

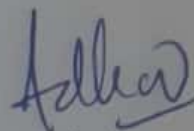
Progressive Education Society's
Modern Law College

Ganeshkhind, Pune

The following document is concerned with a consolidated list of outgoing students who have been placed during that particular year from 2016-2021.

Please find the list attached to this letter.




Principal

Year	Name of student placed	Program graduated from
2020-2021	Mr. Kumar Satyam	LL.B.
2020-2021	More Krishna Narayan	B.A.LL.B.
2020-2021	Pooja Agarwal	B.A.LL.B.
2020-2021	Mr. Gopal	LL.B.
2020-2021	Mr. Pravin Abasaheb Devadhe	LL.B.
2020-2021	Adv. Sachin Gogavale	B.A.LL.B.
2020-2021	Adv. Prasad Bhatewara	B.A.LL.B.
2020-2021	Adv. Apurva Narene	B.A.LL.B.
2020-2021	Adv. Kiran Gabale	LL.B.
2020-2021	Adv. Vijay Shinde	LL.B.
2020-2021	Adv. Sameer Mhaske	LL.B.
2020-2021	Bindiya Mehta	LL.B.
2019-2020	Shubham Thakur	B.A.LL.B.



Human Resource Department
09 February 2022

Kumar Satyam
B.P Mishra, Saket Vihar Mitramandal Colony,
Sector D, Patna 2, Patna Bihar - 800002

Dear Mr. Kumar Satyam,

We are pleased to extend you an offer of employment with **Zigram Data Technologies Private Limited** for the position of **Analyst** with an expected starting date of **14 February 2022**. This offer of employment, is not legally binding and is conditioned upon your acceptance of a formal Employment Agreement to be signed and entered into between yourself and the company.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- **Employment location:** Your current location of employment will be Gurgaon. The Company reserves the right to reassign your employment location at its reasonable discretion.
- **Working Hours** – The office functions five days a week from Monday to Friday, the timings between 9.30 AM to 6.30 PM. However, the actual working hours, which you may be required to work, will be agreed between your manager and you. You may be required to work additional hours as necessary for the effective performance of your role.
- **Remuneration** – The Total Annual Compensation for the financial year 21-22 has been calculated at INR **2,80,000** (Rupees Two Lakhs Eighty Thousand Only), subject to pro rata, applicable terms, and conditions of the company. The above calculation includes the Total Fixed Cost to the Company, which will be INR **2,40,000** (Rupees Two Lakhs Forty Thousand Only) prorated to the date of joining. Please find attached the detailed salary structure in Annexure A
- **Retention Bonus** – A retention bonus of INR **40,000** (Rupees Forty Thousand Only) will be paid to you on completion of 12 months of continuous employment with the organization, and is considered a component of the Total Annual Compensation.
- **Annual Bonus** - In addition to your annual compensation as stated above, you may also be eligible to participate in the Company's bonus distributions as per the company policy. You may

be entitled for a bonus in the year ending March 31, 2023 and the same shall be computed from the date of your joining the company within the relevant financial year.

- **Probation Period** – You will be on probation for an initial period of 6 months from the date of your joining the company.

This offer of employment, is contingent on successful completion of the reference & document verification. The company reserves the right to revoke the offer and your appointment thereafter at any time, if there is any discrepancy found during the antecedent and/or background check conducted by the company or its affiliates.

You are requested to acknowledge receipt of this offer letter and confirm your joining date with a copy of your resignation letter within 3 business days. If you have any query, please free to contact us at deeparchi.sharma@zigram.tech.

We are excited about you joining us and becoming part of the ZIGRAM team.

For **Zigram Data Technologies Private Limited**

Authorized Signatory



Abhishek Bali

CEO

09 February 2022

I agree and accept employment with the Company on the basis of the terms and conditions mentioned in this Offer of Employment, which have been read and understood by me.

Name: Kumar Satyam

Signature

Annexure A:

Particulars	Monthly (INR)	Annual (INR)
Basic	15,250	1,83,000
HRA	-	-
Special Allowance	2,123	25,471
Statutory bonus	827	9,929
Gross Salary		2,18,400
P.F (Employer's Contribution)	1,800	21,600
Total Fixed Cost to Company		2,40,000
Retention Bonus		40,000
Fixed Compensation		2,80,000

Note:

- TDS Deduction will be as per Income Tax Act.
- Total Fixed Cost to the Company will be prorated in proportion to the date of joining
- Retention bonus will be paid to you on completion of 12 months of continuous employment with the organization.
- EPF will be deducted as per the applicability of Employees' Provident Funds & Miscellaneous Provisions Act, 1952.

BAR COUNCIL

of Maharashtra & Goa



We, the Chairman, Vice Chairman and Members of the Bar Council of Maharashtra

& Goa Certify that the name of *Kulkarni Padmanabh Nandkumar*

is entered on the *Eleventh* day of *October 2021* in the Roll

of Advocates maintained by the Bar Council of Maharashtra & Goa under the provisions of section 17 of the Advocates Act, 1961 (Act No. 25 of 1961) as a person admitted to be an Advocate on the Roll of this Bar Council

In Testimony whereof this certificate is granted to him at Bombay on the *Eleventh* day of the month of *October* in the year *Two Thousand Twenty One* under

the seal of the said Bar Council and the signature of the said Chairman



Gajanan B. Chavan
Chairman

(1) अशोकदादासाहेब राजेशिके.
(2) प्रकाश नवलोजी राजेशिके.

To,

More Krishna Narayan

Add:- Sampada Apartment,

Narayan peth, Pune

Sub: Appointment as **Junior Advocate**

Dear Krishna,

On the basis of your interview we are delighted to inform you that you have been selected for the applied post of Junior Advocateat Durge Advocates and Associates.

Further, as informed, your appointment as a Junior Advocate will be on a probation period of 3 (three) months from the date of your joining or for a period as may be extended by the firm in its sole discretion and stipend / compensation for the same will be 15,000/- per month. Thereafter, the compensation is subject to revision purely based on your performance. Please note that Durge Advocates and Associates reserves the right to terminate your association during the training / probation period without cause, whereas you would be required to provide notice at least 2 weeks prior to leaving or terminating your association with Durge Advocates and Associates at anytime during the training period.

Working Days are Monday to Saturday and the reporting time is 10:00 A.M.

Looking forward to having you contribute to our firm and its practices. Please feel free to get in touch with us for any clarification.



Adv. Pushkar Durge

(Durge Advocates and Associates)

APPOINTMENT LETTER

June 21, 2021

Pooja Agarwal
166, Jaihind Chowk,
Ghorpadi Gaon, Pune
City, Pune
Maharashtra-411001

Dear Pooja,

In reference to the resume submitted by you and the subsequent interviews, you had with us, on behalf of Legasis Services Private Limited I take this opportunity to extend to you a very warm welcome.

Legasis Services Private Limited (“**Legasis**”) is pleased to appoint you as an “**Associate-IP**” in “**IPR Team**” effective from **June 21, 2021** on Retainer Basis on the broad terms and conditions as mentioned herein and subject to adherence to other terms, conditions and policies of Legasis as may be in force from time to time. This Appointment Letter entirely replaces and supersedes all previous statements, representations, terms and conditions, warranties, guarantees, proposals, communications, and understandings whenever given, contracts and arrangements, whether written or oral, between you and Legasis and/or its affiliates or subsidiaries either in India or elsewhere in the world.

I. JOB TITLE / DESIGNATION

- i. You shall perform assignments as may be assigned by Legasis from time to time, and more specifically as mentioned by Legasis. Based on the organizational requirements, Legasis will call upon you to perform other roles and assignments and be part of other functional teams.
- ii. Legasis shall employ you in the position of “**Associate**”. You undertake that you will perform your duties in a diligent, prudent and skilful manner. You agree and accept that your duties and responsibilities may be adapted, for Legasis, in accordance with the needs of Legasis, after taking into consideration your skills and qualifications.

II. DATE OF JOINING AND DURATION

- i. Your date of joining with Legasis shall be **June 21, 2021**. Your Retainership will continue unless terminated in accordance with the terms and conditions of this Appointment Letter.

III. PROBATION

- i. You will be under probation for first 6 (six) months from the date of joining which may be extended depending upon your performance during the probation period solely at the discretion of Legasis.
- ii. At the end of the probation period or the extended probation period, as the case may be, your Retainership with Legasis will be confirmed, provided the services have been found satisfactory.

IV. LOCATION

- i. You will perform your duties primarily at **Pune**. As a consequence of assignments or training, you may be required and hereby agree to perform duties at other premises of Legasis or at the premises of the clients of Legasis or such other locations as Legasis may direct. You agree to travel or relocate to such other location within India or overseas, as the case may be, on behalf of Legasis.
- ii. Legasis can transfer/depute you to any of its other offices, departments, divisions or offices of its affiliates, clients or associates, existing or in future, in India or abroad, at the sole discretion of Legasis. The remuneration payable on such transfer/deputation shall be fixed as per applicable policy from time to time.

V. POLICIES

- i. Legasis has various policies (“**Policies**”) which its Retainers / employees are required to follow. The Policies form a part of this Appointment Letter and shall be read along with this Appointment Letter. You covenant to abide by the Policies throughout the duration of your Retainership with Legasis. Legasis may enforce additional policies from time to time which, when so enforced by Legasis, will become a part of this Appointment Letter.
- ii. You shall comply with all rules or codes of conduct in force from time to time required by any regulatory/statutory body in relation to the business of Legasis.

VI. REMUNERATION

- i. The remuneration payable by Legasis to you shall be in accordance with the amounts specified in **Schedule A** annexed hereto, which shall form an integral part of this Appointment Letter.
- ii. Your Remuneration and benefits may be periodically reviewed from time to time as per the policy of Legasis and revised at the discretion of Legasis at any time during the course of your Retainership in accordance with applicable Company policy and applicable law.

VII. BUSINESS EXPENSES

- i. Legasis will on a monthly basis, reimburse you for all reasonable and necessary out-of-pocket expenses, including travel expenses, actually incurred by you and approved by Legasis. The reimbursable expenses shall relate to the activities of Legasis only which you were expressly authorized to undertake. Payment shall be made to your bank account located in India as mentioned in Policy.
- ii. All expenses shall be reimbursed upon submission of documented proof of payment. All travel and lodging shall be booked through Legasis's facilities and shall be in accordance with Legasis's practices. Legasis has policies and procedures in relation to the reimbursement of such expenses that may be revised from time to time and the reimbursement shall be subject to the same having been incurred and accounted for in accordance with the said policies and procedures in effect. Legasis reserves the right to correct any adverse expense balance by making the necessary deductions from any amounts due to you from Legasis.
- iii. Legasis will provide a laptop/computer to be used for Legasis purpose only as per Legasis policy and job requirement. Legasis will support the cost of the internet connection, at your home if needed for the accomplishment of the job.

VIII. TAXES, WITHHOLDINGS AND OTHER DEDUCTIONS

- i. Legasis shall report to the appropriate tax authorities in India, all payments made to you and shall make requisite deductions under the Indian tax laws, in respect of payments made to you. You shall be responsible and liable to pay all taxes including, but not limited to, Central, State or local taxes, as applicable.

IX. MEDICAL INSURANCE

- i. You are entitled to avail the benefits of a Medical, Accident and Term life insurance policy. Please contact Human Resource Team for the same.

X. WORKING HOURS AND ADDITIONAL DUTIES

- i. You shall perform your duties and responsibilities within the normal working hours as applicable within Legasis which are 9:30 am to 7:00 pm. You accept that the proper performance of your responsibilities may require you to work outside and in addition to the normal work time schedule and you acknowledge that, being entrusted with a position of confidence, the remuneration as stipulated hereinabove of this Appointment Letter includes due and proper compensation for such additional work.
- ii. You agree and acknowledge that the working hours, the internal organization and other working conditions may be adapted in accordance with the operational needs of Legasis at the discretion of Legasis, provided such modifications are in accordance with law.

XI. LEAVES

- i. You will be entitled to 27 (twenty-seven) days paid leave on an annual basis. Upon termination of Retainership any excess leaves that has been used but not yet earned shall be deducted by Legasis from your final severance pay and the remaining leaves will get Lapse.
- ii. For the purposes of this Clause XI of this Appointment Letter, year shall mean a financial year. Provisions regarding leaves, vacation, carry forward of the unavailed leave etc. will be as per Legasis policy.

XII. NON – COMPETITION AND NON – SOLICITATION

- i. You undertake not to compete, directly or indirectly, with the business, products or services of Legasis and/or its related or affiliated entities elsewhere in the world, during your Retainership with Legasis. You also undertake during your Retainership with Legasis and for a period of 12 months after the termination of your Retainership with Legasis not to, directly or indirectly, either as an individual, consultant, agent, principal, partner, corporate officer, director, shareholder, member, investor or in any other individual or representative capacity:

- a. enter into, participate or engage in any business that competes with, in any manner whatsoever, the business, products or services of Legasis and/or its related or affiliated entities where Legasis conducts its business;
 - b. promote, consult for, or assist, financially, technically or otherwise, any individual or entity in any business that competes with, in any manner whatsoever, the business, products or services of Legasis and/or its related or affiliated entities where Legasis conducts its business;
 - c. solicit, aid, entice or induce Legasis's and/or its related or affiliated entities' customers and clients and potential customers and clients, including any of Legasis's customers with whom you may have had personal contact or dealings during the term of your Retainership, in competition with Legasis and/or its related or affiliated entities where Legasis conducts its business; and
 - d. solicit, employ, assist in employing, aid or induce the resignation of any retainer, employee, officer or agent of Legasis and/or its related or affiliated entities, or of any person who has been an employee, retainer, officer, or agent of Legasis and/or its related or affiliated entities, with whom you may have had any personal contact or dealings during the twelve (12) month period prior to the termination of your Retainership with Legasis.
- ii. You hereby acknowledge that the restrictions contained in this Clause XII and elsewhere in this Appointment Letter are considered reasonable in all the circumstances and the scope of which appears to be no greater than necessary for the protection of Legasis's interests. Each of the restrictions in the clauses above are intended to be separate and severable and in the event that any such restrictions shall be held to be void or ineffective for whatever reason but would be held to be valid and effective if part of the wording or range of services or products were reduced in scope or deleted, the said restrictions shall apply with such modifications as may be necessary to make them valid and effective.

XIII. INTELLECTUAL PROPERTY RIGHTS

- i. All intellectual property rights, in India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957, as amended from time to time), invention, design, discovery, ideas, techniques, methods, processes, uses, products, services, forms, formats and improvements made to any of the above, or in any other matter including but not limited to designs conceived, created, made fully or in part (whether or not during regular office/business hours and whether alone or

- ii. in conjunction with others) by you, during the period of Retainership with Legasis, shall on such conception, creation or making stand automatically vested in and be the sole and exclusive property of Legasis. You hereby assign and transfer all right, title and interest in all work and all related patents, copyrights and trademarks, trade secrets and other proprietary rights therein to Legasis. You also explicitly waive all moral rights in your contribution to the business of Legasis.
- iii. You undertake to execute and register any necessary documents, and do whatever else may be necessary as may be determined by Legasis in its discretion, at the cost of Legasis, even after your Retainership with Legasis has ended, to further confirm the above stated ownership rights in favor of Legasis. You hereby authorize Legasis as your power of attorney holder to execute any documents on your behalf for this purpose.

XIV. CONFIDENTIALITY

- i. You shall be bound by, the terms and conditions of the Non-Disclosure Agreement that you have signed at the time of joining.

XV. REMEDIES FOR BREACH

- i. In the event of a breach or apprehended breach of the terms of this Appointment Letter, Legasis shall be entitled to an injunction restraining you from the breach/apprehended breach. The right to secure an injunction is not the exclusive remedy available to Legasis and Legasis may pursue any other remedies it has against you for a breach or threatened breach of this Appointment Letter either under this Appointment Letter or under law.
- ii. You acknowledge the fact that any breach by you of any of the terms of this Appointment Letter would cause Legasis to suffer a grave loss and would prejudicially affect the business and interests of Legasis. During the term of your Retainership with Legasis or subsequent to the severance of, resignation from or termination of Retainership with Legasis, in the event Legasis incurs or suffers or is put to any costs, losses, damages or liabilities whatsoever from any party whomsoever, as a result of your breach of the undertakings/covenants contained herein, you shall fully indemnify and keep indemnified Legasis for such costs, losses, damages and liabilities whatsoever they may be, without any demur or protest. You understand and agree that Legasis shall be the deciding authority for determining such costs, losses, damages and liabilities. You recognize and agree that in the event of such a breach and/or apprehended breach, Legasis shall be entitled to recover from you and you shall be bound and liable to make good to Legasis, all the losses, damages, costs, charges and expenses, including attorneys' fees and court costs incurred by Legasis for the purpose of and/or in connection with any civil

and/or criminal proceedings initiated and/or proposed to be initiated by Legasis on account of such breach or apprehended breach. You agree that Legasis shall be entitled to set off, at its sole discretion, the whole or any part of such amount against any amounts due to you and/or entitlements of you on account of your Retainership with Legasis. This remedy shall be in addition to other remedies available to Legasis under law.

XVI. TERMINATION

- i. Either Party can terminate this Agreement by giving two months' written notice or payment of Remuneration in lieu of the notice period.
- ii. Your Retainership may be terminated forthwith by written notice by Legasis, on the basis of medical advice it deems acceptable, that you have become physically or mentally disabled or incapacitated to such an extent that you are unable to perform your duties.
- iii. Legasis may terminate your Retainership with immediate effect if Legasis finds your performance unsatisfactory or if, in the opinion of Legasis, you are negligent, irregular, or inefficient in the discharge of your duties.
- iv. Notwithstanding anything to the contrary contained in this Appointment Letter Legasis shall be entitled to forthwith terminate the your Retainership with Legasis without any notice or payment of any kind whatsoever in lieu of notice or otherwise if:
 - a. You are in breach of any of the terms or conditions of this Appointment Letter;
 - b. You are connected or involved in any criminal activities, any offence involving moral turpitude or any other activities prejudicial to the interest of Legasis;
 - c. You are found guilty, in the sole discretion of Legasis, of an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct in accordance with the policy of Legasis as applicable to you or neglect of duty or incompetence in the discharge of duty or if Legasis loses faith or confidence in you;
 - d. any declaration given or information furnished by you is found to be false or if you are found to have willfully suppressed any material information;
- v. You may terminate this Appointment Letter by giving two months' prior notice in writing. You agree that you will serve the required notice period in accordance with the terms of this Appointment Letter, unless Legasis waive' s the said notice period in writing, and that the terms and conditions of Retainership including the terms and

conditions of Appointment Letter shall be binding on you until the expiry of the agreed notice period. In the event of breach or attempted breach by you of the obligation to serve the notice period, you agree that Legasis shall be entitled to specifically enforce the applicable notice period against you and will be entitled to obtain an injunction to prevent you from joining any other Retainership prior to the expiry of the agreed notice period. In the alternative, Legasis, in its sole discretion, may elect to recover from you the payment in lieu of the said notice period upon you failing to perform your obligations.

- vi. You shall, after the serving of a notice, fully co-operate with Legasis and in every manner assist Legasis in ensuring a smooth transition of your activities

XVII. CONSEQUENCES OF TERMINATION

- i. On termination, you shall handover/transfer, to the satisfaction of Legasis, your responsibilities and knowledge regarding the business and affairs of Legasis to a responsible person nominated by Legasis.
- ii. On termination of Retainership, you will return to Legasis:
 - a. All property belonging to Legasis such as laptop, data-card etc. with details of any passwords; and
 - b. All Legasis documents (including documents in electronic form) of whatever description and all Confidential Information (as defined in the Non Disclosure Agreement) of Legasis in your possession or control, together with any copies or extracts of the same and confirm in writing that you have so returned the documents and the Confidential Information.
- iii. In addition to the above, you shall immediately repay all outstanding debts and loans due to Legasis and Legasis is hereby authorized, to deduct from any monies due to you a sum in repayment of all or any part of any such debt or loans.

XVIII. WARRANTY

- i. You represent and warrant to Legasis that, this Appointment Letter is valid and binding upon you and the execution of this Appointment Letter and the performance of your obligations hereunder does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding which you were a party (including, without limitation, any other Retainership agreement).
- ii. You warrant that you will not bring onto the premises of Legasis or use in the performance of your obligations under this Appointment Letter, any proprietary or

confidential information or property belonging to any prior employer or any other person unless consented to in writing by that prior employer or person.

XIX. GOVERNING LAW AND JURISDICTION

- i. This Appointment Letter shall be governed by, and construed in accordance with the laws of India and the courts of Pune shall have the jurisdiction, to the exclusion of any other courts that may have jurisdiction, to decide any disputes that may arise hereunder.

XX. MISCELLANEOUS

- i. You agree that you have read and understood each and every provision of this Appointment Letter and each and every provision of the Policies and procedures of Legasis and that in consideration of Legasis offering you Retainership with Legasis, you voluntarily and unconditionally agree to strictly abide by its terms and conditions as contained in this Appointment Letter and the Policies.

XXI. AMENDMENT

- i. No amendment of this Appointment Letter shall have effect unless reduced to in writing and executed by an authorized signatory of Legasis.

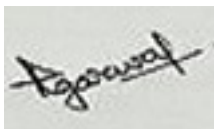
XXII. ASSIGNMENT

- i. This Appointment Letter is personal to you and you may not assign or delegate any rights or obligations hereunder.

You are required to sign a copy of this Appointment Letter in acceptance of the terms mentioned above and in the Schedule A.

We look forward to a long and enduring relationship with you.

Yours sincerely,
For Legasis Services Private Limited



(Authorized Signatory)
Agreed, understood and accepted:
Pooja Agarwal

Date: June 21, 2021

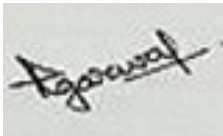
SCHEDULE A

REMUNERATION

1. **Fixed Component:**
2. As discussed and agreed, you will be paid a fixed annual retainership fee of Rs. 4,00,000/- (Rupees Five Lakh and Forty Thousand Per Annum) in equal monthly installment of Rs. 33,333/- (Rupees Thirty-Three Thousand, Three Hundred and Thirty- Three per month) against invoice to be raised by you on Legasis at the end of the month for which such fee is due. In addition to the aforesaid remuneration, you will be paid Annual Variable Pay i.e. 10% based upon your Target which has to be achieved through your defined KRAs in the FY 2021-22.
3. **Reimbursement:** You will be reimbursed the actual expenses, if any, incurred in performance of your duties against supporting vouchers and invoices.
4. All payments to be made to you by Legasis shall be subject to deduction of tax as applicable.

Yours sincerely,
For Legasis Services Private Limited

(Authorized Signatory)



Agreed, understood and accepted:
Pooja Agarwal

Date: June 21, 2021



Transfer Pricing | Conditional offer

Strictly Private & Confidential

Jeddah, KSA

1 February 2022

Dear Mr. Gopal,

We are pleased to confirm our conditional offer of employment to you in Deloitte & Touche Chartered Accountants & Co. "The Firm", as a **Manager**, within our **Transfer Pricing** Business line in **Jeddah, KSA** subject to the following terms and conditions:

Monthly Remuneration

Type of contract	Limited
Basic salary	SAR 20,960
Housing allowance	SAR 5240
Transportation allowance	SAR 800
Total monthly salary	SAR 27,000

Additional benefits:

- The Firm will provide you with a visa in **Jeddah, KSA**.
- 22 working days leave per year, in addition to the local public holidays.
- Medical and individual life insurance coverage
- Annual economy class flight ticket to your home country
- Bonus - the Firm may, in its discretion, award you a bonus from time to time. The determination of any bonus shall be subject to certain criteria, which include the performance of the Firm and your performance. Notwithstanding the above, the Firm will offer you a joining bonus of **SAR12,000** (Twelve Thousand Saudi Riyals only) paid after the completion of your probation period with the Firm and according to the Firm's policies. In the event that your employment is terminated within our new joiner standard probation period, or if you resign within 12 months of commencing employment, the Firm reserves the right to request the full reimbursement of the joining bonus.

Relocation assistance

- Up to two weeks accommodation upon your arrival in lieu of your housing allowance
- A one-way economy class flight ticket from India to KSA
- A settling-in allowance equivalent to one month of your basic salary.

Conditions of the offer

- Obtaining a copy of your credentials (educational and professional certificates)
- Completion of a satisfactory background check
- Completion of a satisfactory reference check on your current and previous employment(s)
- The issuance or transfer of visa in Jeddah, KSA if applicable.

Please be aware that this conditional letter does not constitute a guarantee of employment with the Firm. Assuming the Firm receives favorable results and your written acceptance, we will extend a formal offer of employment to you.

We hope that the conditions outlined above will be readily satisfied and we look forward to welcoming you to our Firm. Please feel free to contact us in the interim should you have any questions.

This offer is open for acceptance immediately and is valid for two working days from the date of issuance.

You will appreciate the private and confidential nature of this letter. The above arrangement is predicated on the understanding that you will not disclose it to any third parties.

Sincerely,

Deloitte & Touche Chartered Accountants & Co.

Regional HR Team

DHUMAL R.S.
Advocate



Off :- 1204/14, 2nd floor,
Yashodhan house, Off Gajanan
Maharaj Math, Purandre marg,
Shivajinagar, Pune- 411004.
Mob. No :- 9922672977,
7620285347.

Email Id :- ravindra16dhimal@gmail.com

Date :- 06/08/2021

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Pravin Abasaheb Devadhe, Roll No. 73, a student of L.L.B. 3 year of modern Law College, Pune** has attended and observed the Civil and Criminal case proceedings with me in Pune District & Sessions Court from **1st June 2018 to 31st July 2021**. And also now he is visiting my office and observed the legal work day to day. He is also visiting my office and observed and learned client interview techniques regarding Civil and Criminal matters.

During the period of his internship programmed with me, he was found punctual, hardworking and inquisitive.

I wish his all the best for his future endeavors.

Pune

Date : 06/08/2021

Yours faithfully
(Adv. R.S. Dhimal)

श्री. रविंद्र शांताराध धुमाल
B.Com., LL.B., M.L.L. & LW
राज्य-पुणे



Raju Parshuram Kesharkar Advocate

Mob.: 9890 65 38 72
advrpkesarkar@gmail.com

Court Offi. : B 29, Lawyers Chambers, Shivajinagar -
Court Compound, Shivajingar, Pune - 411 005.
Office Add.: Flat No. 3, A-92, 1st Floor, Rajaram Appt.,
Tingare Nagar, Vishrantwadi, Pune - 411 015.

RPK/2021/07

To,
The Principal,
Modern Law College
Ganeshkhind Pune 16

Sub: Appointment of Modern Law College students as Junior Advocates.

Respected Madam,

I, Adv. Raju Kesharkar Practising at District and Session Court Pune would like to bring to your notice about the appointment of your college Alumni as junior advocates at Kesharkar & Co. law firm. These candidates are appointed on three month probation period, on successful completion of probation period, the remuneration will be discussed. Following is the list of appointed candidates

Sr.No	Name of Candidate	Course (LLB / BALLB)
1	Adv. Sachin Gogavale	BALLB
2	Adv. Prasad Bhatewara	BALLB
3	Adv. Apurva Narene	BALLB



ऑ. शलवाऑनगर ऑर्ट,
ऑंऑर नं. बी-२९, शलवाऑनगर,
ऑर्ट ऑषाड, ऑुण-१५.
ऑोन : ०२०-२५५३९७७८

ऑड. राजू परशुराम केशरकर
बी.ऑॉम.एल.एल.बी. ऑडऑऑऑऑ
MAU/1107/1993 23/07/1993
ऑी ११०/२/२, जगराम ऑॉऑऑऑ,
शॉऑ नं. ५, ऑानोरी रोड, वलश्रॉतवाडी, ऑुण-१५.
ऑो. ९८९०६५३८७२



Raju Parshuram Kesharkar Advocate

Mob.: 9890 65 38 72
advrpkesarkar@gmail.com

Court Offi. : B 29, Lawyers Chambers, Shivajinagar -
Court Compound, Shivajinagar, Pune - 411 005.
Office Add.: Flat No. 3, A-92, 1st Floor, Rajaram Appt.,
Tingare Nagar, Vishrantwadi, Pune - 411 015.

RPK / 2021 / 07

To,

The Principal,

Modern Law College

Ganeshkhind Pune 16

Sub: Appointment of Modern Law College students as Junior Advocates.

Respected Madam,

I, Adv. Raju Kesharkar Practising at District and Session Court Pune would like to bring to your notice about the appointment of your college Alumni as junior advocates at Kesharkar & Co. law firm. These candidates are appointed on three month probation period, on successful completion of probation period, the remuneration will be discussed. Following is the list of appointed candidates

Sr.No	Name of Candidate	Course (LLB / BALLB)
1	Adv. Kiran Gabale	LLB
2	Adv. Vijay Shinde	LLB
3	Adv. Sameer Mhaske	LLB



ऑ. शिवजीनगर कोर्ट,
प्लॉट नं. बी-२९, शिवजीनगर,
कोर्ट कंपाउंड, पुणे-४
फोन : ०२०-२५५३९७७८

ऑ. राजू परशुराम केशरक
वी.कॉम.एल.एल.बी. ऑडिओकोट
MAH/1107/1993 23/07/1993
ऑ. ११०/२/२, जगराम कॉम्प्लेक्स,
शॉप नं. ५, धानोरी रोड, विश्रान्तवाडी, पुणे-१५.
मो. ९८९०६५३८७२



NCA Assessment Report

Applicant Information

Applicant Name: Maneet Giri

File Number: 20221124

Status of Documents: We have received all relevant and necessary documents directly from the issuing institution.

Pre-Law Education

Bachelor in Business Administration - Ch.Charan Singh University, India (2009-2012)

Legal Academic Credentials

Legal System:	India - Common Law
Institution:	University Of Pune - LL.B.
Language of Instruction:	English
Years of Attendance:	2018 - 2021
Number of years to complete degree:	3 year(s)
Standard length of program:	3 year(s)
Recognition of the Program:	Bar Council of India approved law school

Legal Professional Credentials

Licensure	None
Professional Experience	N/A
Other Experience	Manager, India (Oct 2017-present) Data Analyst, India (Dec 2014 - Oct 2017) Tech Consultant, India (Feb - Dec 2014)

Applicant Name: Maneet Giri

File Number: 20221124

Core subject competency review: includes all Legal degrees, licensure courses/exams and legal experience)

NCA Core Subjects	Similar to NCA Syllabus	Comments
Canadian Administrative Law	☐	Competence not demonstrated
Canadian Constitutional Law	☐	Competence not demonstrated
Canadian Criminal Law	☐	Competence not demonstrated
Canadian Professional Responsibility	☐	Competence not demonstrated
Foundations of Canadian Law	☐	Competence not demonstrated
Contracts	☒	
Torts	☒	
Property	☒	

Language Assessment

Requirement Met?	☒	
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Summary:

All internationally-trained lawyers are required to demonstrate knowledge of Canadian Administrative Law; Canadian Constitutional Law; Canadian Criminal Law; Canadian Professional Responsibility; and Foundations of Canadian Law. These areas of the law have a unique and particular development in our jurisdiction.

In order to be awarded a Certificate of Qualification, you are required to demonstrate competence in the following subject areas:

1. Canadian Administrative Law
2. Canadian Constitutional Law
3. Canadian Criminal Law
4. Canadian Professional Responsibility
5. Foundations of Canadian Law

You may demonstrate competence in one of three ways: (1) through the NCA's examinations; (2) by taking courses in these subjects in a Canadian Law school; or (3) a combination of (1) and (2). Please visit our website for more details on the options available for completing your assigned subjects:
<https://nca.legal/process/assigned-requirements/>.

The above requirements must be completed by January 2027.

Yours truly,



Lynn Villeneuve, LL.B.
Deputy Director, National Committee on Accreditation

p.p. Deborah Wolfe, P.Eng.
Executive Director, National Committee on Accreditation and Law School Programs

Date: January 24, 2022

January 22, 2022

MRS. Bindiya Mehta

Dear Bindiya,

Welcome to **Tech Mahindra Business Services Ltd.** We are pleased to offer you the position of **Customer Relations Advisor** in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in **PUNE** with **Uk-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **January 22, 2022** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on January 22, 2022
Time: 1:00 PM
Venue: 3 House- 1st Floor – NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For **Tech Mahindra Business Services Ltd**



Yuri Roy
Head-Talent Acquisition



Validate your offer letter on



Compensation and Benefits Plan

Name:-	Bindiya Mehta		
Designation:-	Customer Relations Advisor		
Salary Component	(Amount in INR P.M.)	(Amount in INR P.A.)	
Fixed Salary			
Basic	17500	210000	
Other Allowance	7692	92307	
House Rent Allowance	1750	21000	
Night Shift Allowance	1500	18000	
Statutory Bonus	1458	17493	
Sub Total (A)	29900	358800	
PF - Employer Contribution	2100	25200	@ 12% of Basic Salary
ESIC - Employer Contribution [3.25% of Sub Total (A)]	0	0	
Sub Total (B)	2100	25200	
Fixed CTC (A+B)	32000	384000	
# Performance Incentive @ 100% - (C)	3000	36000	During Probation, you will be paid 1500/-per month. (Refer Net Take Home table below)
Cost to Company (CTC) (A+B+C) @ 100%	35000	420000	
Annual Benefits	-		
Insurance (Medical, GPA & EDLI)	-	5997	
Total Cost (Salary + Benefits)	-	425997	

Performance Incentive :-

- Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.
- Performance incentive is not applicable during Probation.
- During Probation you will be paid a monthly training allowance of **Rs 1500/-**

Note:

- All payments are subject to appropriate taxation
- The salary structure & additional benefits are liable to change from time to time based on company policy

In addition to the above, there is a Retention Incentive which will vary from Rs. 0 to Rs. 20,000 pm. The current weighted average is Rs. 4,500 pm. This amount may increase / decrease or get discontinued as per company policy and business requirements.

Notes on Benefits

Insurance: Medical : Coverage :- For Self / Spouse & up to two dependent children, as per company policy
Sum Insured :- Amount - 1.50 Lacs
EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee
Sum Insured – 6.02 lacs for EDLI & 5 Lacs for GPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 – Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	27600	27600	27600	27600	27600
Training Allowance	1500	1500	1500	-	-
Performance Incentive	-	-	-	3000	3000
Total Salary	29100	29100	29100	30600	30600

* Note – From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

You will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the conversation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)

After the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that my salary fitment is as per the Company's policy.



Yuri Roy
Head-Talent Acquisition

Signature :
Applicant Name : Bindiya Mehta

Date: 01-Feb-2021

Employee Code - 27504

Strictly Confidential

Shubham Thakur
117/74 Uma Nagari,
Murarji Peth Pune Road Solapur,
Solapur- 413001

Dear **Shubham**

This has reference to your application and subsequent discussions. We are pleased to offer you the position of **“Executive Trainee Claims Legal”** at Bajaj Allianz General Insurance Company Limited. You are expected to apply yourself diligently during the training period and make full use of the learning opportunities being provided to you.

1. Training Period

The training period shall be for one year from **01-Feb-2021 to 01-Feb-2022** and the training period may be extended, at the sole discretion of the Company, on account of your nonperformance and the decision of the Company on your non performance shall be final and binding. You will be automatically deemed to be under extended training period provided you get a written communication on your confirmation. The Company may at anytime, at its sole discretion may, instead of extending the training period, terminate your training either during the training period or at the end of training period or during deemed extended training period, as the case may be. Upon confirmation of your training period and confirming you as confirmed onroll employee, your training period will be eligible to be included/counted for the legally eligible period for grant of gratuity under legal provisions.

2. Location

Your place of posting will be **Goa**. However, the Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your training are transferable at short notice, to any department or to any Office, Branch, division of this Company or you will be sent on deputation to any subsidiary Company/holding Company/group Company/ fellow subsidiary Company/group Company associate Company/affiliate entity of this Company or to any other incorporated Company/unincorporated entities, as per the discretion of this Company. In the event of your transfer/deputation, as the case may be, the terms and conditions of Training outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting/new company to which you are sent on deputation.

3. Stipend Package

(a) Your stipend package will be as detailed in Annexure A. The stipend package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

(b) If entitled, you shall become a member of Provident Fund and Trainees Pension Scheme and other applicable Trainee Welfare/ Benefit Schemes as presently applicable and as may be modified from time to time.

(c) If you were subscribing to the Trainees Provident Fund and Family Pension Scheme or Trainees Pension Scheme in your previous training, you shall furnish the full particulars such as your Account Number, family particulars etc. at the time of joining



4. Job Description

Although your normal work will consist of the duties assigned to you from time to time, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

5. Medical Fitness

Your appointment and continuation during training period is subject to your being found fit in the pre-training Medical Examination and in any Medical Examination during the course of your training period as may be prescribed by the Company.

6. Leave

(a) You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and as may be modified from time to time. However, even if there is sufficient leave balance to your credit, you cannot remain absent from duty/office [for the reason other than due to your sickness or similar urgency which is beyond your control] without prior sanction from competent authority. Further, any such unauthorized absence continuously for more than the specified number of days as per policy of the Company will be treated as "absconding/disappearing" in which case your services are liable to be terminated, at the option of the Company, by initially giving one notice to you after expiry of unauthorized absence for more than the specified number of days as per policy of the Company and thereafter, by giving a further notice, if need be, in which case your services will automatically stand terminated for absconding/disappearing at the expiry of the period mentioned in the above further notice. Provided further, the service of notice referred to hereinabove may be served by the Company at your email address available with the Company which will be deemed to be sufficient service of notice without any further need to send such notice by courier/registered post AD/speed post/certificate of posting etc.,

(b) Upon your retirement, voluntary resignation or termination simplicitor of your services by the Company, the accrued Earned Leaves will be encashed at the rate of Basic Salary for the number of Earned leaves to your credit. Provided however, if there are any acts, commissions and omissions on your part for which disciplinary action is pending or contemplated, then notwithstanding voluntary resignation or otherwise, encashment of Earned Leaves will depend upon the final outcome of such disciplinary proceedings pending/contemplated and or as per legal provisions. Explanation: For the purpose of this clause, the usage of one month's Basic salary shall mean "Fixed Basic Salary" as mentioned in Annexure A [under the head "Fixed Basic"] attached hereto. It is further clarified that the corresponding Basic Salary actually applicable at the time of retirement, voluntary resignation or termination simplicitor, as the case may be, shall apply.

7. Compliances

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of tax returns. The Company may withhold from any stipend or benefits payable to you, all Central, State, or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

8. Code of Conduct

You shall at all times during training period comply with the service regulations, Code of Conduct for the employees, etc. presently applicable and amended from time to time.

9. Retirement

The normal age of your retirement shall be 58 years and accordingly it is the condition of training that you will automatically retire on attaining the age of 58 years and no further notice whatsoever to you will be necessary in this regard. However the Company may, in its discretion require you to retire at any age after attaining the age of 50 years without assigning any reason whatsoever.



10. Other Terms and Conditions

- (a) During your training period, you will be subject to the service Rules regulations applicable from time to time.
- (b) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your training period.
- (c) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (d) You will not, during the continuance of your training period undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with us.
- (d) You shall not during the course of your training period engage, participate, whether directly or indirectly in any business competitive to the business of the Company.
- (e) You shall not do anything or cause to do anything, which shall bring dishonour and/or disrepute to the Company or engage in unlawful/immoral activities.
- (f) If at any time you involved in any legal / administrative / quasi- judicial proceeding(s) you shall immediately inform the Company the details thereof.
- (g) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (i) In compliance of various statutory provisions and to ensure the safety of its women trainees, Bajaj Allianz General Insurance Company Limited shall not require any of its women trainees to remain in the office and work beyond 7 PM. In the event a woman trainee needs to stay back after 7 PM on account of official work she has to inform the same to her reporting authority and obtain approval for the same and for any reason whatsoever such instances of staying back in office after 7 PM shall not be more than five times in a month.
- (j) It shall be the responsibility of the Branch Head/ Office Head to ensure that no women trainee stays back to work in the office after 7 PM without the approval from her reporting authority.

11. Termination:

(A) During Probation and after confirmation:

- (a) It is understood and agreed that during probation or after confirmation, this engagement/your services (i) may be terminated, at anytime, by either party without assigning any reasons by giving to the other party notice in writing of 30 days, in which case the termination shall take effect at the end of such notice period, and (ii) is/are liable to be terminated by either party with immediate effect, at anytime, without assigning any reasons, by:
 - (1) Employee paying 30 days' Basic Salary, in lieu of 30 days' notice, to the Company, (2) Company paying to the employee an amount equivalent to 30 days' Gross Salary, in lieu of 30 days' notice.
- (b) In the event the termination of this engagement/your services with 30 days' notice is at the instance of the Employee:
 - (i) Who has not requested a specific date for relieving, [before expiry of 30 days' notice period required to be served as per this appointment letter] then the Company at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part by paying to the Employee, prorata Gross salary for the notice period/balance notice period waived. Acceptance of salary in lieu of notice period or for the balance notice period shall be deemed that the Employee has agreed to be relieved [upon resignation] on the date with effect from which the Company has waived the notice.
 - (ii) Who has requested a specific date for relieving, [before expiry of 30 days' notice period required to be served as per this appointment letter] then the Employee shall pay prorata Basic salary in lieu of balance notice period sought to be waived by the Company. Provided further that even if the employee has requested a specific date for relieving, the Company at its sole discretion reserves the right to relieve the Employee on any date before the



requested specific date by paying to the Employee, prorata Gross salary for the balance notice period till the specific date requested by employee. Acceptance of prorata Gross salary, in lieu of balance notice period till the specific date requested by employee shall be deemed that the Employee has agreed to be relieved [upon resignation] on the date with effect from which the Company has waived the notice.

For the purpose of sub-clauses (a) and (b), (1) the usage of 30 days' Gross salary or salary shall mean "Gross Salary" as mentioned in Annexure A [under the component "Total Fixed Pay "] attached hereto, and (2) the usage of 30 days' Basic salary shall mean "Fixed Basic Salary" as mentioned in Annexure A [under the head "Fixed Basic"] attached hereto. It is hereby clarified that the corresponding amounts actually applicable at the time of issuance of termination notice shall apply.

- (B) Notwithstanding what is stated in other clauses of this Appointment Letter, During Probation and After confirmation, at the sole discretion of the Company your services are liable to be terminated without any notice or without payment of any salary in lieu of notice, in the event of your involvement in any misconduct or misdemeanour or you are/have been convicted by any competent court of law for any criminal offence/s [which may or may not be directly connected with the business of the Company] and in such cases even if you submit resignation such resignation shall be deemed to have been automatically rejected upon issuing of show cause notice by the Company and the employee shall continue to be bound by the disciplinary proceedings initiated by issuing the show cause notice. Once the misconduct, misdemeanour or any criminal offence/s are brought to the notice of the employee by personal delivery or by RPAD or by speed post or by certificate of posting or by Email and the employee abruptly stop coming to work under alleged resignation not accepted by the Company, then such absence shall be treated as unauthorized absence coming under absconding definition with consequences, which is without prejudice to taking disciplinary proceedings. In this regard it is clarified that any acts of Sexual Harassment as per provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 or any amendments/new legislation shall be treated as a Misconduct attracting the suitable disciplinary action.
- (C) Upon the termination of your employment/engagement, you shall return to the Company all documents and/or copies thereof and any other articles/properties belonging to the Company, including Identity Card, data card, Laptop etc., which may at the relevant time be in your possession. Failing to so return to the Company shall be treated as criminal breach of trust, attracting suitable criminal action by the Company.

12. Reservation of Rights

In the event of your leaving the service of the Company for any reason, you shall immediately repay all outstanding amounts due from you to the Company.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery of cash advances / loans advanced to you by the Company and which are outstanding against your name. Your obligation to repay the outstanding amounts will not cease till the time the outstanding dues have been paid back to the Company, even if you have been relieved from the service of the Company. In the event of your leaving the training period of the Company without settling amounts due from you to the Company or if the same are not recoverable, either in full or part, from the dues payable to you by the Company, the Company shall reserve the right to institute appropriate remedial proceedings to recover the outstanding amounts.

13. Confidential Information

(a) You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, training and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Company's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Company.



(b) You hereby agree that you will not, at any time during or after your training period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of, the Company. For the purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

(c) Any disclosure which has not been expressly authorised by the Company shall be called 'unauthorised disclosure' For the purpose of this paragraph; the term "Company" shall also include all affiliates of the Company.

(d) Unauthorised Disclosure and use of confidential information constitutes a serious misconduct & the Company shall be entitled to take appropriate disciplinary action against you including termination of service.

Disclosure and use of Confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction".

Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform the Company either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

14. Non-Solicitation

In consideration of the benefits and payments provided under this Appointment Letter read with further amendments/modifications, if any, and to protect the business, customers, workforce and other legitimate business interests of the Company, You hereby agree and undertake as under:

You shall not during your employment (including during any notice period or any garden leave, if applicable) or for one (1) year immediately following the date of termination or cessation of your employment with the Company, whether on your own behalf or in conjunction with or on behalf of any other person, company, business entity or other organisation (and whether as an employee, director, principal, agent, consultant or in any other capacity whatsoever) of whatsoever, directly or indirectly:-

- (a) (i) induce, or (ii) solicit, or (iii) entice, or (iv) procure, any person who is a Company Employee to leave the Company's employment, where that person is a Company Employee on the Employment Cessation Date; or be personally involved to a material extent in (i) accepting into employment or (ii) otherwise engaging or using the services of any person who is a Company Employee on the Employment Cessation Date.
- (b) (i) solicit, or (ii) assist in soliciting, or (iii) accept, or (iv) facilitate the acceptance of, or (v) deal with, in competition with the Company, the custom and/or business of any customer or prospective customer of the Company or (vi) or persuade any person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through Your efforts.

During the period of restriction under this provision, you must also not interfere with the relationship which the Company maintains with its customer or prospective customer.

15. Intellectual property

All Works developed by you during the course of your training with the Company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such works and those of any other derivative works, to the Company. You will promptly provide to the Company a complete written disclosure for each such work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works.



The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any stipend for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

16. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful acts, mala fide acts, negligence, negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your training on such count or the right of the Company to seek other remedies which the Company may have to make good the Loss, damage.

17. Severability

If any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.

18. Governing laws & Jurisdiction

The Laws of the Union of India shall govern this relationship. Any dispute arising out of this agreement shall be subject to exclusive jurisdiction of courts at Pune.

19. Relationship with Directors

You will declare your relationship ["relationship as defined in Section 2 (77) of The Companies Act 2013 or any amendments thereof, from time to time], in terms of Section 2 (77) of The Companies Act 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of becoming so.

20. Validity

In case you do not communicate your acceptance of the offer or do not join duties on **01-Feb-2021**, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing. Upon your joining duties this letter of offer shall be deemed to be your appointment letter.

21. Background Verification – Assurances & Undertakings

We are offering you the training in our Company as per the details mentioned in the appointment letter basing it on your assurances, undertaking and agreement that the education/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations and undertakings are true and correct. However, our Company reserves its right to examine, verify and investigate [on our own or through our agents/consultants/investigation team] the correctness, truth or veracity of the various documents submitted by you i.e. Education/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations and undertakings. Further, if at any time after your appointment our Company [upon verification, examining, investigation etc.] finds and comes to a conclusion that any one or all your assurances, undertaking, agreements, documents of educational/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations, assurances and undertakings are wrong, false, fraudulent, forged, or willful suppression of facts, willful wrong statements by you, your assertion of correctness of facts/statement though you do not believe them to be true and or not true, then our Company reserves the right to take appropriate disciplinary action as deemed fit."

21. Mode of serving notice

Any notice or other communication to be served upon you as per terms and conditions of this appointment letter may be sent by sending the letter in physical paper form or by way of email or other electronic modes of service and accordingly



any mode of service is sufficient service of notice or other communication upon you and no further confirmation of email or electronic communication is required.

22. Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.

We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team.

For Bajaj Allianz General Insurance Company Ltd.



Authorized Signatory

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this letter. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature : _____

Name : _____

Date : _____



ANNEXURE - A
TRAINING STIPEND SHEET

Employee Code 27504
 Name Shubham Thakur
 Position description Executive Trainee Claims
 Legal
 Date of Joining February 1, 2021
 Level & Grade Trainee
 Place of posting Goa

S No.	Components	Per month	Per annum
1	Fixed Basic	10000	120000
2	HRA	4000	48000
3	Provident fund	1800	21600
4	Personal Pay	15053	180631
5	Statutory Bonus	2000	24000
6	Gratuity	481	5769
7	**Cost to Company	33333	400000
8	Target Variable Pay *		110000

- A On confirmation , the compensation structure shall be revised as per norms applicable to employees in that grade.

*Variable pay amount is indicative and solely at management discretion.

You shall be eligible for payment of variable pay on successful completion of the training based on your performance subject to you being in the services of the company and not serving notice period at the time of disbursement.

** All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards

Basic pay and other components of pay] as mentioned in this Annexure.



Authorised Signatory

I accept

Signature of the Trainee

