;

NOW, THEREFORE, the Parties hereby agree as follows:

1. Engagement and Services

(a) Engagement.

The Company hereby engages the Consultant to provide and perform consulting services and the Consultant hereby accepts the engagement.

(b) Scope of Services.

The Consultant shall perform the following services ("**Services**") to the Company which would include following, subject to clause 1(c) below:

- (i) Work closely with the Company for preparation and maintenance of statutory records and registers;
- (ii) Work closely with the Company for ensuring pre and post board / committee meeting compliances, records and documentations;
- (iii) Work closely with company to facilitate coordination with company stakeholders including vendors;
- (iv) Advising companies on compliance with legal and procedural aspects;
- (v) Assist in any internal tasks/activities/projects that help in operational and strategic execution of key Company priorities;
- (vi) Any other assistance required by Company.

(c) Standard of Services.

- (i) The Services to be provided by the Consultant shall be performed with promptness and diligence in a commercially reasonable manner. In order to enable the Consultant in providing the Services set out herein, the Company shall provide such access to its information, accounts, property, business and personnel as may be reasonably required in order to permit the Consultant to perform the Services.
- (ii) The Consultant agrees to be bound by confidentiality terms as mentioned in the Clause 7 of this Agreement and intimate the Company before providing any confidential information to prospective clients or strategic partners which may have direct financial impact to the Company unless such information has been provided to the Consultant by the Company or is otherwise expressly authorized for such use by the Company or such information is available in the public domain.
- (iii) The Consultant shall not accept any capital commitments on behalf of the Company and in no circumstances have any authority to enter into any transactions on behalf of the Company. The Consultant shall notify the Company regarding the transactions with prospective clients and strategic partners and the Company shall enter into such agreements or engagements or commercial understanding directly.

2. Representation and Warranty

- (a) The Consultant represents and warrants to the Company that it has the requisite expertise and resources to perform the Services under this Agreement and is not under any contractual or other restrictions or obligations which are inconsistent with the execution of this Agreement, or which will interfere with the performance of the Services.
- (b) The Company represents and warrants to the Consultant that:
 - (i) it has the valid authority and capacity to execute this Agreement;
 - (ii) performance by the Company of any or all of its obligations set out herein, shall not be in breach of any of its contractual obligations or applicable laws; and
 - (iii) Any and all the confidential information provided by the Company is correct and factual. If any confidential information is based on opinion or views by the Company, its promoters, key employees and etc, then the same shall be disclosed specifically prior to sharing with the Consultant.

3. Consultancy Period

- 3.1 The term shall commence on the Effective Date and shall continue for a duration of 12 (twelve) months. This term may be further extended on a roll over basis at the end of the term as agreed by both parties. ("Consultancy Period").
- 3.2 Notwithstanding sub clause 3.1, the Parties shall have the right to terminate this Agreement at any time during the Consultancy Period, with a prior written notice of 1 (One) month.

4. Consultancy Fee and Expenses

(a) Consultancy Fee.

(i) In consideration of the Services to be rendered hereunder, the Company hereby agrees to pay the Consultant a gross consultancy fee of INR 15,000/- (Indian Rupees fifteen thousand Only) per month for the first 3 (three) months of the Consultancy Period, starting from the Effective Date, post which the Company shall pay the Consultant, for the next 3 (three) months, a gross consultancy fee of INR18,000/- (Indian Rupees Eighteen Thousand Only), per month. The above fees shall be subject to revision on completion of 6 (six) months from the Effective Date. All taxes payable on the consultancy fees are to be borne by the Consultant.

(ii) The Company hereby agrees to do all such further things and to execute and deliver all such additional documents as are necessary to give full effect to the terms of this Agreement.

(b) Expenses.

The Consultant shall be entitled to reimbursement of all pre-approved travel, meals and lodging expenses reasonably incurred in the performance of the Services, upon submission and approval of written statements and receipts in accordance with the then regular procedures of the Company.

5. Leaves

The Consultant shall be allowed to take a leave of absence of upto 3 (three) days during the first 3 (three) months from Effective date, post that the Consultant should be allowed to take a leave of absence of 6 (six) days during the next 3 (three) months. The Consultant shall inform the Company in advance before availing a leave of absence. In no case shall the Consultant take more than permitted leave of absence unless otherwise agreed by the Company.

6. Reliance and Responsibility

This Agreement is intended for the benefit of the Company and no other party except the current and prospective shareholders or key employees of the Company may rely upon, or receive copy of it, without the prior written consent of the Consultant.

7. Confidentiality

The Parties shall not disclose any information that it may receive or come to its knowledge or may have access to, during the Consultancy Period and after the termination of this

Agreement, relating to the other Party or their business including but not limited to the terms and conditions of this Agreement, to any third party for any reason whatsoever. This obligation shall not apply to any information that may be required to be disclosed (i) as may be required by law, legal or judicial process, rules and regulations of any governmental authority; or (ii) to their respective directors, officers, employees and professional advisors on a need-to-know basis and provided that such parties are also bound by robust confidentiality obligations, or (iii) to its lenders.

8. **Severability**

Any provision in this Agreement, which is or may become prohibited or unenforceable in any jurisdiction, shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions of this Agreement or affecting the validity or enforceability of such provision in the same or any other jurisdiction. Without prejudice to the foregoing, the Parties will immediately negotiate in good faith to replace such provision with a proviso, which is not prohibited or unenforceable and has, as far as possible, the same legal and commercial effect as that which it replaces.

9. **Amendments and Waivers**

Any provision of this Agreement may be amended or waived if, and only if such amendment or waiver is in writing and signed, in the case of an amendment, by each of the Parties, or in the case of a waiver, by the Party against whom the waiver is to be effective. No waiver by any Party of any term or condition of this Agreement, in any one or more instances, shall be deemed to be or construed as a waiver of the same or any other term or condition of this Agreement on any future occasion. All remedies, either under this Agreement or by applicable laws or otherwise afforded, will be cumulative and not alternative.

10. **Governing Law and Jurisdiction**

- (a) This Agreement shall be governed by the laws and regulations of the Republic of Singapore. In the event of a dispute of difference (“Dispute”) relating to any of the matters set out in this Agreement, a Party shall provide a written notice to the other Party that a dispute has arisen (“Notice of Dispute”). Upon receipt of Notice of Dispute, the parties to the Dispute shall discuss in good faith to resolve the Dispute through mediation. In case the Dispute is not settled through mediation, within 15 (Fifteen) calendar days from the date of the Notice of Dispute, it shall be referred to arbitration in accordance with Clause 10(b) below.
- (b) All Disputes that have not been satisfactorily resolved under Clause 10a above shall be referred to arbitration before a sole arbitrator to be jointly appointed by the parties to the Dispute. In the event the said parties are unable to agree on a sole arbitrator within 10 (Ten) Business Days following the 15 (Fifteen) calendar day period specified in Clause 10a (“Initial Period”), the arbitrator shall be appointed by the appointing

authority of the Singapore International Arbitration Centre in accordance with the rules of the Singapore International Arbitration Centre.

- (c) The arbitration proceedings shall be carried out in accordance with the procedural law prescribed by the Singapore International Arbitration Centre. The seat and venue of the arbitration shall be Singapore. The arbitration proceedings shall be conducted in the English language.
- (d) The arbitrator shall make an award at the earliest, which shall be final and conclusive and binding upon the parties to the Dispute and non-appealable to the extent permitted by Law.
- (e) The Parties further agree that the arbitrators shall also have the power to decide on the costs and reasonable expenses (including reasonable fees of its counsel) incurred in the arbitration and award interest up to the date of the payment of the award.
- (f) The provisions of this Clause 10 shall survive the termination of this Agreement.

11. Notices

- (a) Unless otherwise provided herein, all notices, requests, waivers and other communications shall be made in writing, in English language and by letter (delivered by hand, courier or registered post) or by email to the addresses set out below:

To the Company

Attention: Kuldeep Mirani
 Address: 5 Shenton Way, #10-01, UIC Building, Singapore 068808
 Email ID: kuldeep.mirani@beyondseed.sg
 Phone number: +6582924677

To the Consultant

Attention: Sejal Prithani
 Address: 2A, Royal Residency, Digamber Chowk, Jorhat, Assam 785001
 Email ID: sejalprithani13@gmail.com
 Phone number: +91 8473914724

- (b) For the purposes of this Clause 11 (*Notices*), a notice shall be deemed to be effective
 - (i) in case sent by registered mail, on the later of:
 - a. receipt by the addressee; or

BeyondSeed Venture Solutions Pte. Limited
 5 Shenton Way, #10-01, UIC Building, Singapore 068808

- b. after the expiry of 2 (two) business days from the date of dispatch of the mail;
- (ii) in case delivered by courier, on the later of:
- a. receipt by the addressee; or
 - b. after the expiry of 15 (fifteen) business days from the date of dispatch of the courier, provided that the sending Party possesses a certified payment challan, and receives a written confirmation of delivery from the delivery service provider;
- (iii) in case of personal delivery, when delivered to the other Party and acknowledged by such other Party; and
- (iv) in case of electronic mail, upon sending of the email to the addressee, unless the Party receives a message indicating failed delivery.

IN WITNESS WHEREOF, and intending to be legally bound, the Parties have duly executed this Agreement by their authorized representatives as of the Effective Date.

Signed for and on behalf of
BeyondSeed Venture Solution Pte
Limited



Name: Kuldeep Mirani
Title: Director

Signed by



Name: Sejal Prithani
Title: Consultant



Finolex
Cables Limited
AN ISO 9001 CERTIFIED COMPANY

FCL/HR/CONF/8613/2023-24

Date :28 August 2023

To,
Ms. Srushti Shirish Londhe
Emp. Code: 8613
Designation: Officer - Secretarial
Department: Secretarial
Grade: S2
Location: Pimpri

Confirmation Letter

Dear Ms. Srushti Shirish Londhe,

The Management is pleased to confirm your services as Officer - Secretarial with effect from 1 September 2023. Please note that your annual increment will fall due on 1 April 2024.

The Management expects your continued co-operation and efficiency in the discharge of your duties.

All other terms and conditions of employment will remain unchanged.

For Finolex Cables Limited


Ram Jadhav
Asst. Vice President – HR & IR



Finolex
Cables Limited
AN ISO 9001 CERTIFIED COMPANY

16

HRD: 2022-23/210/8613

01st March, 2023.

Ms. Srushti Londhe
608, Samruddhi, Kumbre Park,
D P Road,
Near Eklavya College Road Kothrud,
Pune City
Ex. Serviceman Colony Pune City Pune
Maharashtra 411038.

Dear Ms. Londhe,

With reference to your application and the subsequent discussions you had with us, we are pleased to offer you the position of "Officer-Secretarial" in 'S-2' Grade, on the following terms and conditions

You will be stationed at Pimpri.

1. You will join duty on or before **01st March, 2023.**
2. Your CTC will be Rs 4,60,272/- LPA as per Annexure "A"
3. You will be entitled to Leave Travel Assistance facility upto a limit of one month's Basic Salary per annum in accordance with Company's rules in force.
4. Our Company is covered under Employees Provident Fund Scheme, 1952 and Employee's Pension Scheme, 1995 and the benefits under these schemes will be available to you.
5. You will be covered under Company's Gratuity Scheme as per the Policy existing between the Company and Life Insurance Corporation.
6. You will be covered under Company's Group Personal Accident Insurance Scheme.
7. You will be on probation for a period of **Six months** which may be extended if necessary and your services will be confirmed in writing thereafter if your services are found satisfactory. You will continue to be on probation till you are confirmed in writing.
8. During the Probation period your appointment may be terminated either way by giving **one month's notice or one month's salary in lieu of notice.** However, the Company reserves the right to terminate you at any time without notice or pay in lieu of notice and without assigning any reasons thereof. Also the Management reserves the right to reduce / waive your notice period at its sole discretion.
9. After your services have been confirmed, your appointment may be terminated either way by giving one month's notice or one month's salary in lieu of notice.

Page 1 of 5



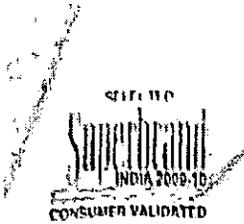
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10. You will produce discharge certificate from your present employer before joining.
11. All other rules and benefits applicable to other staff of your rank, will also be applicable to you.
12. You will be responsible for the safe keeping and retaining in good condition of our properties such as tools, equipments, instruments, papers, documents, books, uniforms etc., which may be in your use, custody, care or charge. We shall have the right to deduct the money value of all such items from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
13. You are liable to be transferred to any department, branch, and establishment forming part of our Organization anywhere in India. Such transfer will not create any right to ask for revision in your salary or other terms and conditions of your services. Such a transfer may be effected for any job or assignment suitable to your skill and competence depending upon the expediency of the business.
14. You shall be liable to work in any of three shifts and whatsoever shift or duty hours that may be fixed in your case from time to time.
15. During your employment with the Company, you will be required to devote the whole of your working time, attention and abilities to the service of the Company exclusively and shall not, without the Company's consent, accept any additional employment or engage directly or indirectly in outside activities.
16. As a condition of your employment with the Company, you will abide by the undertaking governing the non-divulgence of information of confidential nature. The conditions of this undertaking as well as the bio-data information are attached to this appointment letter and form part of this appointment and you are required to sign these documents and return one copy to us. Upon termination of your appointment or resignation, you will return to the Company all papers and documents which at that time be in your possession relating to the business or affairs of the Company and will not retain any copies or extracts there from.
17. You will abide by the Company's rules, regulations and agreement as may be applicable to employees of your class in force for the time being, as also those, which may be framed from time to time.
18. Your appointment will be subject to a health report from a Registered Medical practitioner and/or from our Company's Medical Officer and to our receiving (if asked for) satisfactory report from your previous employer and other references and subject to your being free to accept this appointment.

Page 2 of 5

Regd. Office:
26-27, Mumbai-Pune Road, Pimpri, Pune - 411018, India. Tel: 020-27506200
Visit us at: www.finolex.com | Email: sales@finolex.com | CIN: L31300MH1967PLC016531

XCEEDS
XPECTATIONS



The Terms and Conditions of this letter are subject to Jurisdiction of Pune Court. This letter of appointment is being issued to you in duplicate, for you to return us a copy thereof duly signed by you, in token of your acceptance of our offer along with your letter of resignation and relieving letter from your Employer.

Thanking you,

Yours faithfully,
For FINOLEX CABLES LTD

Ram Jadhav
Assistant Vice President- HR & IR

I have carefully read the terms and conditions of my appointment letter. I have understood the same and I accept them entirely.

Date : 01/03/2023

Sruanti L
Signature of the employee

"Annexure A"

Name: Ms. Srushti Londhe
Designation: Officer – Secretarial
Location: Pimpri
Grade: S-2

Particulars	
BASIC	10275
HRA @ 40%	4110
CONV. ALL	3000
EDUCN. ALL	2000
SOFT FURN ALL	1000
ADHOC ALL	9910
MEDICAL ALL	856
LTA	856
INCENTIVE	1000
TOTAL A	33007
PLI	1000
TOTAL B	1000
BONUS	2055
PF	1800
GRATUITY	494
TOTAL C	4349
A+B+C PM	38356
PA	460272


Ram Jadhav
Assistant Vice President- HR & IR



Ref. HRD: 2022-23/210/8613

NON DISCLOSURE AGREEMENT

I hereby agree and undertake to keep and treat as confidential and secret all information received by me during the course of employment with the Company irrespective of whether the same has been entrusted to as secret and confidential or not and or Irrespective of whether I have come across the same either as a part of my duty or otherwise and not to divulge or disclose or permit or suffer the same to be divulged or disclosed to anyone whatsoever excepting to any lawful superiors nor shall I make or take or copy any information and or otherwise allow the same to be disclosed to anyone not connected with the Company business.

I further undertake that if during my employment with the Company, I invent or discover (whether alone or with others) any new process or method of manufacture which can be applied to the manufacture of the Company's products, it shall be the sole and absolute property of the Company and

- 1 I will willfully and freely communicate it to the Company without any extra payment being made to me (except such sum if any as shall be voted to me by the Company).
- 2 I will not communicate it to anyone else except at the request or consent of the Company.
- 3 I will, at the Company's request and expense do everything necessary or desirable, to apply for and obtain in the name of the Company or to join in any application made by the Company in this behalf to enable the Company to obtain letters, patent or trade mark or design or trade name of similar protection in the dominion of India and to transfer and assign such patent or protection to the Company, if obtained in my name, without any extra payment or as it may direct.

I agree to the foregoing, a copy of which has been retained by me.

Srujita

Signature of the Employee

III 113.

firststc ⁽¹⁷⁾
com

24 July 2023

To,
Mr. Pramey Chadda
Pune

We are happy to inform you that you have been selected at Brainbees Solutions Private Limited. for the position of Trainee with Finance Department for the period of twenty one months. During this period, you will be undertaking all the roles and responsibilities that will be assigned to you by the head of Department.

1. Stipend

As a trainee you will be paid Rs. 12,000/- per month as a stipend and you will not be entitled for monetary or fringe benefits.

2. Hours of Work

Your working hours shall be notified by the Company from time to time and the minimum hours will be aligned with the training structure and guidelines provided by The Institute of Company Secretaries of India (ICSI). If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively.

3. Leave

You will be entitled to leave of 24 days driven by the financial year. Additionally paid leaves for CS final exams may be provided and your CS article ship with our Company shall extend accordingly as per the training structure and guidelines provided by ICSI. .

4. Extent of Service

You are required to carry out all duties as may be assigned/entrusted to you by the Company, or that are normally associated with t in the Company or for such Group Companies as the Company may require from time to time. "Group Companies", for the purpose of this letter includes the Company, its subsidiaries or holding companies and any subsidiary of any holding company that may be formed from time to time. You shall diligently, faithfully and in a manner consistent with standard and prudent business practices, such that the reasonably foreseeable outcome of such practice is factored in: (a) devote all of your working time, attention and energy to the performance of the duties assigned to you, and the functioning of the Company and its Group Companies; (b) act in the best interests of the Company; (c) not engage in any conduct that is intended to or has the result of inflicting harm upon the reputation of the Company or its GroupCompanies or any of their respective directors and/or shareholders; (d) perform and discharge without additional compensation such additional duties as may be reasonably directed by the Company; and (e) directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any other trade, business or profession other than the Company or accept any appointment to any office (including directorships) whether for gain or otherwise without prior written permission of the Company.

CIN - U51100PN2010PTC136340

Brainbees Solutions Private Limited

Corporate / Registered office :- Rajashree Business Park, Plot No. 114, Survey No. 338, Tadiwala Road, Nr. Sohrab Hall, Pune - 411 001.

Ph.: (020) 30556677

You will, at all times, be subject to and bound by the policies, rules and regulations of the Company as may be updated from time to time by the Company, or as may be brought to your notice by the Company.

5. Compliance with rules and regulations of the Company

You will abide by the rules and regulations of the Company for the time being in force or as may be framed from time to time by the concerned officers having authority to frame such rules and regulations. You will obey and carry out all the lawful orders, instructions and directions given by concerned Officers of the Company from time to time, as well as all the service rules for the time being in force and those which may be framed from time to time, shall be absolutely binding on you with no reservations whatsoever during the period of your training with us. The Company also reserves the right to have different rules for different categories or classes of employees and for different locations. It shall be solely your duty to obtain the copies of the said rules, regulations, terms and conditions, which will be available on the Company's HR Department.

Signing of this Training Letter by you shall be deemed acceptance of all the rules, regulations, terms and conditions as referred to above, on your part.

You are also subject to the rules and regulations of the Company as to leave, absence, conduct, performance during the tenure of your training.

You shall not accept or permit any member of your family or any other person acting on your behalf to accept any gift including free transportation, lodging, any other service, or any pecuniary advantage from anybody directly or indirectly with whom you may come into contact by virtue of your training.

You agree to comply with all the Company's Internet, Intranet, Email usage policy, Mobile usage policy, Laptop/PC usage policy prevalent during the term of your training and thereafter. You will also comply with all the statutory laws including Central, State, local regulations and notifications relating to Information Technology and applicable laws.

You will not accept any kind of gratification in cash or kind from any person, including Company's clients, Suppliers, or any firms, institution or organization having any kind of direct or indirect dealing with the company. In case you are offered any kind of direct or indirect gratification, you will immediately report the same to the management.

Your any act, which constitutes misconduct, even if committed outside of establishment, is subjected to disciplinary action or termination.

Your remuneration package is strictly confidential and is not to be discussed with anyone other than the HOD/HR of the company.

You hereby indemnify the Company for any civil/criminal legal or other proceedings on account of their individual acts, commitments, previous employment, etc. committed prior to joining or during the training with the Company.

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Your date of birth as recorded in the service record is final and is not liable to change subsequently.

In case of any misconduct or breach of terms of training by you, the Company may issue to you a written Show Cause Notice seeking explanation as to why your training should not be terminated. In case you fail to provide a satisfactory written reply to the Show Cause Notice, along with cogent proof, if any, within the stipulated time, as may be mentioned therein, the Company shall be entitled to forthwith terminate your training without assigning any further reasons. You shall not be entitled to personal hearing.

Non-reporting to duty for more than seven consecutive working days without prior intimation, shall be considered as voluntary abandonment of the training and your training shall automatically stand terminated w.e.f the date of start of unauthorized absence, without any prior intimation. In such a scenario any pending dues payable to you as per the terms shall stand forfeited towards damages, on account voluntary abandonment of training. The Company shall continue to retain the right to seek additional damages/compensation as per applicable law on account of breach of any of the terms of training as mentioned in this letter.

In the event of any internal/external/statutory/third party investigation into any aspect of working of the Company or of the department in which you are discharging your duties, you shall offer your full cooperation to the investigators. Refusal to participate in the investigation or providing false information during investigation shall be deemed to be material breach of the terms and conditions of training for which the training may be terminated forthwith.

You hereby grants Company full rights to carry out a background/antecedent verification based on information provided by you.

In case of termination of the training for whatsoever reasons, the Company shall have the right to issue a public notice in such Audio/video/print/internet media as it may deem fit stating about such disassociation. The Company shall have the right to provide a matter of fact report regarding your conduct, performance and such other attributes that may be asked for by any of your prospective future employer or third party agencies, as the case may be.

6. Conflict of Interest

You shall avoid conflicts of interest between you as a trainee and the interest of the Company in dealing with suppliers, customers and other individuals and organizations doing or seeking to do business with the Company. If any potential conflict of interest does arise, you will promptly notify this to the management.

A few examples of potential conflicts of interest are:

For you or any dependent member of your family to have an interest in any organization which has business dealings with the Company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held companies which are quoted in an open market.

For you to use or release to a third party any data or decisions, plans, competitive bids or any other information concerning the Company which might be prejudicial to the interest of the Company.

For you or any dependent member of your family to accept commission, a share in profits, loans (other than from established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the Company.

7. Trade Secrets and Confidential Business Information

You shall not, while training by the Company, disclose or use for the benefit of yourself or any other person, partnership, firm, corporation, association, or other legal entity, any of the Trade Secrets or Confidential Information of the Company. Trade Secrets of the Company include, but are not limited to, any and all management information, proprietary and technical information of the Company in the nature of computer techniques, programs, services, systems, inventions, and the like employed by the Company and/or its affiliates in India or abroad in the development and operation of its computer products and services. Confidential Information of the Company includes any information other than trade secrets that is of any value or significance to the Company and not generally known to competitors of the Company or general public nor intended by the Company for general dissemination, including but not limited to, policies, strategies, lists of the Company's current or potential customers, prospective leads or target accounts, the identity of various suppliers of products or services, pricing schedules, computer programming needs of its customers, information as to the profitability of specific accounts, and information about the Company itself and its executives, officers, directors and employees. Your duty to safeguard and not disclose the Trade Secrets and Confidential Information shall survive the termination of your training with the Company. Breach of the conditions of this clause will render you liable for any remedy that the Company may have against you in law.

8. Restrictive Covenants

You will at all times be alive to the need to maintain the reputation of the Company and refrain from taking any action or making any statement that could discredit the reputation of Company or its products or services. During your training period with the Company you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, adviser, agent, contractor, director, trustee, committee member or office bearer own or operate in India or elsewhere business products or services in competition with the business of the Company. Within the one (1) year period immediately following your separation from the Company regardless of the reason thereof, you shall not solicit, induce, aid or suggest to any of the employees, consultants to, or other persons having a substantial contractual relation with the Company to leave such employment, cease counselling or terminate such contractual relationship with Company.

9. Company Property

You will always maintain in good condition the Company properties and assets, which may be entrusted to you for official use during the course of your training. The Company properties and assets including, but not limited to, the Company products, customer correspondence, internal memorandum, photocopies of products and designs, sales brochures, price lists, customer lists, any customer information, sales literature, notebooks, computer training materials, textbooks, and all other like information or products, including all copies, duplications, replications, and derivatives of such information or products, acquired by you at any

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Brainbees Solutions Private Limited

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Ph.: (020) 30556677

time during your training and any residential accommodation, automobile, furniture, fixtures, fittings and furnishings, communication equipment, two-wheelers and all other items which may have been made available to you, shall remain the exclusive property of the Company and shall be returned to the Company no later than the final date of your training with the Company. Until such time as all such property is returned as above mentioned, the Company shall be entitled to withhold any salary, emoluments or other payments due to you then or in future payable to you, and may further, at its discretion, deduct there from the full value of the said property/properties calculated at its then replacement price. This is always without prejudice to the Company's rights in law to take such other legal action against you as is applicable to it as also to its right to recover the full amount of the replacement price, if the dues then payable to you are not sufficient to cover fully the said replacement price. The Company shall be entitled to recover from you and you shall be bound and liable to make good to the Company any loss suffered by the Company on account of misuse of the Company's property by you and/or any damage occasioned to the Company's property whilst in the custody of or entrusted to you.

10. Inventions, Ideas, Processes and Designs

All inventions, ideas, processes, programs, codes, software and designs (including all improvements) (i) conceived (whether or not actually conceived during regular business hours) or made by you during the course of your training with the Company, and (ii) other ideas, techniques or principles related to the business of the Company, shall be "works for hire" and disclosed in writing promptly to the Company and shall be the sole and exclusive property of the Company. You shall cooperate with the Company and its attorneys in the preparation of patent, copyright and other applications for such developments and shall promptly assign all such inventions, ideas, processes, and designs to the Company. The decision to file for patent or copyright protection or to maintain such development as a trade secret shall be in the sole discretion of the Company, and you shall be bound by such decision.

11. Termination of Training Period

The Company shall be entitled to terminate this training period for any of the following causes:

Dereliction of duties

- o Breach by the trainee of any of the terms of this letter
- o Insubordination or failure to comply with directions given to you by persons so authorized by the Company.
- o Misuse or misappropriation of the Company's property.
- o Charged with any offense involving moral turpitude.

Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its customers.

In the event the Company terminating your training period on any of the above grounds, the termination shall take effect immediately upon receipt of the communication by you and in any event not later than the expiry of 48 hours from the dispatch of letter terminating services.

12. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any information material to your training by the Company, you will be liable to be removed from the training of the Company without any notice or compensation whatsoever.

13. Address

The address indicated in your application form will be treated as the correct address for sending any communication to you and unless changed by written intimation by you, any communication addressed to you at that address would be deemed to have been correctly served.

We wish you all the best and welcome you to **Brainbees Solutions Pvt. Ltd.**

Yours sincerely,

For Brainbees Solutions Pvt. Ltd.


Manjula Rao
Vice President Human Resources



CIN - U51100PN2010PTC136340

Brainbees Solutions Private Limited

Corporate / Registered office :- Rajashree Business Park, Plot No. 114, Survey No. 338, Tadiwala Road, Nr. Sohrab Hall, Pune - 411 001.

Ph.: (020) 30556677

Candidate Name: Mr. Rohit Padhye

Candidate ID: 844872

Address: A2-101, Sun Empire Phase1, Suncity Road, Anandnagar, Sinhagad Road, Pune-411051, Maharashtra, India

Offer Letter

Dear Rohit,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Analyst** and your initial place of posting will be **Pune**. Your functional title will be "Analyst".
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune - 411057, Maharashtra, India
3. You will be required to work for five days a week and have two days of leave at any time during the week. Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **Mar 28, 2023**.
5. Your Cost to the Company will be **INR 2,34,768** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **30** days notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:

You will be required to submit, the following set of documents within five working days from the date of this letter being issued to you.

- Four passport size color photographs.
- One set of photocopies of all certificates and mark sheets along with the originals for verification.
- One photocopy of appointment letter and last three months' salary slips from the current employer along with originals for verification (Applicable if currently employed).
- One photocopy of appointment letter and experience certificate / relieving letter from all the previous employers along with originals for verification (Applicable if worked with more than one organization).
- One photocopy of Pan Card. If Pan Card not available, candidate must apply for it and bring the acknowledgement copy.
- One photocopy of passport / driving license etc. for photo ID.
- One photocopy of telephone bill / ration card, gas connection bill, etc. for proof of address.
- One photocopy of experience certificate / relieving letter from the current employer along with originals for verification (Applicable if currently employed) within three working days from the date of joining.

16. In the initial recruitment process you were advised that this position is considered 'critical' and, therefore, your appointment is contingent upon successful completion of a background check, documents submitted by you are sent for necessary verification and authentication to the background verification agency.

17. Your offer of employment will not be valid if you are unable to provide all the mandatory documents on or before your Date of joining.

You will be required to report on the said date or you are required to inform the HR at least 15 days before the agreed joining date, failing this, the offer shall stand withdrawn automatically, without any further intimation to you.

Terms of your employment are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organisation.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

We welcome you to the eClerx family and wish you a successful career with us.

Yours Truly,
For eClerx Services

Accepted By,
Rohit Padhye



Andrews Simon
Associate Principal – Human Resources

eClerx

Annexure I

Name: Rohit Padhye
Designation: Analyst
Date of Joining: Mar 28, 2023

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount (INR)
Basic Pay	9,058	1,08,696
House Rent Allowance	453	5,436
Leave Travel Allowance	0	0
Other Allowance	4,337	52,044
Bonus	2,660	31,920
Monthly Fixed Compensation	16,508	1,98,096
Retiral Fund	1,607	19,284
Monthly Total Compensation	18,115	2,17,380
Annual Total Compensation		2,17,380
Performance Bonus	1,449	17,388
Cost To Company	-	2,34,768
Gratuity	-	5,228
Total Cost To Company	-	2,39,996

Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation.

Other Benefits:

- You will be entitled to earned leaves equivalent to 24 working days per year. From the total leave balance, a maximum of 12 leaves will be carry forward to next financial year and any further leave balance, after the carry forward, will lapse. The leave policy shall be guided leave policy of the company.
- All increments and bonus payouts will be prorated basis the date of joining or standard salary changes as per company policy which are contingent on your performance and subject to you being on active payroll of the company, on the date of actual payout. Any Employee serving notice period will not be eligible to receive the increments & bonus pay-outs.
- You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
- A comprehensive Hospitalization Benefit will be available for you, including pre-existing disease cover. The limit of coverage is Rs.100,000.
- If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's policy.
- Language Allowance, if any, will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency.
- In the event of your voluntary separation from the company within a period of 12 months from your date of relocation / transfer to any of the Company's offices in India (if any), you shall be liable to pay to Company, all the expense incurred towards movement of household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer.

3

For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:

Mumbai and Pune Location - candidatesexperience.eclerx@eclerx.com or contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

Chandigarh Location - Recruitment_Managers@eclerx.com or contact, Tara Sharma (9780009593) for Customer Operations and for APM+ contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

You hereby agree and confirm that you will not include / use any third party's know how, techniques or

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software, tools, intellectual property while providing your services to eClerx under this offer letter / any of the subsequent documentation. And that all work, including the services, and any parts thereof, as may be ordered or commissioned by eClerx shall be considered as "work made for hire". eClerx shall be considered as author / owner for purposes of applicable intellectual property laws and shall accordingly own all the rights in your work. To the extent that any copyrights or other intellectual property rights in the eClerx work or other intellectual property created by you or in connection with your performance of the services do not vest in eClerx as a work made for hire, you hereby irrevocably assigns to eClerx its entire interest and assigns, on a perpetual, worldwide

For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:

Mumbai and Pune Location - candidateexperience_eclerx@eclerx.com or contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

Chandigarh Location - Recruitment_Managers@eclerx.com or contact, Tara Sharma (9780009693) for Customer Operations and for APM+ Contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

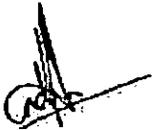
You hereby agree and confirm that you will not include / use any third party's know how, techniques or

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software, tools, intellectual property while providing your services to eClerx under this offer letter / any of the subsequent documentation. And that all work, including the services, and any parts thereof, as may be ordered or commissioned by eClerx shall be considered as "work-made-for-hire". eClerx shall be considered as author / owner for purposes of applicable intellectual property laws and shall accordingly own all the rights in your work. To the extent that any copyrights or other intellectual property rights in the eClerx work or other intellectual property created by you or in connection with your performance of the services do not vest in eClerx as a work made for hire, you hereby irrevocably assigns to eClerx, its successors and assigns, on a perpetual, worldwide, and exclusive basis, and without further consideration, any and all rights, title and interest that you have in any of the eClerx Work, including, but not limited to, copyrights, trade secrets, patents, trademarks and other intellectual property rights, whether now known or hereafter to become known, for the respective maximum terms of protection available throughout the world, and shall be the sole and exclusive property of eClerx for any purpose or uses whatsoever. During the Term of, and following termination of, your employment / engagement with eClerx, you will not use, or submit to or permit the use of, by anyone, any eClerx Work in whole or in part without eClerx's prior written consent, which it may withhold or give in its sole and absolute discretion.

By way of acceptance of this offer letter, You hereby agree to indemnify and hold harmless eClerx Services Limited, its parents, subsidiaries, affiliates, and each of their respective partners, officers, directors, employees and agents from and against any and all damages, claims, liabilities, losses, judgments, actions, lawsuits, executions, costs (including reasonable attorneys' fees and costs and expenses of legal actions) and expenses arising from (a) any representations, promises, agreements or allowances made by you in writing, orally or otherwise to any party that are not approved in writing by eClerx; (b) any claim of infringement arising from any data, software, materials, processes or intellectual property provided by you to eClerx. The terms of this paragraph shall survive in perpetuity.

I have read and understood all the above mentioned points and accept the offer.



Offered By: Andrews Simon
Designation: Associate Principal - Human Resources

Accepted by: _____
Date: _____

Date: 26-Oct-23

Ms Atharva Vinod Purohit,
B4/21, Parshwa vihar,
near Saraswat Bank,
sun city road, anand
nagar, sinhad road,
Pune.
411051.

Dear Atharva,

Subject: Employment Letter

We are pleased to inform that you have been selected for employment with **Syntel Pvt Ltd** as **Officer KPO (GCM 1)**. Your total emoluments are **Rs. 2,12,425/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential, and you shall not disclose the same to any third party.

You will be able to opt for Flexi Pay option to the extent of Basket of Allowance (BOA) amount. Flexipay covers various allowances inclusive of Leave Travel Allowance, Telephone Reimbursement, Meal Allowance etc. Option to avail flexipay will be available on our payroll vendor portal, post your first payout effective your date of joining.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately. Your employment shall be confirmed effective from your date of joining the Company.

Either party can terminate this employment agreement by providing a notice period of 45 days, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company.

For Company Initiated relocation request, relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

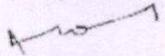
The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on **27-Oct-2023**, at **9.30 am** at the following address: **Unit S -4, Training Room No-1, A- Wing, Plot No B-1, Software Technology Park, MIDC Talawade, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you to the Company and look forward to a very fruitful association with you.

Yours sincerely,
For Syntel Pvt Ltd,


Antony Kumar
Deputy General Manager

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C Acceptance Copy.

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on _____ Date & Signature_____.

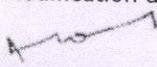
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Annexure A - Remuneration Details**Name: Ms Atharva Vinod Purohit****Designation: Officer KPO****GCM Level: GCM 1**

Compensation Components	Annual (Rs.)
<u>Salary & Allowances</u>	
Basic Salary	152500
Basket of Allowance	7625
Total Salary & Allowances (A)	160125
Company's Contribution to Provident Fund (PF) (B)	21600
Advance Statutory Bonus (C)	30700
Total Cost to Company (CTC) (A+B+C)	212425

Note:

1. The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
2. All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
3. As per the Company policy, you will be covered under a company provided Medical Insurance.
4. You can opt for Provident Fund @12% of basic as your contribution and company contribution towards Provident fund. This is a Scheduled activity you will be communicated in advance to avail this benefit.
5. Advance Statutory Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion


Antony Kumar
Deputy General Manager

EMPLOYMENT – Terms and Conditions

EMPLOYER

Syntel Pvt Ltd having its Registered Office at 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91226704, a member of Eviden Group of companies.

EMPLOYEE

Ms Atharva Vinod Purohit permanently residing at B4/21, Parshwa vihar, near Saraswat Bank, sun city road, anand nagar, sinhadgad road Pune 411051 and presently residing at B4/21, Parshwa vihar, near Saraswat Bank, sun city road, anand nagar, sinhadgad road Pune 411051

1. Date of Joining	:	27-Oct-23
2. Reporting Time on Date of Joining	:	10:00 am
3. Job Title	:	Officer KPO
4. GCM Level	:	GCM 1
5. Location	:	Pune office

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Eviden Group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

Terms and Conditions

1. Statement of Fact

1.1 The appointment is being made on basis of the job application form and is on reliance of the contents of resume and other information provided during the course of interview and other mutual discussions. Any misleading, incorrect or fraudulent information, either written or verbal, provided, shall result in termination of employment forthwith at the sole discretion of the Company (Herein Company would be referred to as either "The Company") and the Employee (herein employee would be referred to as either "the Employee") shall be liable to fully indemnify the Company for any losses suffered in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against the Employee. Company reserves the right to make suitable formal/informal checks with the educational institutions and previous employers of an Employee/candidate at its own discretion and the Employee/candidate shall be deemed to have consented the Company to do so.

2. Work Related

2.1 The Employee shall devote his/her full time to the work of the Company and shall not undertake any other direct / indirect business/work/assignment etc. even on part-time basis whether honorary or remunerative, except with the prior written permission of the Company.

2.2 The Employee's designation is merely indicative of the responsibilities, which he/ she is required to carry out. Company shall be entitled to require the Employee, at any time, to perform any other administrative, managerial, supervisory, and/ or other functions and the Employee will be bound to carry out such functions by using his/her best efforts and act in good faith and in the best interests of the Company.

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- ~~2.3 The Employee will retire from the Company services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by the Employee in his/her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which the Employee was born.~~
- 2.4 The Employee shall not accept any presents, commissions or any kind of gratification in cash or kind from any person, party, firm or company having dealings with the Company or Company's group of companies and if the Employee is offered, the Employee shall report the same immediately to the Company.
- 2.5 The Employee shall maintain and keep in his/her safe custody such books, registers, documents and other papers as may be issued to him/her or may come in the Employee's possession and shall return the same when required by the Company.
- 2.6 The Employee will comply with all rules, regulations and procedures including service rules, practices, policies, etc. established by the Company as may be communicated from time to time, which are subject to modifications at the sole discretion of the Company and the same shall be binding on the Employee.

3. Location

- 3.1 The Company is fully entitled to place the employee at any of its location/affiliates in India or abroad or at the Company's customer location within India or outside India as the Company deems appropriate based on its business requirements. The Employee shall also be subject to any transfer by the Company on a temporary or permanent basis to other job functions, departments and/or locations or any affiliates of the Group Company, based on the Company's business requirements. Any rejection or non-acceptance by the Employee shall be deemed to be a breach of the Terms of Employment agreement and shall be subject to disciplinary action including but not limited to termination of employment by the Company. While every attempt would be made to give the Employee reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

For Company Initiated Relocation Request

In the event that you are required by Company to relocate, Company may reimburse the cost (or a proportion) of such relocation (the "Relocation Expenses"). The relocation reimbursement is subject to recovery as below

Relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation

Recovery of Joining Bonus (if applicable)

On completion of 30 (thirty) days from your date of joining the Company, you shall be eligible for a joining bonus as stated in your offer letter provided you join the Company on or before the date mentioned in your offer letter. Such Joining Bonus shall be paid to you on the subsequent salary/pay cycle following completion of aforesaid 30 (thirty) days.

- a) Joining Bonus will be fully recovered in case of Voluntary separations within 12 months of joining.
- b) Joining Bonus will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of joining.

4. Entitlement to Work

- 4.1 Procurement and timely renewal of relevant work permit in India shall solely be Your responsibility and the Company shall render reasonable assistance and support on documents that You may require for this purpose. Your employment is subject to and conditional on You being legally entitled to live and work (for the Company) in India. You undertake to notify the Company immediately if You cease to be so entitled, in which event Your employment shall be deemed terminated and no compensation (with the exception of statutory dues payable, if any) shall be payable to You by the Company. The Company shall not be responsible for any liability arising thereof.

5. Hours of Work

- 5.1 Details with regards to Hours of work is covered in our Company's Policy which is available in our internal portal for the employees to refer. Further you will be required to work the hours necessary to fulfill the responsibilities of your role.

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6. Probation Clause

6.1 Probation clause will not be applicable to You, as Your employment with the Company will be confirmed with effect from your date of joining

7. Remuneration

7.1 The entitlements of your Total Compensation are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements if any applicable to you are subject to applicable tax provisions which may be applicable including taxation on perquisite value.

7.2 Your remuneration package has been shared with you as part of the offer letter issued to you.

8. Deduction from Remuneration

8.1 The Company may deduct from your remuneration any overpayment made to you, any benefits including leave taken by you beyond entitlement or amounts owed by you to the Company, to the extent permitted by law.

9. Period of Notice

9.1 You or the Company may terminate your employment by giving the other party written notice as follows

- a. Notice period shall be 45 days effective from the date of Joining.
- b. If you have signed any other agreement with the Company or any member of Eviden Group of companies that provides for a larger notice period, then that larger notice period shall apply. (The above is collectively referred to as "Notice Period"). The expression like being in the employment of the Company, during your employment term etc., includes Notice Period also.
- c. The Company reserves the right to make a payment of Basic + Basket of Allowance (BOA) pay in lieu of such Notice Period.
- d. The Company may terminate Your employment summarily with immediate notice in the event of gross misconduct or a serious breach of Your employment obligations.
- e. We may, at any time during Your Notice Period (whether notice is given by You or by the Company), and in Our absolute discretion alter Your duties.

Note - Gratuity - You shall be eligible for Gratuity on termination of the employment as per "The Payment of Gratuity Act, 1972".

10. Retirement

10.1 The Employee will retire from the Company services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by the Employee in his/her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which the Employee was born.

11. Medclaim, Personal Accident Insurance

11.1 You will be covered by the Company's Medclaim and Personal Accident Insurance Policy as per its rules/ regulations.

12. Annual Leave and Public Holiday

12.1 Our leave year runs from 1 January to 31 December. Your annual leave entitlement will be 33 days. Additional paid holidays are declared each year for public holidays and the Company will update the list of paid holidays for the calendar year in the internal portal of the Company.

12.2 You will be eligible for leave as per the Policy announced by the Company from time to time. All leave applications, approvals, rejections, etc., must be in line with the HR Policy laid down and as applicable from time to time. The Company reserves the right to cancel any approved leave for reasons of business requirements and you are expected to provide full co-operation and adhere to such requests of the Company. The Company is also entitled to, suo moto, ask you to go on leave for such number of days and on such terms and conditions as intimated to you by the HR Department without assigning any reason to you.

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- 12.3 Any un-authorized leave or excess leave by you will entitle the Company to terminate your employment.
- 12.4 Full details of the policy regarding annual leave and holidays are available on the Company's internal portal.

13. Receipt of Payments and Benefits from Third Parties

- 13.1 Subject to any written regulations issued by the Company which may be applicable, neither you nor any member of your family, nor any company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you on behalf of the Company and/or any member of Group of Companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company or the relevant member of the Companies for the amount received or the value of the benefit so obtained. Subject to any written regulations issued by the Company which may be applicable, neither you nor any member of your family, nor any company or business entity in which You. or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you on behalf of the Company and/or any member of the Group of Companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company or the relevant member of the Group of Companies for the amount received or the value of the benefit so obtained.

14. Integrity and Professionalism

- 14.1 The Company shall conduct reference checks, background checks and/or drug test before the Employee's date of joining with the company through a third party agency at its sole discretion to verify and authenticate details and documents furnished by the Employee to the Company. This offer is subject to the Employee's satisfactory completion of all the above verification made by the Company. The Company also reserves the rights to ask the Employee to furnish additional documentation or supporting information in this regard, as and when considered necessary. Background verification includes but is not limited to verification of the Employee's employment history and qualifications. The Company reserves the right to make suitable formal/informal checks with the educational institutions and the Employee's former employers at its own discretion and the Employee shall be deemed to have consented the Company to do so. Company reserves the right to withdraw this offer of employment or terminate the Employee's employment if the result of any background screening check (which may be conducted at any time prior to or during the Employee's employment) or any act on the Employee's part which demonstrates (at the discretion of the Company) that the Employee will not be able to carry out the inherent requirements of the Employee's employment to the Company's standards of integrity and professionalism. The Employee's retention in Company's employment will be subject to the Employee's continued medical fitness. Company reserves the right to ask the Employee to undergo background verification/ medical examination if and when considered necessary.

15. Former Employer

- 5.1 In the event of the Employee becoming party to any proceeding/(s) brought by any former employer at any time during or after the Employee's employment with the Company, the Employee recognizes and agrees that the Employee shall have full and sole responsibility of responding to such action or proceeding and that the Company shall have no responsibility to participate in the Employee's response to such action or proceeding whether at the Employee's own costs or otherwise. The Employee agrees that the Employee is not expected, at any time, to disclose, to the Company and/or any member of Eviden group of companies or its directors, officers or agents, the trade secrets or any other confidential information of the Employee's former employer or any other entity.
- 15.2 The Employee represents to the Company that he/she is not subject to party to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement or any other agreement that would limit or restrict the Employee's scope and ability to work in any way for the Company or any member of the Company's group of Companies.
- 15.3 The Employee represents that he/she is not bound by any previous agreement in any way whatsoever from the Employee's previous employment that would limit or restrict the Employee's scope of ability to work in any way for the Company or Company's group of Companies. In the event of the Employee having any obligation binding from the Employee's previous employer, the Employee undertakes to declare and hold the Company harmless and not responsible thereby releasing the Company from any such dispute related to the Employee's previous employment.
- 15.4 In case of any breach or misrepresentation on the Employee's part in the above, the Company reserves its right to terminate the Employee's services forthwith which will be without prejudice to the right of the Company to be indemnified by the Employee in respect of any litigation/proceedings that the Company or any member of Company's group of Companies may have to face on account of the Employee's breach or misrepresentation as above.

16. Data Protection

- 16.1 The Company may be required to process, transfer and store the Employee's personal and sensitive data in any of the other locations of the Company or any member of Eviden group of companies that may not be the Employee's home location (including amongst others, transfers of the Employee's health information to another office of the Company) for inclusion in our central HR system.
- 16.2 By signing this employment contract, the Employee acknowledges and agrees that the Company is permitted to collect and hold personal data about the Employee as part of personnel and other business records and that the Company may use such information for the purpose of conducting background checks, administering the Employee's employment and other purposes directly related to the Employee's employment.
- 16.3 The Employee agrees that the Company may disclose such data to third parties in the event that such disclosure is in our view required for the proper administration of the Employee's employment and other matters directly related to the Employee's employment. This clause applies to information held, used or disclosed in any medium. For further information, please refer to the Information Security Policy, which is available on the Company's internal portal.

17. Return of Property

- 17.1 When the Employee's employment ends (or earlier on demand by the Company), the Employee is required to return all Confidential Information and all the Company property and equipment in an acceptable condition.
- 17.2 Subject to any written regulations issued by the Company which may be applicable, neither the Employee nor any member of the Employee's family, nor any company or business entity in which the Employee or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by the Employee on behalf of the Company and/or any member of Company's group of companies and if the Employee, any member of the Employee's family or any company or business entity in which the Employee or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit, the Employee will forthwith account to the Company or the relevant member of Company's group of companies for the amount received or the value of the benefit so obtained.

18. Conflict of Interest

- 18.1 The Employee undertakes and agrees to mention that he/she would conduct themselves with the highest standards of integrity, honesty and fairness to avoid any conflict between the Employee's personal interests and the interests of the Company. The Employee further states that the Employee does and would not have any direct or indirect interest in a competitor, customer/client or vendor/supplier of the Company or to any member of Company's group of companies to the extent or nature that it affects, or appears to affect, the Employee's responsibilities to the Company. The interest shall also apply in the manner of seeking or accepting any form of benefit, gift, privilege, financial interest, employment with or become directly or indirectly involved as an independent contractor, consultant or otherwise with any competitor/client/vendor of the Company or any member of Company's group of companies. The Employee shall not personally take advantage of a business opportunity rightfully belonging to the Company or any member of Company's group of companies or derive personal profit, gain or advantage (other than rightful compensation from the Company) as a result of any transaction undertaken on behalf of the Company or any member of Company's group of companies.

19. Policies and Procedures

- 19.1 The Company has adopted a number of employment and business policies and procedures. The Employee must comply with the Company's policies and procedures (as amended, removed or replaced from time to time), including the Code of Conduct and or the employee handbook. The Employee will have access to all of the Company policies and procedures including the Code of Conduct, on the Company's internal portal site. The Employee must familiarize himself with them and the Employee agrees to be bound by them as applicable from time to time. No separate agreement is required for the Employee to be bound by such policies and procedures from time to time.
 - 19.2 The Company reserves the right to change existing policies and procedures or introduce new ones from time to time. Information about new policies and procedures or changes to existing ones including the Code of Conduct will be communicated through the Company's internal portal and/or employee communications.
 - 19.3 Disciplinary procedures or any other applicable procedures in the circumstances may be implemented for failure to comply with the Company's policies and procedures up to and including dismissal.
 - 19.4 The Employee also declares that the Employee has not been convicted nor pleaded guilty for violating any central, state or local law, regulation or ordinance nor has any criminal charges presently pending before any court of law.
 - 19.5 The Employee understands and agrees that the Employee will not involve/make the Company and/or any member of Company's group of companies, as a party or otherwise, into any disputes/court proceedings/investigations/allegations arising out of or related to any matter
- Block S-5 Plot No. B-1, MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062, India, Tel:020-30615000/40701000

which is personal to the Employee. The Employee also agrees and undertakes to keep the Company and/or any member of Company's group of companies indemnified at all times should the Company and/or any member of Company's group of companies suffers or incurs any damages and expenses whatsoever in this regard.

19.6 Should the Employee be alleged/convicted in any crime or offence in any country of whatsoever nature, the Employee will immediately inform our HR and adhere to all the disciplinary procedures as the circumstances may demand.

19.7 You are required to declare at the time of joining and/ or during your employment with the Company, your association with/ of

- person or persons holding senior position in the Company, or
- political Candidate and/ or any political affiliated personnel/ entity or
- any member of your family connected to any political affiliated personnel/ entity.

You are required to disclose such association to the HR Department

20. Information, Assets and Systems

20.1 When the Employee joins the Company, the Employee may have access to phones, e-mail, the Company's internal portal, internet and other equipment and systems. These form part of the Company's IT and communication systems and the Employee will be required to use them in accordance with the policies relating to them. The Company may implement disciplinary procedure if the Employee fails to comply with them and in certain circumstances, this could amount to gross misconduct leading to dismissal. The Employee should refer and adhere to the Code of Conduct and the Company Policy Standards for further information on these policies.

21. Discipline

21.1 Details of our disciplinary procedures are available on the Company's internal portal. These procedures do not form part of the Employee's Employment Agreement.

21.2 The Company reserves the right to place the Employee on leave of absence ("Suspension") at any time during the Employee's employment, on terms and for periods as the Company determines appropriate pursuant to applicable laws. This includes (but is not limited to) where the Company is carrying out investigation and/or disciplinary procedures against the Employee for breach of Terms of Employment or other allied matters.

22. Taxes

22.1 The Employee shall be solely responsible for declaring and paying all taxes to the relevant tax authorities due on payments made and benefits provided to the Employee by the Company and/or any member of Company's group of companies. The Company shall deduct any statutory dues/taxes from amounts paid to the Employee, as per applicable laws.

23. Changes to the employee's Terms of Employment

23.1 On matters not specifically covered in the Terms of Employment, the Employee shall be governed by the Company's Policies/ Terms and Conditions/ employee handbook service rules, practices, etc. which are liable for modifications, additions, total or partial withdrawal, suspension/ revocation, etc. from time to time. The Company's decision on all such matters shall be final and binding on the Employee.

23.2 In relation to the benefits (not being a statutory benefit) referred to in this Employment Agreement, the Company reserves the right to withdraw and/ or alter their terms without notice at any time. The Company will exercise reasonable discretion if it changes the benefits or exclude the Employee from them.

24. Warranty

24.1 The Employee represents and warrants that the Employee is not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits the Employee from fully performing the duties of the Employee's employment, or any of them, in accordance with the terms and conditions of this Employment Agreement.

25. Entire Agreement

25.1 These terms and conditions supersede any previous agreement, whether oral or in writing, between the Employee and the Company or any other member of Company's group of companies in relation to the matters dealt herein and represent the entire agreement between the Employee and the Company. This Employment Agreement or any part thereof may be modified in writing and all such modifications shall be effective when signed by both the parties hereto.

25.2 You or the Company may terminate Your employment by giving the other party written notice as follows: -

26. Waiver

26.1 It is hereby agreed that failure of the Company to enforce at any time or for any period of time, the terms and conditions contained herein shall not be construed to be waiver of any of the terms and conditions or of the right thereafter to enforce each and every term and condition of this Employment Agreement.

27. Software Related

27.1 The Employee is strictly prohibited from bringing in the office premises, any unauthorized or infringed copies of software or downloading any infringed or non-patented software in the computer systems (from external sources or otherwise) or copying software from one computer system to another which may include any violation of the provisions of the Copyrights Act or any other intellectual property rights (IPR) laws. Employee shall not introduce or bring into the Company or its clients' systems, any virus, trojan horses, computer code designed to disrupt, disable, harm, or otherwise impede the operation of software or firmware or any computer or network or that would disable the software or firmware or any computer or network or impair in any way their operation. Violation of this clause will be regarded as a serious offence and the Employee will be subjected to appropriate disciplinary action as per the policies of the Company. For the purpose of maintaining confidentiality of data, information, assignment of IP rights, non-solicitation, non-compete, non-diversion the term is deemed to include the Company and all its affiliated group companies.

28. Intellectual Property Rights

28.1 The Employee agrees to inform the Company of full details of all the inventions, discoveries, concepts, ideas, etc. (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which the Employee conceives, improves, completes, or puts in to practice (whether alone or jointly with others) while being in the employment of the Company, and which relate to the present or prospective business, work or investigations of the Company; or which result from any work the Employee does, using any equipment, facilities, materials or personnel of the Company; or which has or have been developed by the Employee or under the Employee's supervision, or which results from or are suggested by any work, which the Employee does or may do for the Company.

28.2 The ownership of all "developmental" work and documentation created by the Employee shall from the moment of its creation, vest in the Company. Thus, the Employee agrees to assign and hereby assigns to the Company/ Companies' nominee, Employee's entire right, title and interest in –

- All Developments
- All trademarks, copyrights and mask work rights in the developments; and
- All patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of the Company or within two (2) years of the end of their employment (if conceived as a result of the Employment with the Company).

28.3 The Employee acknowledges existence of the Company's present and future products, know-how, processes, software products, programs, codes, documentation and flowcharts in any form and agree to abide by the procedures of the Copyright Law or any other applicable IPR laws in force, in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of the Company.

28.4 The Employee agrees to assign to the Company his/her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/her employment with the Company relating to any and all products, services, software, software tools marketed or manufactured or developed and that the Employee will perform any act and execute such documents, without expenses to the Employee which, in the judgments of the Company or its attorneys may be needful or desirable to secure to the Company, patent protection and any or all rights relating to such invention or improvement.

29. Non-Solicitation / Non-Compete

29.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party, solicit business from or perform services for any the Company's client or any prospective client, with whom he/she had any contact with or exposure to pursuant to this Employment Agreement.

29.2 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project or assignment in Offshore or Onsite client engagement where the

Company is already working for the same client and where the Employee had been engaged in a project with the client organization for a period exceeding one month.

30. Non-Diversion of Employees

30.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party solicit and/or offer an employment to persons, who are then, or were during the previous six (6) months, employees of the Company or any the Company subsidiary / associate / affiliate.

31. Specialized Training & Knowledge

31.1 If the Employee has to undergo any specialized training in the Company or arranged by the Company, the Employee will have to execute a training agreement and an indemnity bond to serve the Company for a minimum period as mentioned in the said training agreement and an indemnity bond. Any violation of the terms will entitle the Company to recover liquidated damages as mentioned in the said training agreement and an indemnity bond. During employment, Employee agrees to undergo any specialized training as required by the Company.

31.2 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client's application, either for development, enhancement, maintenance, support or otherwise, the Employee will be understood to have gathered intellectual property on behalf of the Company. As a consequence, the Employee commits to serve the Company for a minimum period as mentioned in the said training agreement and an indemnity bond from the date of return to India from the onsite engagement. Any breach of this clause will entitle the Company to recover liquidated damages as mentioned in the training agreement and an indemnity bond.

32. Confidentiality

32.1 So long as the Employee is in the employment of the Company, providing certain products and/or services to the Company and/or on behalf of the Company, he/ she will, at all times, observe secrecy and confidentiality in respect of technical, trade or business data or any other information that might come to his/her knowledge or possession (herein collectively referred to as the "Confidential Information"), which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore. The Employee shall use the Confidential Information solely for the purpose of and on behalf of the Company. The Employee will not disclose Confidential Information without authority of the Company to anyone other than the

Company's authorized person and even after the Employee has ceased to be in the service of the Company, the Employee shall not disclose Confidential Information to anyone. The Employee hereby acknowledges that the Company and its clients are subject to certain privacy regulations and/or contractual obligations, pursuant to which the Company shall be required to obtain certain undertakings from the Employee with regard to privacy, use and protection of non-public information of the Company and/or its clients (of client's customers) or any prospective clients. Employee agrees that (a) he/she shall not disclose or use any client/customer data except to the extent necessary to carry out its obligations under this Agreement and in accordance with applicable privacy laws; (b) he/she shall not disclose client data to any third party without the prior consent of the Company and/or client (c) he/she shall maintain, effective information security measures, in accordance with the policies of the Company and /or client and as otherwise necessary to protect client data from unauthorized disclosure or use; and (d) he/she shall notify the Company in writing immediately upon becoming aware of any such unauthorized disclosure or use of the Company and/or client data in detail. The obligations set forth in this clause shall survive termination of the Agreement indefinitely.

32.2 The term "Confidential Information" does not include information which (i) is already in Employee's possession, or (ii) becomes generally available to the public other than as a result of a disclosure by the Employee or (iii) becomes available to the Employee on a non-confidential basis from a source other than the Company and/or Company's clients. Employee further agrees that disclosure of the same shall be with prior permission of the Company.

32.3 The Employee agrees to promptly re-deliver to the Company, upon request/ in the event of his/ her ceasing the employment with the Company, i) all drawing, blue print or other reproductions or other data, tables, calculations, letter or other documents or other writing or copy of writing of any nature whatever pertaining to the business of the Company. ii) Confidential Information including all Intellectual property rights, whether registered or unregistered on any tangible media. The Employee will not retain any copies, extracts or other reproductions in whole or in part of such material. The Employee further agrees that breach of this confidentiality clause could cause irreparable damage to the Company and that the Company shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

32.4 From time to time, Company's customers/clients and other business requirements may require all employees to sign special NonDisclosure Agreements ("NDA's"). These NDA's may be process/ client specific or could represent a regulatory requirement. The Employee agrees to sign and comply with the terms and conditions of the said NDA's, as and when required.

33. Remedies

- 33.1 The Employee agrees that his/her failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Employment Agreement, the confidentiality agreement or any other agreement between the Employee and the Company, will cause the Company immediate and irreparable damage and that the Company is, in addition to all other remedies available to it, entitled to immediate injunctive and equitable relief from a court having jurisdiction to prevent any breach and to secure the enforcement of its rights hereunder.
- 33.2 Remedies for damages procuring prior to the Company's knowledge of breach or until action in breach ends and related in any way to the effects of the breach shall include but not be limited to monetary damage, liquidated damage, attorney's fees and other cause related to the action.

34. Governing Law

- 34.1 The validity, construction, interpretation and performance of this Employment Agreement will be governed by Indian laws and adjudicated upon by a competent court in Pune.

35. Severability

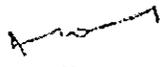
- 35.1 If any clause in this employment agreement is held invalid, illegal or unenforceable for any reason, that provision shall be severed and the remainder of the provisions of this employment agreement will continue in full force and effect as if this employment agreement had been executed without such invalid provision.

36. Clarifications

- 36.1 For any further clarifications about the above clauses or any interpretation of the above clauses, the Employee may approach the HR team.

37. Notices

- 37.1 All notices under this Employment Agreement shall be sent by post and/or email at the following addresses
B4/21.Parshwa vihar, near Saraswat Bank, sun city road, anand nagar, sinhagad road Pune 411051 For
Syntel Pvt Ltd

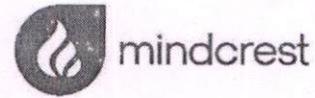

Antony Kumar
Deputy General Manager

Each party shall notify the other about any change in address at least 15 days prior to the change happening. Notice sent to you at the above address or the current communication address as per company records shall be deemed as sufficient service during and after the term of this Employment Contract.

Please indicate your acceptance of these terms and conditions by signing the duplicate copy of this Employment Agreement and returning it to the Company.

I, the undersigned, have read and agree to be bound by the terms and conditions of employment as stated in this Employment Agreement. I understand that the Company may vary the terms and conditions of employment from time to time and I agree to be bound by the same

Atharva Vinod Purohit and Sign



September 05, 2023
[Private & Confidential]

S. No. 65, 7th Floor, 8th floor, Unit 701, 801,
Building 6 R4, KRC Infrastructure Project Pvt.Ltd
and Gera Development, Kharadi, Village Kharadi,
Pune, Maharashtra, 411014

Registered Office - 106 Peninsula Centre
DR SS Rao Road Parel Mumbai 400012

Dhanashri Gawade

Plot no- 28, Saish nagar,
near new RTO office,
Vijapur road, Solapur -413004

Dear Dhanashri,

Subject: Letter of Internship

With great pleasure we are offering you internship from September 11th, 2023 on the following terms and conditions.

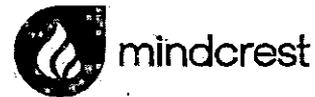
1. Terms of internship and Duties:

1.1 You are hereby appointed as Intern in the Company for 3 months, subject to the terms and conditions contained herein.

1.2 In return for the stipend being provided to you, you agree to the following:

- (i) You will not engage in any internship or provide any services to anyone other than the Company during your internship without the Company's prior written consent.
- (ii) You have taken prior permission from your college authorities for perusal of a full-time Internship with Mindcrest.
- (iii) You shall observe, during internship or thereafter, complete secrecy regarding the Company's activities, processes, services, systems, research, secrets, employee information, customer information, prices, commission or data of the Company which is not in the public domain (hereinafter called the "Confidential Information") and shall not disclose, directly or indirectly, during or after your internship such Confidential Information, or part thereof to any person, firm, corporation, association, members and agencies of the press or other entity for any reason or purpose whatsoever. If the Confidential Information is required to be disclosed under law, the Company should be immediately kept informed about any such disclosure of Confidential Information and the agencies to which such disclosure is required to be made and/or was made.

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- (iv) You understand why the Confidential Information should not be divulged to others, and that you may also learn certain things which may or may not require confidential treatment. You recognize that it often may be difficult to draw an exact line of distinction as to what does and does not require confidential treatment, although, as a general rule it may be said that any unpublished information is secret and confidential. In those cases where doubt arises, you will obtain written permission from the Company before using or divulging the information. You will not, without the Company's prior written consent, use any part of the Confidential Information or any part thereof for any purpose other than the Company's business.
- (v) All writings and other works (whether or not copyrightable) and all patentable and unpatentable inventions, discoveries, and ideas (including but not limited to any computer programs, applications and/ or process) and any and all other proprietary rights relating to such works, inventions, discoveries or ideas, which are made, conceived or prepared by you (hereinafter called "Developments") during the term of your internship, as the case may be, shall be the sole and exclusive property of Company and you shall have no right or interest in the Developments. You hereby undertake to do all such things that may be required to transfer or vest all rights, title and interest in and to the Developments in the Company.

2. Tenure; Termination:

- 2.1 Your internship will be for three (3) months from the date of commencement of your internship, which period may be further extended at the discretion of the Company ("Internship Period").
- 2.2 During the Internship Period, the Company, by giving 7 (seven) days advance written intimation to the other party of such proposed termination, may terminate your internship in lieu of performance or behavioral issues
- 2.3 In such case, your effective last date of internship for purposes of full and final settlement of dues shall be the period ending 7 (seven) days from the date of the written notice by you/the Company.
- 3. Location/ Place of work: The place of your work will be Pune. You agree and undertake to travel on business trips to any such destinations as may be required by the Company from time to time. You understand that such trips might, at times, be on very short notices.
- 3.1 Transportation: If you elect to avail of transportation provided by the Company (payment to be done by you), you do so of your own choosing and entirely at your own risk. It is agreed that the Company shall not under any circumstance be responsible for your personal safety. You hereby agree not to hold the Company liable for damages or bring any action upon the Company as a consequence of any untoward incident, personal injury or loss otherwise sustained by you pursuant to transportation being provided by the Company.
- 3.1 Stipend: You shall be paid a gross stipend of Rs. 12,000 (Twelve Thousand rupees) per month. Your stipend will be pro rated and paid on a monthly basis.

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- 3.2 Tax Deductions: Deductions of tax at source will be made with respect to any stipend paid or payable to you pursuant to your internship, including any stipend or benefits paid as per the provisions of the Income tax Act, 1961.
4. (Left Intentionally Blank)
5. Other terms:
- 5.1 In case any conditions/terms of your internship have not been settled in this Agreement, the Company will deal with it in accordance with the Company Rules and the decision of the Company, in such a case, will be final and binding on you.
- 5.2 We refer to the Data Privacy Policy which you have read, understood and accepted during the pre-internship documentation process. Your acceptance of the terms of the aforesaid policy and this Letter of Internship signifies your consent to providing personal information or personal sensitive data or information to the Company for the purpose of internship.
- 5.3 By signing the Data Privacy Policy and this Letter of Internship, you permit the Company to use your personal information or personal sensitive data or information in accordance with the Data Privacy Policy and in connection with your internship with the Company. Thus the Company is entitled to collect, analyze and even share this data with Company's consultants and advisors to comply with the requirements of the any applicable law and in connection with your internship with the Company. Company thus reserves the right to retain, analyze and use in any manner such information in order to fulfill its statutory obligations, if any. For avoidance of doubt, the Company shall not be responsible for authenticity of the information provided by you.
- 5.4 You may choose to withdraw this consent by writing to the Company. However, your internship is contingent to your continued consent to the provision of personal information.
6. Undertaking:
- 6.1 You hereby agree and undertake that you will not, whether directly or indirectly or as a partner, officer, director, employer, agent, or any other entity, for a period of one year from the termination of your internship due to any reason whatsoever ("Restricted Period"), directly or indirectly, negotiate or engage in any business that could result in a situation of conflict of interest with the Company. Determination of conflict of interest shall be at the sole and absolute determination of Company and the decision of Company in this respect shall be final and binding on the Parties. In case of doubt, you shall refer the matter to the Company in writing to enable the Company to determine whether there is a situation of conflict of interest.
- 6.2 Without limiting the generality of the above, during the Restricted Period, you will not directly or indirectly:
- (i) solicit, or assist any other Person to solicit, any business (other than for the Company) from any client or Prospective Client of the Company; and/or

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- (ii) request or advise any present client or Prospective Client of the Company to withdraw, curtail or cancel its business dealings with the Company; and/or
- (iii) take up internship full time/part time either directly or indirectly or through the agent with the existing and/or Prospective Clients and/or with the Company's competitor; and/or
- (iv) employ, engage and do any such act which will solicit the internship or encourage or aid any other Person to employ, engage and to do any such act which encourage any employee of the Company to leave their respective internship; and/or
- (v) hire any employee who has left the internship of the Company if such hiring is proposed to occur within the period of twelve (12) months after the termination of such employee's internship with the Company without the written permission of the Company.

6.3 Non-solicitation of Customers: You understand and agree that all customers, including customers referred to the Company by you, are the customers of the Company. You agree that, for the duration of your internship and for a period of one (1) year thereafter, regardless of the reason for termination, you will not directly or indirectly solicit or attempt to solicit, for the purpose of providing services in competition with the company:

- (i) any Person whose account was serviced by you at the Company; or
- (ii) any Person who is or has been a customer of the Company within the twelve (12) months immediately preceding your termination; or
- (iii) any Person the Company has targeted and contacted on the six (6) months immediately preceding your termination for the purpose of establishing a direct or indirect customer relationship.

6.4 Non-solicitation of Employees: You agree that for the duration of your internship and for a period of one (1) year immediately following termination of your internship, regardless of the reason, you will not, directly or indirectly, for yourself or on behalf of any other Person induce or attempt to induce any of the associate or employees of the Company to terminate their internship.

6.5 In case of breach in the terms of this clause 6, if the Company obtains an order or direction from the court restraining you from continuing the breach, the Restricted Period shall be extended by a period of twelve (12) months from the date of implementation of such order or direction.

6.6 If you breach any of the provisions mentioned in this clause 6, the Company shall have the right and remedies of specific performance, which shall be in addition to, and not in lieu of, any other rights and remedies available to the Company under law.



- 6.7 You agree to waive any and all rights to attack the validity of this clause 6 on the grounds of severity or on the breadth of Territory during the Restrictive Period.

For the purpose of this clause 6:

"Territory" shall mean all the countries where the Company has a business presence.

"Person" shall mean an employee, consultant, individual, corporation, partnership, limited liability company, association, trust or other entity or organization, including a government or political subdivision or an agency or instrumentality thereof.

"Prospective Client" shall mean any Person to which the Company has in the one (1) year prior to termination of your internship, submitted a proposal to provide such services, the preparation of which may include your direct or indirect involvement.

7. Dispute Resolution and Governing Law:

- 7.1 If any dispute arises between the parties as to the effect, interpretation or application of this Agreement or as to their rights, duties or liabilities thereunder, or as to any act, matter or thing arising out of, or consequent to, or in connection with this Agreement (hereinafter referred to as the "Differences") the parties shall endeavor to resolve the same amicably through negotiations.
- 7.2 In the event that the Differences are not resolved by means of negotiations within a period of forty five (45) days from the date of such Difference first arising between the parties, or such different period as is agreed between the parties, such Differences shall then be referred to and settled by arbitration by three arbitrators, one to be appointed by each party and the third to be appointed by the two arbitrators. The decision of the arbitrators shall be final and binding upon the parties, and that none of the Parties shall be entitled to commence or maintain any action in any court of law upon any matter in dispute arising from or in relation to this Agreement, except for the enforcement of an arbitral award granted pursuant to this Clause if required.
- 7.3 The venue of arbitration proceedings shall be at Mumbai and the language of arbitration shall be English.
- 7.4 The arbitration shall be conducted in accordance with the Arbitration Rules of United Nations Commission on International Trade Law, as adopted by Resolution 31/98 of General Assembly on 15th December, 1976, as may be modified from time to time (hereinafter referred to as Uncitral Arbitration Rules). The judgment on the award rendered pursuant to this clause may be entered in any court having jurisdiction thereof.
- 7.5 This Agreement shall be governed by laws of India.

8. Notice:

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- 8.1 For purposes of this offer of internship, all notices, requests, consents, or other communications required or permitted to be given under this Agreement shall be in writing, may be delivered in person, by facsimile transmission (as long as receipt is acknowledged), by overnight air courier, or by certified or registered mail (return receipt requested with all fees prepaid), and shall be deemed to have been duly given and to have become effective upon the date actually delivered to the parties.
- 8.2 Notices to you or the Company shall be directed at your or the Company's above-mentioned address or to such other address as parties may furnish to each other in writing in accordance herewith, except that a notice of change of address shall be effective only upon its receipt.
9. Miscellaneous:
- 9.1 No provision of this Agreement may be modified or waived unless the Company agrees to such waiver or modification in writing. No waiver by the Company of any breach by you hereto shall be deemed a waiver of any similar or dissimilar term or condition at the same or at any prior or subsequent time.
- 9.2 This is the entire Agreement between you and the Company and there are no other agreements or representations, oral or otherwise, expressed or implied, with respect to or related to your internship, which are not set forth in this Agreement.
- 9.3 Your rights under this Agreement is solely for your benefit and shall not be assignable unless the Company agrees to such assignment in writing, and any attempted assignment without such prior written consent shall be null and void and without legal effect.
- 9.4 The parties agree that if any provision of this Agreement shall under any circumstances be deemed invalid or inoperative, the Agreements shall be construed with the invalid or inoperative provision deleted and the rights and obligations of the parties shall be construed and enforced accordingly.
- 9.5 You shall not at any time make any untrue or misleading statement in relation to the Company. After the termination of your internship hereunder, you shall not represent yourself as being directly or indirectly employed by or in any way connected with or interested in the business of the Company.
- 9.6 Stipend in money shall not be deemed an adequate remedy in the event of the breach of the terms hereof by you. Without prejudice to any other rights, which the Company may have against you, the Company shall be entitled to enforce specific performance of this Agreement and to obtain injunctive relief against you, if deemed appropriate.
- 9.7 Your obligations as contained in clauses 1.3(ii), 1.3(iii), 1.3(iv), 1.3(v), 2.1, 2.4, 2.5, 2.6, 6, 7, 9.5, 9.6 and this clause shall survive the termination of this Agreement.



9.8 Please return the duplicate copy of this letter duly signed, in token of acceptance of the terms and conditions of internship. By accepting these terms, you explicitly agree to Company conducting verification checks of your background, including academic, professional and criminal.

Yours faithfully,
For Mindcrest India Pvt. Ltd.

Amit Choudhary

Amit Choudhary
Senior Manager, Human Resources

I, Dhanashri Gawade, Indian inhabitant, resident of India, understand and accept the terms and conditions of this letter of internship.

I hereby agree to join the Company from September 11th, 2023

Signature

Date: September 11th, 2023

25



CONSULTING | PROCESSES | RESULTS

Letter Of Intent

No.
Date:

To: **Mrunal Joshi**
12/6 LIG colony Sector 25 Sindhunagar Pradhikaran Nlgdi Pune -44

Sub: Regarding Appointment as Management Apprentice/Trainee

Dear Mrunal Joshi,

We are very happy to inform you that you have been selected for the position of Legal Compliance Executive/Apprentice with MARS LOGISTICS with the Approval Department.

The duration of apprenticeship will be one year, you will be expected to fulfil all the duties and responsibilities assigned to you by the Management of the Department.

As a management trainee, you will be entitled for a starting stipend /Remuneration of **Rs.20,000/-** per month. Once you have completed this training, this amount will be subjected to be reviewed for any further Period require for training by mutually Agreement.

We would also like to inform you that during this period, you will not be entitled for any type of employee Benefits or any kind of monetary or Other Benefits available to regular employee of the company. In case you plan to leave the company during the period of one year, you will be required to serve a notice period of two Months.

Your Apprenticeship/Trainee is going to end on **31-July-2024**. However, the company holds all the rights to terminate your Apprenticeship/Trainee with or without any reason or notice at any time during this period.

While working with the company, you will have access to various company records and lots of confidential information of clients of the company. By accepting this appointment, you agree that you will maintain the confidentiality of all the information and you will not be using it by any means for personal benefits or other reasons other than job related work. Once you will complete your Training/Apprenticeship with the company, you will hand over all the documents and other company possessions to the company.



Mars Logistics
Head Office:
Office No.310,
Pride Purple Square,
Above SBI Bank,
Kalewadi Phata,
Wakad, Pune-411 057

Branch Office:
2/D2,Green Field Complex,
Opp. Fantasy Land,
J.V. Link Road,
Andheri (E),
Mumbai-400 093

Email: ashish@sezindia.co.in
Tel: 020-67916565, 022-40042384

You will be responsible for creating and maintaining appropriate documentation. During the training period, you will undertake the roles and responsibilities delegated to you as per Our Company Policy related to Work in Organization as enclosed with this Letter.

If you have any other queries, please feel free to write at hr@sezindia.co.in. You will need to express your acceptance to the appointment as trainee with our company by signing the copy of this document and sharing it with us by post.

Having accepted this offer, you agree that during the course of your internship, you will be following all the rules and regulations at the company and will be observing all the practices and policies that define the working and conduct at the company.

We are hopeful that this association will be mutually beneficial and you will enjoy working with us.

Terms & Condition

Hours of Work

Your normal working hours will be from **10.00 AM to 7.00 PM, Monday to Saturday**. The Management reserves the right to make changes in the working days, as per the exigencies. It may be necessary to work additional hours, including Sundays and Public Holidays for which overtime shall not be paid. However a suitable allowance/Compensatory day offs as per Company Rules will be applicable if you put in extra hours during Sundays and Public Holidays.

Transferability

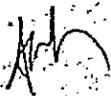
Your services are liable to be transferred to any office, branch or factory which is in existence at present or which may be established in future.

Company Policies

You will be governed by the Company policies, as applicable at your level. The Company reserves the right to amend the policies from time to time.

Exclusivity

You will not (without the prior written consent of the Company or its holding) during your Apprenticeship/Trainee directly or indirectly be engaged in, or provide services to any other person, Company, business entity whatsoever [whether as an employee, officer, director, agent, it being the intention of the Company that you will devote your time and attention to the service of the Company or its holding . As the Company or its holding may have interests and business dealings overseas, in the performance of your duties of Apprenticeship/Trainee with the Company or its holding , the Company shall be entitled to require you from time to time to work overseas.



Intellectual Property Rights

Any discovery or invention of secret process or improvement in procedure made or discovered by you while in the service of the Company in connection with or in any way affecting or relating to the business of the Company or capable of being used or adapted therein or in connection therewith shall forthwith be disclosed to the Company and shall at all times belong to and be the absolute property of the Company. If required by the Company, you shall execute all such deeds and documents as may be required by the Company for making the title, right or ownership of the Company to such invention process or improvement absolute, without any compensation.

Termination of Apprenticeship/Trainee

Your contract of Apprenticeship/Trainee will be liable to be terminated on either side, by **two month** notice in writing or **two month** salary in will of such notice. The Company reserves the right to terminate your service without any compensation or notice thereof, if you are found to be in moral breach of your responsibilities, or following a code of conduct, not in line with the Company's guidelines and values, or if any information provided by you is at any time, found to be false, or if you are in contravention of the terms of this letter or in the opinion of the Company, you have committed any misconduct. Upon termination of Apprenticeship/Trainee, you will immediately transfer and deliver to the Company all papers, documents, notes, memoranda, records and writings belonging to the Company or its holding which you may have in your possession or control by reason of your position in the Company in any way, relating to the business of the Company or its holding or to the business of the clients of the Company and its holding together with all extracts or copies thereof.

Non-Competition

You acknowledge that during the course of your Apprenticeship/Trainee with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its holding and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business competing with the businesses of the Company or its holding. For the purposes of this Agreement, the businesses of the Company includes without limitation any potential business being considered or developed by the Company or its holding. You agree that the above restrictions are reasonable in all the circumstances for the protection of the Company and its business.

Confidential Information and Exclusivity

At any time after the date of this Agreement, including at any time after the termination of this Agreement and your Apprenticeship/Trainee, you shall not disclose or make accessible to any other person, firm, corporation or any other entity without the previous consent in writing of the Company, any confidential information relating to, or to the business of, the Company or its holding. You shall not use or attempt to use any such confidential information in any manner, which may cause or be calculated to cause injury or loss to the Company or its holding.

AMH



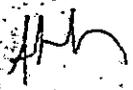
You shall not use the confidential information or remove any records containing confidential information from the Company's premises except for the sole purpose of conducting business on behalf of the Company. As used herein, the term confidential information includes:

- (a) All records, whether original, duplicated, computerized, memorized, hand-written, or in any other form; and
- (b) non-public information concerning financial data, business plans, client lists, marketing plans, employee lists, client names, client addresses, client phone numbers, financial information of any account, customer, client, customer lead or prospect.

Governing Law

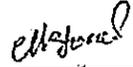
This contract shall be governed in accordance with the laws of India. This letter along with the broad policies of the Company attached with this letter constitutes the written terms and conditions governing your contract of Apprenticeship/Trainee with the Company. Please, therefore signify your acceptance of the terms contained within this letter by signing and returning the duplicate contract.

Yours sincerely,
MARS LOGISTICS



Authorised signatory

I have received a copy of this letter and have read and understood its contents. I accept that the contents of this letter constitute my contract of Apprenticeship/Trainee. I also understand that any alterations shall be mutually agreed and will be notified to me personally.

Signed: 
Name: Mural Joshi
Date: 26th Aug 2023

12/09/2023

TO WHOMSOEVER IT MAY CONCERN,

This is to certify that **Mr. Shivanandan Darade**, student passing out from Shankarrao Chavan Law College, Pune in July 2023 after completing his LL.B degree is currently pursuing his internship from 29th July 2023 till today under my guidance in our law firm Kale & Shinde Associates, Pune.



SHRI. HEMANT PUNDALIK SHINDE
ADVOCATE
FOR KALE & SHINDE ASSOCIATES
LAW FIRM



Bar Council of Maharashtra & Goa

2nd Floor, High Court Extension, Fort, Mumbai - 400 032. ☎ : 022-6938 1033 / 6938 1037
Website : www.barcouncilmahgoa.org • Email : barcouncilmahgoa@gmail.com

Pravin Y. Ranpise B.Com., LL.B.

Secretary
Ref. No. BC/E/ 1450 /2024.

Date: 12/02/2024

To,
Dr. Kranti Deshmukh
Principal
Shankarrao Chavan Law College
202/A, Deccan Gymkhana,
Pune - 411 004.

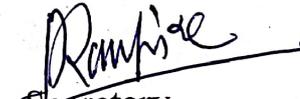
Sub: - Information of Enrollment Details of Law Students.

Ref: - Your letter dated 01/02/2024 received in the office dated 02/02/2024.

Madam,

With reference to above mentioned subject, I hereby inform you that your requested information has given on separate pages which attached herewith for your perusal. This is for your kind information.

Yours faithfully,


Secretary

Bar Council of Maharashtra & Goa

Encl: Verification List.



SR. NO.	Name of the Student	COURSE	Enrollment No.	Date of Enrollment	Dist
1	AKHILESH ANARSE	BA. LLB	MAH/12879/2023	07-11-23	BEED
2	ABHISHEK DANGAT	BA. LLB	MAH/7308/2023	31-08-23	PUNE
3	SOMNATH POPAT KALE	BA. LLB	NOT FOUND		
4	MUKTA ENDAIT	BA. LLB	MAH/7318/2023	31-08-23	PUNE
5	ASHUTOSH PATARE	BA. LLB	MAH/5015/2023	12-08-23	AHMEDNAGAR
6	APURVA SUDHIR SURVE	BA. LLB	NOT FOUND		
7	JANHAVI TAKALKAR	BA. LLB	MAH/6866/2023	31-08-23	AKOLA
8	RAHUL GAIKWAD	BA. LLB	FULL NAME?		
9	DEV RAT ASHOK	BA. LLB	NOT FOUND		
10	TANAYA KELKAR	BA. LLB	MAH/9634/2023	17-09-23	PUNE
11	HARSHWARDHAN MILIND PAWAR	BA. LLB	MAH/9373/2023	17-09-23	PUNE
12	SHREYA DARGAD	BA. LLB	MAH/6766/2023	31-08-23	PUNE
13	JANHAVI RAJENDRA THORVE	BA. LLB	NOT FOUND		
14	AMREEN MEGHANI	BA. LLB	MAH/9576/2023	17-09-23	PUNE
15	SWAPNIL RAMCHANDRA KACHARE	BA. LLB	MAH/5341/2023	12-08-23	PUNE
16	BORHADE PURVA ASHOK	LL.B	MAH/6912/2023	31-08-23	PUNE
17	SINGHAL KRITIKA	LL.B	NOT FOUND		
18	SHETE SAMPADA SHRIPAD	LL.B	NOT FOUND		
19	KUMBHAR ANIKET ANIL	LL.B	NOT FOUND		
20	PORE ATMAN RAJENDRA	LL.B	NOT FOUND		
21	JAGTAP VITHAL BABAN	LL.B	NOT FOUND		
22	CHOTALIA MANALI	LL.B	NOT FOUND		
23	DESHMUKH AKASH RAVINDRA	LL.B	NOT FOUND		
24	JADHAV SURAJ BAPUSO	LL.B	MAH/11217/2023	27-09-23	SATARA
25	BHISE RUTUJA RAJENDRA	LL.B	NOT FOUND		
26	PACHPUTE UDAYAN ASHOK	LL.B	NOT FOUND		
27	KADAM SAMIKSHA EKNATH	LL.B	MAH/6853/2023	31-08-23	AMRAVATI
28	KAJALE AISHWARYA BALASAHEB	LL.B	NOT FOUND		
29	CHAVAN ADITYA SUBHASH	LL.B	MAH/7047/2023	31-08-23	AURANGABAD
30	DIGHE VRUSHALI VIITHAL	LL.B	NOT FOUND		
31	HORANE ABHISHEK ANIL	LL.B	MAH/8477/2023	31-08-23	PUNE
32	DANDAWATE KUNAL SUNIL	LL.B	NOT FOUND		
33	DOIPHODE ABHIJEET ANIL	LL.B	MAH/11921/2023	06-10-23	SATARA
34	VARMA GOVIND BHARAT	LL.B	MAH/10990/2023	17-09-23	AHMEDNAGAR
35	BORIKAR ADESH PRAKASH	LL.B	NOT FOUND		
36	DEVKATTE SANDESH SHIVAJIRAO	LL.B	NOT FOUND		
37	KUMAR KAUSHIK PRAKASH	LL.B	NOT FOUND		
38	FUNDE MAHESH ARJUN	LL.B	NOT FOUND		
39	ANKIT SINGH	LL.B	NOT FOUND		
40	MOTE SHRIRAM VILAS	LL.B	NOT FOUND		
41	PATIL YESHWANT JAYWANTRAO	LL.B	MAH/9515/2023	17-09-23	NANDED
42	DABHADE POOJA ASHOK	LL.B	NOT FOUND		
43	SHIRKE AKSHAY DILIP	LL.B	NOT FOUND		
44	CHINCHOLE HANMANT SANJAY	LL.B	MAH/7312/2023	31-08-23	
45	BORATE SANTOSH DADASAHEB	LL.B	NOT FOUND		
46	BHALERAO VISHAKHA DATTATRAYA	LL.B	NOT FOUND		
47	ROHIT RAVIKANT KALE	LL.B	MAH/7311/2023	31-08-23	
48	VARPE YASH RAJESH	LL.B	NOT FOUND		



(6)

SR. NO.	Name of the Student	COURSE	Enrollment No.	Date of Enrollment	Dist
1	RAUT CHAITANYA SATISH	LL.B.	MAH/6855/2023	31-08-23	PUNE
2	GORE PRAMIT ASHOK	LL.B.	MAH/8052/2023	31-08-23	PUNE
3	PHADTARE ADITYA AJIT	LL.B.	MAH/6355/2023	12-08-23	PUNE
4	PATIL ASHISH ANANDRAO	LL.B.	MAH/4259/2023	31-07-23	AURANGABAD
5	BEDOTROYI GUPTA	B.A., LL.B.	NOT FOUND		
6	GAWADE SWAPNIL ESHWAR	LL.B.	MAH/11710/2022	05-12-22	PUNE
7	KULKARNI SHUBHANKAR VISHRAM	B.A., LL.B.	MAH/7226/2023	31-08-23	PUNE
8	GUNDECHA RUTUJA SANDIP	B.A., LL.B.	MAH/6887/2023	31-08-23	AHMEDNAGAR





MARATHWADA MITRA MANDAL'S

SHANKARRAO CHAVAN LAW COLLEGE

Accredited with 'A' Grade by NAAC

202/A, DECCAN GYMKHANA, PUNE - 411 004.

Affiliated to Savitribai Phule Pune University & Approved by Bar Council of India, New Delhi
(Permanent Reg. No. - Id No. : PU / PN / Law / 179 - 2002)



Late. Shri. Shankarrao Chavan
Founder President

Shri. Shivajirao D. Ganage
President

Prin. Bhausahab Jadhav
Exe - President

MMSCLC/2022-23/846

DATE: 15.05.2023

THE TRAINING & PLACEMENT CELL

(A.Y.2022-2023)

DEPARTMENT REPORT

"Inspiration does exist, but it must find you working"

With this value, The Placement Cell started its various activities with full enthusiasm for the academic year 2022-23.

Registration Data

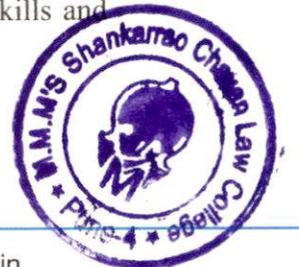
The placement cell conducted a profiling exercise for final year students. The purpose of this exercise was to segregate students based on their interests and career aspirations. The placement cell established a WhatsApp group to disseminate relevant information to the students. Notably, the group included students from all years of study, not just final year students. Importantly, there was no registration fee associated with joining the Placement Cell, and it was open to all students.

SKILL & KNOWLEDGE ENHANCEMENT ACTIVITIES

Skill enhancement activities are crucial for personal and professional growth. In today's fast-paced and dynamic world, continuous learning and improvement are essential to stay relevant, competitive, and successful. With a View to equip the students with the relevant skills and

Shri. Ganage
Prin. Jadhav
Shri. Ganage

Shri. Ganage



knowledge to explore and thrive in the ever-competitive legal world, the Cell conducted following activities throughout the academic year –

<u>Sr. No</u>	<u>Name of the Resource Person</u>	<u>Topic</u>	<u>Date</u>	<u>No. of students attended</u>
1.	Ms. Shweta Goswami	Soft Skills & Personality Development	12.11.2022	10
2.	Adv. Swaroop Godbole	Managing Litigation Practices for New Lawyers	13.01.2023	120
3	Adv. Vaishali Bhagwat	Paving the way into the Legal Corporate World	27.02.2023	84
4.	Brig. Sunil Bodhe	Opportunities for Law Graduates in the Armed Forces	8.02.2023	127
5.	Col. Sunjoy Kaushal	Interview Techniques and Preparation by Candidates	20.02.2023	75
6.	Adv. Shreedhar Parundekar	How to begin a Successful Career in Law	6.05.2023	40

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GLIMPSES OF THE ACTIVITIES CONDUCTED

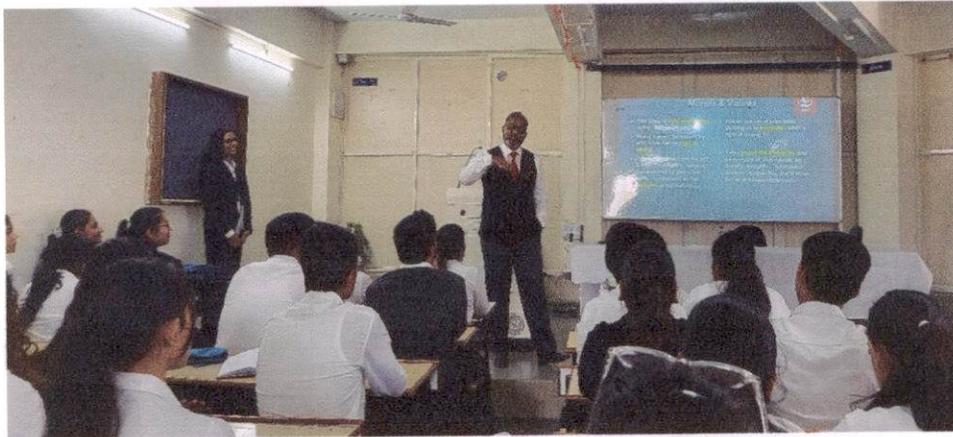


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In house Training & Orientation Programs

The Placement Cell organized Mock Interviews for the Students on 13th and 18th April 2023. Total 28 students participated in this. The objective of the mock interview was to **simulate a real interview scenario** and provide students with a **hands-on experience to enhance their interview skills and confidence**. The primary goals of the mock interview were to help students develop and improve their **interview skills, including effective communication, articulation of thoughts, and professional presentation**. It provided a platform for students to practice and refine their interview techniques.



The mock interview allowed students to assess their performance objectively. It helped them identify their strengths and areas that need improvement, such as body language, response clarity, or confidence level. This self-assessment enabled students to focus on specific areas and work on enhancing their overall interview performance.

The mock interview provided students with **constructive feedback and guidance from experienced professionals.**

Overall, the objective of the mock interview was to equip students with practical interview experience, self-assessment opportunities, and constructive feedback, ultimately enhancing their interview skills and increasing their chances of success in real-life interviews.



Internships

Apart from this, students are to pursue long term and short-term internships at various Commissions of the Government like NHRC, Law Commission, NALSA, ROC and RBI and



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at the offices of various litigation and non-litigation firms. Before sending students for the interviews, the Training & Placement Officer along with Faculty Advisor conducted Sessions for prospective candidates in order to give them brief idea about the nature of interview, the firm and the work profile. Accordingly, **100 students and still counting** have secured internships in the respective offices and successfully completed them till date. Many of them are also pursuing the same till date and yet to be calculated. The list of the students is as below-

SR.NO.	NAME OF THE STUDENT	CLASS	NAME OF THE FIRM
1.	Atharva Vaidya	3 rd LLB	Reliance Industries
2.	Bhargavi Kulkarni	3 rd LLB	Reliance Industries
3.	Chinmayee Kulkarni	4 th BA.LLB	LexRem
4.	Piyush Shetty	1 st BA.LLB	Mitr Clinic
5.	Saanvi Sai	3 rd BA.LLB	Mitr Clinic
6.	Pranjal Kakani	3 rd BA.LLB	Mitr Clinic
7.	Bhavna K R	1 st BA.LLB	Mitr Clinic
8.	Janhvi Bhandarkar	1 st BA.LLB	Mitr Clinic
9.	Ayushmaan Bhatt	3 rd LLB	ROC, MCA
10.	Aditi	3 rd BA.LLB	ROC, MCA
11.	Mrunal Joshi	3 rd LLB	ROC, MCA
12.	Nishita Karwa	3 rd BA.LLB	CNS JURIS
13.	Meera Dabke	5 th BA.LLB	Legasis
14.	Deepali Jain	4 th BA.LLB	Legasis
15.	Abhishek Chati	3 rd LLB	Legasis
16.	Komal Sharma	3 rd BA.LLB	Legasis
17.	Rohan Shelke	4 th BA LLB	Legasis



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18.	Chinmayee Kulkarni	4 th BA LLB	Legasis
19.	Atharva Yadav	1 st BBA LLB	OECS
20.	Rohan Sharma	1 st BBA LLB	OECS
21.	Parag katariya	V BA LLB	Purva Chopada and associate Swift India corporate services LLP
22.	Komal Anil Sharma	III BA LLB	Amikus Qriae
23.	Pawar Aniket Bhausahab	V BA LLB	Adv Madan Kurhe
24.	Samruddhi Gan	II BA LLB	LawInternships
25.	Ashish Anandrao Patil	III LLB	Advocate Ramesh Rathod and Associates
26.	Suhani Gupta	I BA LLB	Justice For Society Trust
27.	Pragya Sharma	II BA LLB	Patna Civil Court
28.	Shantanu Haldavnekar	IV BA LLB	Parshurami Legal
29.	Pareen solanki	V BA LLB	Adv Sanjay Agarwal and Associates, Pune
30.	Karan Singh	I BA LLB	District legal services authority
31.	Komal Anil Sharma	III BA LLB	Amikus Qriae, Delhi
32.	Kanade Prathmesh Ganesh	I BA LLB	Adv. Vijay S. Sardal, Mumbai
33.	Ananya Shailendra sharma	I BA LLB	Advocate Harshwardhan Bhadupotey
34.	Samruddhi Gan	II BA LLB	LawInternships
35.	Rahul Rajendra Pote	V BA LLB	High Court of Bombay, Nagpur Bench



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36.	Ashish Anandrao Patil	III LLB	Advocate Ramesh Rathod and Associates
37.	Sakshi Sudhir Bhatlawande	I BA LLB	Edu Law
38.	Samiksha kacholiya	II BBA LLB	Samrudhi investment
39.	Kunal	II BA LLB	Navkshitij
40.	Kunal	II BA LLB	NGT, New Delhi
41.	Pranjal Bharat Bhosale	II BA LLB	Seva Sahayog Foundation
42.	Nikunj Batra	I BA LLB	Akhil Bhartiya Krishi Gausewa Sangh
43.	Om kumar	I BA LLB	Akhil bharatiya krishi gau seva sangh
44.	Nikunj Batra	I BA LLB	Bambai Lifestyle
45.	Om kumar	II BA LLB	Bambai lifestyle
46.	Shreyash Sunil Tripute	I BBA LLB	SS Legal
47.	Devansh Dayalv	II BA LLB	Patna civil court
48.	Parth Kumar	II BBA LLB	Himanshu Pandey, Advocate
49.	Anushita Dubey	V BA LLB	Khurana & Khurana Advocates & IP Attorneys
50.	Kulsum	II BA LLB	Adv. Pradeep Rai
51.	Kulsum Shaikh	II BA LLB	Adv. Pradeep Rai
52.	Kulsum Shaikh	II BA LLB	Amikus Qriac
53.	Ananya Bajpai	III BA LLB	The AMIKUS QRIAE
54.	Rohit kale	III LLB	Patil Associates
55.	Prarthna Soni	I BA LLB	Legal Innovation
56.	Prarthna Soni	I BA LLB	Jus Corpus Law Journal
57.	Ayush Shende	II BA LLB	National Green Tribunal
58.	Deepali Jain	IV BA LLB	1. Legasis Services Pvt Ltd 2. Gray Matters Legal and Consultants 3. CS Gaurav Pingle & Associates



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			4.Jurisco Consultancy LLP 5.Charlewar Associates
59.	Eesha Parande	IV BA LLB	RK Dewan, Intellex Empire, Bendre Legal
60.	Sulakshana Jaydeo Ghule	II LLB	TradeCred
61.	Sanika Deshpande	III BA LLB	Adv. Ashish Patankar and currently interning at Talekar and Associates
62.	Santosh Dadhich	V BA LLB	Sattyajeet S Karale Patil
63.	Dhanashri Dattatraya Gawade	III LLB	1.A V Legal, 2.Rishabh Gandhi and associates
64.	Aditi Bharti	III BA LLB	Under AOR Jeevan Prakash Sir
65.	Mariyah Saifuddin Sariya	IV BA LLB	CNS Juris
66.	Riya Umesh Kumbhar	I BA LLB	Legal Innovation
67.	Shravani Sanjay Gujar	IV BA LLB	Lexrem associates
68.	Rucha Kulkarni	V BA LLB	Shreeyash Associates
69.	Omkar Tathe	III BA LLB	AV Legal
70.	Rutika Jadhav	III BA LLB	AV Legal
71.	Varun Sukhrani	IV BA LLB	ANZ Legatum
72.	Ankita Kumari	II LLB	Bajaj Allianz
73.	Sai Kulkarni	V BA LLB	Adv. Radhika Panchpor
74.	Soham Bhagwat	II BA LLB	Adv. S. S Bhalerao
75.	Rajsee Khedkar	V BA LLB	ARAI, Pune
76.	Saanvi Sai	III BA LLB	NHRC



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CAMPUS DRIVES

<u>Sr. No</u>	<u>Name of the Firm</u>	<u>Date</u>
1.	J Shekhar & Associates	17.05.2023
2.	CNS Juris	23.05.2023
3.	AV Legal	29.05.2023
4.	Shreeyash Associates	24.06.2023

GLIMPSES OF THE CAMPUS DRIVE



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Final Placements

2022-2023	PARKHI SUMEDHA VIKAS	BA.LLB V	SHREEYASH ASSOCIATES
2022-2023	KULKARNI RUCHA RAHUL	BA.LLB V	LEGALFORCE RAPC PRIVATE LIMITED
2022-2023	DUBEY ANUSHITA AMITABH	BA.LLB V	JS WAD & CO. ADV
2022-2023	SAHU YASH SANJAY	BA.LLB V	LOANWISE FINANCIAL SERVICES PVT LTD.
2022-2023	BARVE PRATIKSHA PRAVIN	BA.LLB V	AV LEGAL COUNSEL
2022-2023	BORGE AMRUTA TANAJI	BA.LLB V	PRATAM FINSERV LTD
2022-2023	BANE SALONI SURAJ	BA.LLB V	ADV. S.V. BANE
2022-2023	KURHADE NEHA YOGESH	LLB III	MAKARAND M. JOSHI & CO.
2022-2023	RALPATI SNEHAL ASHOK	LLB III	AKSHAY SUNIL & ASSOCIATES
2022-2023	RAMTEKE AAKANKSHA NARESH	LLB III	J SAGAR AND ASSOCIATES, PUNE
2022-2023	KULKARNII BHARGAVI KIRAN	LLB III	RELIANCE INDUSTRIES LTD



2022-2023	SEJAL PRITHANI	LLB III	BEYONDSEED VENTURE SOLUTIONS PTE LIMITED
2022-2023	VAIDYA ATHARV ANAND	LLB III	RELIANCE INDUSTRIES LTD
2022-2023	CHANDEKAR HARSHAWARDHAN SANJAY	LLB III	AV LEGAL COUNSEL
2022-2023	LONDHE SRUSHTI SHIRISH	LLB III	FINOLEX CABLE LTD.
2022-2023	CHADDA PRAMEY PRADIP	LLB III	FIRSTCRY.COM
2022-2023	WARE GAURAV VIKRAM	LLB III	SHREEYASH ASSOCIATES
2022-2023	PADHYE ROHIT SANJAY	LLB III	ECLERX
2022-2023	PUROHIT ATHARVA VINOD	LLB III	ATOS PVT. LTD
2022-2023	KELKAR NEHA NAROTTAM	LLB III	AV LEGAL COUNSEL
2022-2023	GAWADE DHANASHRI DATTATRAYA	LLB III	MINDCREST
2022-2023	CHITTEWAR RADHIKA ANIL	LLB III	CNS JURIS, PUNE
2022-2023	VANARASE VASUNDHARA	LLB III	J SAGAR AND ASSOCIATES, PUNE
2022-2023	JOSHI MRUNAL RAVINDRA	LLB III	MARS LOGISTICS
2022-2023	GAIKWAD TRUPTI ANIL	LLB III	J SAGAR AND ASSOCIATES, PUNE
2022-2023	DARADE SHIVANANDAN PRASHANT	LLB III	KALE & SHINDE ASSOCIATES
2022-2023	GODALE KESHAV RAMESH	LLB III	NAMRATA DEVELOPERS
2022-2023	SINGH ADITI	LLB III	BAJAJ ALLIANZ
2022-2023	DURGANI LATIKA	LLB III	E COMMERCE CONSULTANTS
2022-2023	SHARMA KONICA MUKESH	LLB III	BAJAJ ALLIANZ
2022-2023	RISHABH NAVIN AGARWAL	BA.LLB V	ADV. SIDDHARTH RATHOD
2022-2023	ABHISHEK ANIL HORANE	BA.LLB V	LIFE REPUBLIC BY KOLTE PATIL DEVELOPERS
2022-2023	ADITI ANIL KALBHOR	BA. LLB. V	R.M DAUNDKAR & COMPANY



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FINAL YEAR INTERNSHIPS – V BA. LLB

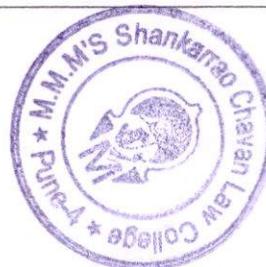
<u>SR.NO</u>	<u>Name of Students</u>	<u>Name of Advocate/Firm</u>
1.	Ashotosh Rajesh Patore	Rajendra K Shetty
2.	Agni Mutha	Adv. Jayesh H.Jain
3.	Subham Vitthal Darekar	Adv. Ganesh Eknath Darekar
4.	Sakshi Manikrao Gaikwad	Adv. Anup Kumar
5.	Shreya Shailesh Karhade	Adv. Swati Yadwadkar Deshpande & Adv. Sayali katekar
6.	Pawar Aniket Bhausahab	Adv. Madan Kurhe
7.	Sumeet Anil Kankariya	Adv. SK Jain. Adv. Anil S kankariya
8.	Ankita Ajaymohan Shinde	Adv. Sunil Walhekar
9.	Vaishnavi Santosh Jewoorkar	Adv. Swati A. Yadwadkar
10.	Pareen Solanki	Adv. Sanjay Agarwal
11.	Samriddhi Thakar	Adv. Vasant Shinde
12.	Ishan Mudbidri	Adv. Vasant Shinde
13.	Santosh Dadhich	Adv. Pushpa Kamthe
14.	Rohan Gandhi	Adv. Sachin S Bhalerao & Adv.Dines Ranjeet D Salunke
15.	Harshwardhan Pawar	Adv. Yogesh Pawar
16.	Rutuja Gundecha	Adv. Vijay R. Gundecha
17.	Sumedha Vikas Parkhi	Adv. Vishal S. Balkawade
18.	Yogendra Vinod Chavan	Adv. Sushma Kadam
19.	Apurva Surve	Adv. Neeraj Rathi & Abhijeet Jadhav
20.	Anushita Dubey	Adv. Anirudha Joshi
21.	Amruta Tanaji Borge	Adv. Sunil Walhekar
22.	Rishab Agarwal	Adv. Siddharth Dinesh Rathod & Adv.
23.	Jaimin Zaveri	Adv. Pushpa Kamthe
24.	Sakshi Pandit Talekar	Adv. Pradeep T Baravkar
25.	Pratiksha Pravin Barve	Adv. Avadhoot S. Deodhar

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26.	Parag Kataria	Adv. Madan Kurhe
27.	Shreeniwas Magar	Adv. Sanjay Bajirao
28.	Vrushabh Sachin Mehta	Adv. Sujay Pramod Joshi
29.	Vedang Kishor Ashtekar	Adv. Pavankumar Pathak
30.	Shreya Girish Dargad	Adv. Ragnath Khandagale
31.	Janhvi Thorve	Adv. Mahesh Dighe
32.	Rasika Uttam Jadhav	Adv. Archana Praful Joglekar
33.	Mukta Endait	Adv. MB. Walgude
34.	Aarya Balchandra Patwardhan	Adv. Archana Praful Joglekar
35.	Rohan Shelke	Adv. Aakash Kashale
36.	Pooja Vishwanath Mali	Adv. Sushama Kadam
37.	Praful Tonge	Adv. Neelima Vartak
38.	Surbahi Sardeshpande	Adv. Ravindra Shinde
39.	Janhvi Rajendra Takalkar	Adv. Yogesh Ravindra Gaikwad
40.	Sarthak Potphode	Adv. Bhaskar Jagdale
41.	Kunal Anil Bhandari	Adv. Sandeep Gujarathi & Adv. Karan Raj
42.	Subhankar Kulkarni	Adv. Anuya Sagare Kulkarni
43.	Shraddha Pravin Jain	Adv. Nitin Kadam
44.	Aditi Anil Kalbhor	Adv. Vaishah Bhagwat (Civil Advocate) & Amol Jog (Criminal)
45.	Yashika Nikkam	Adv. Sattyajeet Karale Patil
46.	Vaishnavi Dnayneshwar Patil	Adv. Sattyajeet Karale Patil
47.	Rutvik Dhule	Adv. Kedar Deshpande
48.	Renuka Swami	Adv. Amarnath A.Vibhute
49.	Naman Shah	Adv. Ganesh Limbekar
50.	Rucha Rahul Kulkarni	Adv. Abhishek Upadhye
51.	Yash Agarwal	Adv. Shri. Ganesh S. Limbekar
52.	Omkar Vishwasrao Joshi	Adv. Ganesh Limbekar
53.	Mugdha Satpute	Adv. Anisha Phansalkar
54.	Kaustubh Y Phansalkar	Adv. Anisha Phansalkar



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55.	Riya Chandrawanshi	Adv. Y. B Gaikwad
56.	Shivani Nandu Jambhale	Adv. Ramdas Kadam
57.	Pratik Balasaheb Gaikwad	Adv. Vijaysinh N. Nikam
58.	Rahul Rajendra Rote	Adv. Vijaysinh N. Nikam
59.	Yashraj Verma	Adv. Madan Kurhe
60.	Saurabh Rajendra Gaikwad	Adv. Anuya Sagare Kulkarni
61.	Gauri Bhalerao	Adv. Madan Kurhe
62.	Basil Jason	Adv. Neelima S Vartak
63.	Sreedevi Renjan	Adv. Madan Kurhe & Adv. Anita Jogalekar
64.	Vishwajit Ranjwan	Adv. Pramod H. Thombre
65.	Sahil Shrivastav	Adv. Madan Kurhe & Anita Jogalekar
66.	Akanksha Surendra Jagdale	Adv. Amit Vilas Khelkar
67.	Sayali Vishwas Pawar	Adv. Ajay R. Takwane
68.	Balaji Swapnil Gawade Adv. Ajay Takawne	Adv. Bina Gopal Narayan Bajpai
69.	Samruddhi Nitin Khose	Adv. Madan kurhe & Adv. Anita Joglekar
70.	Pranav Joshi	Adv. Ajit Kulkarni
71.	Prathemesh Kiran Despande	Adv. Tukarqm Pandharinath kate
72.	Harshada Karke	Adv. Ajit Kulkarni
73.	Sudhvna Vedpathak	Adv. Vaishali Deshpande Gholap
74.	Rahul Gaikwad	Adv. Vaishali Deshpande Gholap
75.	Swapnil Ramchandra Kachare	Adv. Navnath Mule
76.	Harshal Mule	Adv. Sushmita Jadhav & Adv. Shubham Kalbhor
77.	Sarthak Chandrakant Bhosale	Adv. Prasanna Gopinath Joshi
78.	Shruti Pankaj Gadiya Adv. Yogesh Ravindra	Adv. Madan Kurhe & Adv. Anita Joglekar



79.	Sulochana Dattatray Mane	Adv. Nilesh Bhandari
80.	Bedotroyi Gupta	Adv. Likhith Gandhi
81.	Shantanu Padwal	Adv. Tanvi Suraj Bane
82.	Karuna Vijay Raut	Adv. Ajinkya Ransingh
83.	Saloni Suraj Bane	Adv. Milind Pawar & Adv. Anuya Kulkarni
84.	Aakanksha Wadgaonkar	Adv. Nitin Apte
85.	Abhishek Dangat	Adv. Ganesh S. Limbekar
86.	Arya Bhandarkar	Adv. Sudhir M. Shah & Adv. C. K. Bhosale
87.	Rushikesh Raju Dhole	Adv. Pushpa Kamthe
88.	Siddharth Natvar Sutaria	Adv. Anisha Phansalkar
89.	Akash Kamthe	Adv. Rahul B. Sapkal
90.	Yash Sanjay Sahu	Adv. Nilesh K Bhandari
91.	Aayush Sandeep Gaikwad	Adv. Abhijeet Jadhav
92.	Partho Pawgi	Adv. Pandit S Kapare
93.	Atharva Abasaheb Sumbe	Adv. Neeraj Rathi & Adv. Abhijeet Jadhav
94.	Prathamesh Hanumant Raut	Adv. Anand Gangakhedhkar
95.	Apurva Sudhir Surve	Adv. Radhika Panchpor
96.	Nayan Jitendra Hule	Adv. Anil Y Godse & Adv. Jitendra S. Sawant
97.	Sai A Kulkarni	Adv. Kiran Wagaj
98.	Chinmay Anil Godse	Adv. Susmita Jadhav
99.	Shraddha Darekar	Adv. Rahul R. Avekhar
100.	Snehal Sunil Jadhav	Adv. Ajay R. Takavne
101.	Soham Milind Potphode	Adv. Pankaj Pravin Mehta
102.	Tanmay More	Adv. Satish Dhoka
103.	Vaishnav Ratnakar Kshirsagar	Adv. Anjana M. Raut(Narwade)
104.	Saurabh Nandkumar Shinde	Adv. Namdeo Kaniram Chavan
105.	Anushka Sharad Darekar	Adv. Neelima Vartak
106.	Yashraj Mahendra Pansare	Adv. Siddheshwar Choudhary



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107.	Tanaya Kelkar	Adv. Chandrakant R. Tupe
108.	Akash Rajendra Nikat	Adv. Kedar Shinde
109.	Prajwal Hingane	Adv. Pratul Bhadale
110.	Sumit Nikam	Adv. Sangram M. Galgate
111.	Ritika Junawane	Adv. Kedar P. Shinde
112.	Soham Sarvesh Narkar	Adv. Rishabh Gandhi & Advocates
113.	Prasad Lalaso Giri	Adv. Pankaj Mehata
114.	Smit Lalit Sarnot	Adv. Sangram M. Galgate
115.	Aniket Jaysing Chavan	Adv. Sangram Galgate
116.	Harshad Tatyaso Zende	Adv. Siddheshwar S. Choudhary
117.	Akhilesh Anarase	Adv. Shriraj Wakale
118.	Dhumal Avishkar Prabhakar	Adv. Ravindra V. Kulkarni
119.	Rajsee Meherraj Khedkar	Adv. Anuya Sagare Kulkarni (Civil) & Sourabh Jayebhaye
120.	Sakshi Mankar	Adv. Santosh S. Shitole
121.	Nikhil Sagar	Adv. Divya Pawar
122.	Amruta Yogesh Khopkar	Adv. Baburao Nangte
123.	Pranav Sathe	Adv. Pranayakumar D. Lanjile
124.	Jairaj Raviraj Desai	Adv. Shailendra Shrivastav
125.	Aishwarya Ashok Kapse	Adv. Sudhir M Shah &
126.	Aparna Yadav	Adv. Anant D. Mane
127.	Prithviraj Sandeep Dapse	Adv. Anant D. Mane
128.	Shoumya Singh	Adv. Anant D. Mane
129.	Tanu Jain	Adv. Supriya S. Kale

FINAL YEAR INTERNSHIPS – III LLB

<u>SR.NO</u>	<u>Name of the Student</u>	<u>Name of the Advocate / Firm</u>
1.	Vedika Avinash Kudalkar	Siddharth Deshpande
2.	Sharda Yeole	Adv. Swapnil G Nighut
3.	Pruthvika Pradeep Divadkar	Adv. Amit Khilare

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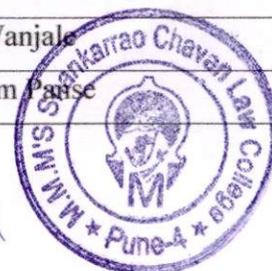
4.	Priti Shivram Magar	Adv. Mangesh Joshi & Adv. Eshani Joshi
5.	Aparna Prasad Kulkarni	Adv. Manoj Wadkar and Associates
6.	Shivanandan Darade	Adv. Veena Rahirkar Pore
7.	Aakanksha Ramteke	Sr. Adv. Mangesh Shah
8.	Jenish Khadiwala	Vidyesh Dhamdhare
9.	Sayali Sanjay Wandre	Adv. Rishikesh Ganu
10.	Dhanashri Dattatraya Gawade	Adv. Sapna Nalegavkar
11.	Rohit Ravikant Kale	Adv. S.R. Patil
12.	Atharva Vinod Purohit	Sapna Meghraj Nalgavkar
13.	Keshav Ramesh Godale	Adv. Mohansingh Nimbalkar
14.	Harshawardhan Chandekar	Adv. Geeta Kulkarni & Adv. Samrat Wangde
15.	Vipul Rituraj	Adv. Ashish Patankar
16.	Soumya Sandip Khochare	Adv. Sushant Belose
17.	Sumit Milind Sarang	Adv. Rashid Kashid
18.	Sujeet Bhandare	Adv. Kala Phadtare
19.	Shikha Kumar	Adv. Vinod Ambad
20.	Aditi Singh	Adv. Pravin H Gogawale
21.	Jay Dilip Kashid	Adv. Gaurav R Konde & Rushikesh Anil Thakre
22.	Ketki Agashe	Adv. V.D. Ruparelia
23.	Srushti Shirish Londhe	Adv. Ranjeet Jagtap
24.	Gaurav Vikram Ware	Adv. Kala Phadtare
25.	Ashish Anandrao Patil	Ramesh K. Rathod & Sapana M. Nalegaokar
26.	Rashi Parashar	Adv. Vinod Ambad
27.	Prajakta Popat Babar	Adv. Sheetal Kulkarni
28.	Akshay Purohit '	Adv. Pradip Nalawade
29.	Mrunal Ravindra Joshi	Adv. Rishikesh Ganu
30.	Priti Popat Suryawanshi	Adv. Prakash Bhosale
31.	Konica Sharma	Adv. Viney Wilson

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32.	Omkar Nanekar	Adv. Yashwant Kandrup
33.	Thakare Manasi Raghunath	Adv. Vipul K. Andhe
34.	Ninad Laxman Gore	Adv. Sapna Meghraj Nalegavkar
35.	Pramit Gore	Adv. Swapnil Joshi
36.	Rupali Narayan Khatikmare	Adv. Ghansham Dabhade
37.	Atman Pore	Adv. Nitin Apte
38.	Vikrant Subash Mohite	Santosh Kamble
39.	Ms. Meera Milind Dabke	Adv. Mihir Pethe & Adv. Rohit Tulpule
40.	Neha Kurhade	Aushabh Sisodiya
41.	Purva Ashok Borhade	Adv. Vivek Wakhare
42.	Samiksha Jagdish Mahadik	Adv. S.J. Gogawale
43.	Jagtap Vithal Baban	Adv. Amit R. Sawant
44.	Pramey Chadda	Adv. Ranjeet Jagtap
45.	Sampada Shete	Adv. Ranjeet Jagtap
46.	Adwait Dwivedi	Adv. Ganesh Kadam
47.	Sakshi Avinash Sarode	Adv. Ganesh Kadam
48.	Jairai. S. Kachare	Adv. Ganesh Konde & Rushikesh Anil Thakre
49.	Atharv Anand Vaidya	Adv. Sunny Dhadge
50.	Atul Dharmraj More	Adv. R.S. Gorde
51.	Maniyar Sudarshan Vijaykumar	Adv. Anirudha Joshi
52.	Parth Kulkarni	Adv. Prasad S. Apte & Adv. Rohit Tulpule
53.	Rajat Thakur	Adv. Archana Gaikwad
54.	Udayan Ashok Pachpute	Adv. Soham Panse
55.	Rutuja Bhise	Adv. Swapnil G Nighut
56.	Aniket A Kumbhar	Adv. Arun C Lambugol
57.	Nikhil Shinde	Adv. Arun C Lambugol
58.	Rohit Sanjay Padhye	Adv. Sapana M. Nalegavkar
59.	Snehal Ashok Ralpati	Pratik D Wanjale
60.	Samiksha Kadam	Adv. Soham Panse



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61.	Aishwarya Kajale	Adv. Sunil Kaduskar
62.	Chaitanya Raut	Adv. Siddharth Deshpande
63.	Chandrika Phad	Adv. Abhishek A. Jagtap
64.	Akash Ravindra Deshmukh	Adv. Abhishek A. Jagtap
65.	Kunal Sunil Dandawate	Adv. Sushmita Sunil Jadhav
66.	Manali Chotalia	Adv. Viney Wilson
67.	Radhika Anil Chittewar	Saranga Thopate
68.	Pooja Ashok Dabhade	Adv. Vivek Wakhare
69.	Latika Durgani	Adv. Abhijeet S. Marne
70.	Rohit Papat Sawant	Adv. Manoj Wadkar and Associates
71.	Trupti Anil Gaikwad	Adv. Yogesh Pawar
72.	Chaitanya Pathare	Adv. Shreeya Aware
73.	Abhishek Horane	Adv. Vinod Ambad
74.	Bhargavi Kulkamii	Adv. Rishikesh Ganu
75.	Saranya Ramachandran	Adv. Prakash Bhosale
76.	Ruchita Prakash Nevase	Adv. Rohank Narayan Bodare
77.	Suraj Bapuso Jadhav	Adv. Ajay Takawane & Adv. Vikram Shinde
78.	Himanshi Srivastava	Adv. Onkar S. Chandane
79.	Bhakti Satish Yadav	Adv. Vinod Ambad
80.	Patil Yeshwant Jaywantrao	Adv. Ketan Mandlecha
81.	Govind Varma	Adv. Bharat P Varma
82.	Priyanka Phadke	Adv. Prakash Bhosale
83.	Vrushali Vitthal Dighe	Adv. Rohank Narayan Bodare
84.	Pritee Ghane	Adv. Atharva Nimhan
85.	Shriram Vilas Mote	Adv. Praveen B Kamble
86.	Sumeet Rajabhau Garje	Adv. Shubham Gadade
87.	Siddharth Kulkarni	Adv. Veena Rahirkar Pore
88.	Harshvardhan Shinde	Adv. Eknath Javir and Associates



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89.	Manoj Bhausahab Chaughule	Adv. Eknath Javir and Associates
90.	Rahi Patil	Adv. Prasad. S Patil
91.	Abhijeet Anil Doiphode	Adv. Kala Phadtare
92.	Kalyani Deshmukh	Adv. Prakash Bhosale
93.	Kritika Singhal	Adv. Gourav Korade
94.	Sejal Prithani	Adv. Gourav Korade
95.	Jain Siddhesh Surendra	Adv. Nishad Girish Kulkarni
96.	Omkar Vikas Jagtap	Adv. Siddharth Deshpande
97.	Shriya Duppad	Harsh R Khandelwal
98.	Sourabh Sanjay Pawar	Aakash S Nanaware
99.	Shruti Sandeep Mandal	Adv. Siddheshwar Shriram Choudhary
100.	Aditya Chavan	Adv. Sidharth Agrawal
101.	Abhishek Shripat Chati	Adv. Pankaj Anbhule
102.	Vaishnavi Patole	Adv. Pushkar Patil
103.	Aditya Ajit Phadtare	Adv. Kala Phadtare
104.	Bhalerao Vishakha Dattatraya	S.S. Desai
105.	Ravindra Ramchandra Mane	Adv. Prafull Pawar
106.	Yash Rajesh Varpe	Adv. Ganesh Chavan
107.	Chinchole Hanmant Sanjay	Adv. Onkar S. Chandane
108.	Adesh Prakash Borikar	Adv. Shubham Gadade
109.	Mehul Chale	Adv. Swapnil G Nighut
110.	Kaushik Prakash Kumar	Atty. Manish Jadhav

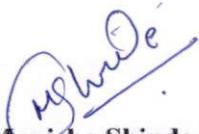
In conclusion, this placement cell report serves as a comprehensive analysis and reflection of our efforts, achievements, and challenges in facilitating successful placements for our esteemed students. As a team, we have tirelessly worked to bridge the gap between academia and industry, equipping our students with the necessary skills and knowledge to thrive in the professional world. Throughout this report, we have highlighted the various initiatives, workshops, and training programs that have been instrumental in honing our students' abilities and grooming them into well-rounded individuals. While we celebrate our accomplishments, we also acknowledge the areas where improvements can be made. We remain committed to

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enhancing our services, leveraging technology, and exploring innovative methods to cater to the diverse needs of our student body and the ever-evolving job market.



Dr. Manisha Shinde
Faculty Coordinator



Ms. Pooja Baghel
Faculty Coordinator

Dr. Sudhir Tarote
Faculty Coordinator



Dr. Kranti Deshmukh
Principal, SCLC

