



**SHRI KHANDERAI PRATISHTHAN'S  
DNYANSAGAR INSTITUTE OF MANAGEMENT & RESEARCH**

(Approved by AICTE, New Delhi, Recognized By Govt. of Maharashtra, Affiliated to S. P. Pune University)  
(AISHE Code : C - 41293, PUN Code - IMMP014030)



**STUDENTS PLACEMENT  
ORDER  
2020-2021**



📍 SKP Campus, Baner, Balewadi, Pune - 411 045 INDIA  
☎ 7767800401 - 10 ✉ director@dimr.edu.in 🌐 www.dimr.edu.in





2020-21



GENERAL  
INSURANCE

STRICTLY PRIVATE & CONFIDENTIAL

APPOINTMENT LETTER

Date: November 6, 2022  
SANKET A KATORE  
14  
siddivinayak apartment katraj  
Ahmadnagar

Dear SANKET,

With reference to our offer dated October 7, 2022 and your subsequent acceptance of the same, we are pleased to appoint you as **ASSOCIATE SALES MANAGER - PRIVATE BANK** in **IMPACT LEVEL IL-5**. Your date of joining is November 1, 2022. The following terms and conditions will be applicable to you:

**PLACE OF POSTING**

Your posting will be at **India>Uttar Pradesh>Lucknow>RGIC-UP - Lucknow-BO**

However, during employment with the Company and for business exigencies, you may be posted / transferred to any of the offices / projects / divisions / departments / units of the Company or any of the Group companies, associates or affiliates either existing or to be set up anywhere in India or abroad, with or without any additional remuneration and / or without assigning any reasons.

**2. SALARY & ALLOWANCES**

Your Annual Cost to Company (CTC) will be Rs. 250,000/- **Rupees Two Lac Fifty Thousand Only**, which will be inclusive of Basic Salary, Allowances and such other elements as may be applicable from time to time. Compensation and career progression shall be dependent on performance / conduct and in no case shall be construed to be a matter of right.

In addition to the above mentioned CTC, you will also be eligible for the performance based variable pay as per the Company policy.

Unless otherwise specified, any reimbursements, in the form of relocation expenses / notice pay or payment of sign-on bonus, will be fully recovered if your employment with the Company ceases as per the Undertaking issued. Any payment made, in the form of relocation expenses / notice pay or payment of sign-on bonus will be taxed as per income tax rules.

You will be governed at all times by the policies, procedures and rules of the Company related to the salary, allowances, benefits and perquisites which are specified in this appointment letter (including the annexure, if any) and / or otherwise. Further, the Company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

Your compensation review / increments and future prospects in the Company shall entirely depend on your performance and other relevant factors as Company may deem fit and in no case, they shall be automatic and / or a matter of right.

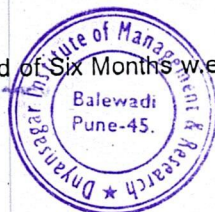
**3. PROVIDENT FUND SCHEME**


You shall become a member of the Provident Fund immediately on joining and as per the rules in force from time to time. The Company contribution under this scheme is fixed at 12% of your basic with a matching compulsory contribution from you. You will be required to submit necessary forms to the Human Resources Department upon your joining.

**4. PROBATION AND CONFIRMATION:**

During Probation:

You will be on probation initially for a period of Six Months w.e.f. the date of joining. Your probation may be extended by the



  
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company, at its discretion, based on your performance / conduct. Your services are deemed to be confirmed at the end of the probation period unless you receive intimation to the contrary. During the probation period, your services are liable for termination by giving notice of 30 days or payment in lieu thereof.

#### On Confirmation:

On satisfactory completion of the probation period and after your confirmation, except for the reasons mentioned in the appointment letter, both employer and employee agree to provide the other party with ninety (90) days prior notice of termination of service. The option of accepting or giving payment in lieu of notice period, or for any part thereof, shall be at the sole discretion of the Company.

For this purpose, the notice salary calculation shall be considered on fixed cost to company

#### 5. COMPENSATION PROGRESSION

Future increase in your compensation and future prospects in the company shall entirely depend on your performance, efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors and the Company's performance. Such increase in no case shall be automatic and/or a matter of right.

Payment of any performance pay or any discretionary bonus/ Ex-gratia is not obligatory and shall be paid solely and exclusively at the option, choice and discretion of the Company which if any, will be strictly based on your performance for the specific period.

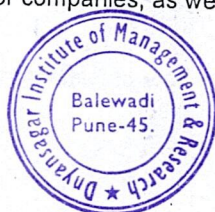
#### 6. MEDICAL FITNESS


Your appointment is subject to your declaration of medical fitness to perform the job assigned to you by the Company. The Company, as and when necessary, may require you to be medically examined by Company appointed medical practitioner at any time, during the period of your service. The Company reserves the right to initiate necessary actions, including termination of employment, in any of the following situations:

1. A false declaration of medical fitness by you.
2. Being found medically unfit to continue with the job, by a Company appointed medical practitioner. In such an event, you will be given 30 days time to regain your fitness, however, it will be on sole discretion of the company
3. Infectious diseases – in case you acquire any infectious diseases which are likely to be a risk to other employees.

#### 7. DUTIES AND RESPONSIBILITIES

1. The Company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people around you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
2. You will devote your entire time to the work of the Company and will not undertake any direct / indirect business or work, honorary or remuneratory except with the written permission of the Company in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
3. You shall not seek membership of any local or public bodies without first obtaining written permission from the Company.
4. You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our processes, technical know-how, security arrangements, administrative and / or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of your being our employee.
5. You shall keep confidential all the 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. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.
6. You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, 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 Latter's 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 favor or in favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof. You are specifically



  
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made aware that you will not be entitled to any compensation for such act of yours, and that any rewards which the Company may choose to bestow upon you will not create any proprietary rights in your favor.

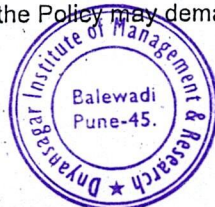
7. You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
8. 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.

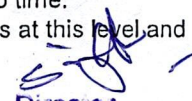
#### 8. TERMINATION OF PERMANENT SERVICE:

1. You will automatically retire from the service of the Company on attaining the superannuation age of 58 years.
2. If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 8 days from the commencement of such absence and provide explanation to the satisfaction of the Management for such absence.
3. Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency.
4. Your employment may be terminated forthwith by the Company without prior notice or any compensation in lieu thereof if, in the opinion of the company, you, at any time upon termination:
  - o Commit any serious or persistent breach of any of the provisions of this appointment letter or code of conduct
  - o do or cause to be done any act, deed, matter or thing otherwise than in the interest of the Company;
  - o are guilty of any misconduct or neglect in the discharge of your duties or misuse the authority assigned as part of the role.
  - o fail to or neglect in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company;
  - o become bankrupt or make any arrangement or composition with your creditors;
  - o become of unsound mind;
  - o Are convicted of any criminal offense;
  - o become incapacitated or prevented by illness, accident or any other circumstance from discharging in full your duties.
  - o do not perform persistently in accordance with the performance targets set by the Company duly specified to you time to time.
5. The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and provident fund balance and to adjust and deduct there from, any or all amounts due or recoverable from or payable by you to the Company.

#### GENERAL

1. You may be selected and sponsored by the Company for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and / or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be borne by the Company subject to agreements to be drawn up and signed by the Company and you specifying minimum number of years you will serve the Company after such training and providing for payment of liquidated damages by you to the Company proportionate to the years of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.
2. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.
3. Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.
4. You will intimate in writing to the Company any change of address within a week from change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served on you.
5. You will hand over the charge of Letter of Authority or Power of Attorney issued to you or any property / material of the Company in your possession at the time of cessation of your employment with the Company.
6. The present designation is subject to change depending upon work assignment from time to time.
7. You shall be required to sign and abide by the rules and regulations which the Company has at this level and shall undertake to sign such declarations that the Policy may demand from time to time.



  
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8. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. During this entire period of such suspension you will be paid a suspension allowance at the rate 50 % of your current salary (Base Pay + Choice Pay). If, however, the enquiry officer records that the said enquiry is being delayed due to any act, deed or conduct on your part, the said suspension allowance will be reduced to 30% of your current salary (Base Pay + Choice Pay). The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise. .
9. You are being appointed by the company on the basis of information furnished and representation made by you. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and condition of employment or the company code of conduct, the company will be have right to terminate your services at any time without notice.
10. You will be required to submit necessary certificates in support of your educational/ professional qualification, experience and other testimonials at the time of Joining. The Relieving letter from your previous employer needs to be submitted within 60 (Sixty) days of your Joining the services of the Company.
11. This Appointment / employment is subject to:
  - o your submission of all mandatory documents
  - o clearance of background verification conducted by the company or any other external agency is authorized to conduct the same.
  - o completion of Mandatory trainings assigned to you, within stipulated time from your Date of Joining or as mentioned, the company reserves the rights to take strict action against you which may include keeping your salary hold till completion of the mandatory requirements.

Any / all disputes arising between you and the Company during the course of or after your employment with the Company shall be subject to exclusive jurisdiction of the courts in Mumbai.

Acceptance letter and all future correspondence should be addressed confidentially to:

**Mr. Mahesh Tirlotkar**  
Reliance General Insurance Co.Ltd, 6th Floor, Oberoi Commerz - 1,  
International Business Park, Oberoi Garden City, Off.  
Western Express Highway, Goregaon (E), Mumbai - 400063

Please note that your terms of employment (including the remuneration) should be treated in strict confidence.



  
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### ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions mentioned in the Appointment letter dated November 1, 2022 and hereby signify my acceptance of the same.


SIGNATURE:

DATE:

NAME: SANKET A KATORE

(This letter of appointment shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.)



  
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Wisteria Real Vision  
Pvt. Ltd.

# Wisteria Real Vision Pvt. Ltd.

Date: 02<sup>nd</sup> January 2021

To,  
Ms. Harshada Tikhe

Subject: Job Offer Letter as "Relationship Manager"

Dear Ms. Harshada Tikhe,

With reference to our discussion, we are delighted to offer you the position of "Relationship Manager" in our organization. When you join our organization you will become part of a fast paced and dedicated team that works together to provide our associates with the highest possible level of services and advice.

We are confident that, you will find this new opportunity challenging and rewarding.

**Job Offer Details:**

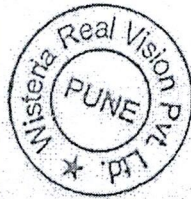
Joining Date	02 <sup>nd</sup> January 2021
Location	Pune
Gross Salary	Rs. 3,30,000/- per annum (Inclusive of Conveyance)
Working Days	6 days a week as decided by the organization
Probation Period	3 Months (Extendable in case of Non-Performance)

A detailed appointment letter will be issued after successful completion of probation period.

We look forward to the opportunity of working with you in an atmosphere that is successful, mutually challenging and rewarding.

With Best Regards

*Arshana*  
Authorized Signatory



*Received  
2nd Jan 2021  
Harshada*



*[Signature]*  
Director  
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Research  
Balewadi, Pune-411045

Wisteria Real Vision Pvt. Ltd. Wing-A, 4<sup>th</sup> Floor,  
Silver Space Commercial Building, Vishal Nagar, Pimple Nilakh, Pune - 411027.





DIMR Placement &lt;placement@dimr.edu.in&gt;

**Documents for offer letter**

1 message

**CHAITALI TAPARE** <chaitali.wisteria@gmail.com>  
To: nishapandey121314@gmail.com  
Cc: DIMR Placement <placement@dimr.edu.in>

Sun, Jan 3, 2021 at 4:03 PM

Dear Ms. Nisha,

On behalf of company, I feel pleased to inform that you have been selected as Relationship Manager for Wisteria Real Vision Pvt.Ltd.

Please furnish the soft copy of below documents to generate your offer letter. Carry 4 Passport size photograph at the time of joining.

Your date of joining is 6th Jan"2021 at Corporate office, Vishal Nagar, Pune.

- 1) PAN Card
- 2) AADHAR Card
- 3) Driving License
- 3) Qualification Docs

Regards,  
Chaitali  
Mob: 8600555617  
Email: chaitali.wisteria@gmail.com

**Save Paper - Save Trees !!**

Please print this email and/or attachments only if necessary



  
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DIMR Placement &lt;placement@dimr.edu.in&gt;

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**Documents for Offer Letter**

1 message

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**CHAITALI TAPARE** <chaitali.wisteria@gmail.com>  
To: mudassirmohammed571@gmail.com  
Cc: DIMR Placement <placement@dimr.edu.in>

Sat, Dec 5, 2020 at 2:31 PM

Dear Mr. Mohammed,

On behalf of company, I feel pleased to inform that you have been selected as Relationship Manager for Wisteria Real Vision Pvt.Ltd.

Plz furnish the soft copy of below documents to generate your offer letter. Carry 4 Passport size photograph at the time of joining.

Your date of joining is 1st Jan 2021 at 10am at Corporate office, Vishal Nagar, Pune.

- 1) PAN Card
- 2) AADHAR Card
- 3) Driving License
- 3) Qualification Docs

Regards,  
Chaitali  
Mob: 8600555617  
Email: chaitali.wisteria@gmail.com

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DIMR Placement &lt;placement@dimr.edu.in&gt;

## Documents for Offer Letter

1 message

CHAITALI TAPARE &lt;chaitali.wisteria@gmail.com&gt;

Sat, Dec 5, 2020 at 1:22 PM

To: neha05808@gmail.com

Cc: DIMR Placement &lt;placement@dimr.edu.in&gt;

Dear Ms. Neha,

On behalf of company, I feel pleased to inform that you have been selected as Relationship Manager for Wisteria Real Vision Pvt.Ltd.

Plz furnish the soft copy of below documents to generate your offer letter. Carry 4 Passport size photograph at the time of joining.

Your date of joining is 1st Jan 2021 at 10am at Corporate office, Vishal Nagar, Pune.

- 1) PAN Card
- 2) AADHAR Card
- 3) Driving License
- 3) Qualification Docs

Regards,  
Chaitali  
Mob: 8600555617  
Email: chaitali.wisteria@gmail.com

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Please print this email and/or attachments only if necessary



  
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# AUKPRO SOLUTIONS PRIVATE LIMITED

Registered Office: S.No - 125/5, Prime Square Properties Office No - 404A, Pimple Saudagar, Pune - 411017, Maharashtra  
CIN: U72900PN2017PTC173223

15 June 2021

Ms. Snehlata Kawhale  
Pune

## LETTER OF OFFER FOR INTERNSHIP

Dear Ms. Snehlata Kawhale

With reference to your application and subsequent interview you had with us, we are pleased to offer you a **internship of "Software Developer"** in our organization at an monthly stipend 10,000/- (Rupees Ten thousand only). And Internship duration will be 6 Months.

We would expect you to join as early as possible for the offer would stand withdrawn, unless a new date is agreed to, by us in writing. Your joining date is 1st July 2021

On the date of your joining, you may please bring along the following:

1. Aadhar Card
2. PAN Card
3. Copies of educational and experience.
4. Passport Size Photographs.

Your appointment will be subject to verification of references.

We welcome you to AukPro Solutions Private Ltd. Please sign the duplicate copy of this letter as a token of acceptance of the same.

Regards,  
Ramesh Kantekar  
Director  
Aukpro Solutions Private Limited  
Pune.



  
**Director**  
Dnyansagar Institute of Management and  
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Balewadi, Pune-411045

**LETTER OF APPOINTMENT**

This letter of appointment is entered at Bangalore, Karnataka on 19-12-2020

BY AND BETWEEN:

(1) Vedantu Innovations Private Limited, a company incorporated under the provisions of the Companies Act, 2013, having its registered office at 1081,2nd, 3rd & 4th Floor, 14th Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102, hereinafter referred to as the Company which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns.

AND

(2) Mr./Ms.Neha Prajapati, Employee ID – VD23216, (Employee), a citizen of India, (Father's Name: Gopal prajapati ), with address Vishwadeep apartment, Balewadi gaon, Pune, Maharashtra, India, 411045.

The Company and the Employee are collectively referred to as the Parties and individually as the Party.

NOW IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS UNDER:

1. **DESIGNATION AND EMPLOYMENT**

The designation of the Employee shall be Academic Counselor with effect from his/her date of joining 19/12/2020 Effective Date). The Employee shall be bound by the terms and conditions laid down in this Letter of Appointment. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company. Employee shall be required to submit the documents listed in Annexure A to this Letter of Appointment, to the Human Resources Department before the Effective Date.

2. **LOCATION**

The initial appointment and location of employment shall be at the location notified in writing by the appropriate Human Resource Executive on the Effective Date and in the absence of any such notification, the Employee shall be deemed to be obligated to report at the registered office/branch office of the Company. During the course of employment with the Company, the Employee can be considered for employment at other centers and/or subsidiaries of the Company within India/abroad. Decisions for

Vedantu Innovations Pvt. Ltd.  
#1081,2nd, 3rd & 4th Floor, 14th Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
CIN: U72900KA2011PTC060958  
[www.vedantu.com](http://www.vedantu.com)



  
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such transfers, which may be for short duration or of a permanent nature will depend on the Employee's suitability for the intended task and would be at the sole discretion of the management of the Company.

3. VERACITY OF INFORMATION PROVIDED

The Employee has been engaged based on the presumption that the information particulars furnished by him/her to the Company during the recruitment process are correct. In case the said particulars/ information are found to be incorrect or that they have concealed or withheld some other relevant facts, it will be considered a breach of the Letter of Appointment and the Company may then terminate employment without providing any notice or pay in lieu thereof.

4. REMUNERATION

The remuneration offered to the Employee is specific and very personal to the Employee. The Employee is required to strictly maintain the secrecy of and ensure that he/she does not divulge or communicate in any manner, any information regarding his/her remuneration, to any other employee of the Company except to their immediate superior/head of the Human Resource Department of the Company, if required. Similarly, when deputed to work/interact at the client's site, the Employee is expected to maintain full confidentiality regarding his/her salary package. The Employee is expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good ethical functional business relations with our clients.

5. EXPENSE REIMBURSEMENT AND DEDUCTIONS

All expenses incurred by the Employee on behalf of the Company, as authorized by the Company in connection with the duties under this Letter of Appointment, shall be reimbursed to the Employee at actual / as per the eligibility indicated in the policy, and upon presenting supporting vouchers/documents. No personal expenses of the Employee shall be borne or reimbursed by the Company.

The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, over payments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.

Vedantu Innovations Pvt. Ltd.  
#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
CIN: U72900KA2011PTC060958  
[www.vedantu.com](http://www.vedantu.com)



  
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6. WORKING HOURS

The normal working time is between 11am and 8pm. If necessary, the Employee shall work such additional hours as may be necessary for the Employee to perform his/her duties effectively and otherwise in accordance with the Company's policies pertaining to the same. The Employee shall not be entitled to receive any additional remuneration for work done outside his/her normal hours of work.

7. LEAVE AND VACATION

The Employee shall be entitled to leave and holidays in accordance with the Company's policy as amended from time to time.

8. DUTIES AND RESPONSIBILITIES

a) Specific Duties:

In view of the appointment of the Employee with the Company in the designation mentioned hereinabove, the Employee is expected to undertake and discharge the functions and duties that are normally associated with the designation. The detailed duties and responsibilities of the Employee are set out in Annexure B to this Letter of Appointment.

b) General duties:

The Employee shall during the continuance of his/her employment:

- i. During normal business hours, and at other times as may be necessary for the due performance of his/her duties, diligently and efficiently devote his/her entire time, energy, skill and attention to the business of the Company.
- ii. Perform the duties appropriate to his/her employment and expressly or implied given to him/her by the Board of Directors of the Company (Board) on such terms and subject to such restrictions as it may impose and comply with its instructions. The Employee shall be required to maintain records and documentation, either in writing or electronic format, and submit such documentation / records to the designated authority of the Company, on a weekly basis or as and when necessary.
- iii. The Employee shall, 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 unilaterally by the Company or as may be brought to the notice of the Employee by the Company.
- iv. The Employee agrees to comply with the Company's decision should it consider it necessary or appropriate to change the Employee's job title, reporting

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#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
CIN: U72900KA2011PTC060953  
[www.vedantu.com](http://www.vedantu.com)



  
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relationships, job duties and responsibilities, the legal entity that employs the Employee and the jurisdiction where the Employee is expected to perform his/her duties (despite location of his/her residence) on the basis of the Employee's performance or the Company's business requirements. Any such change shall not be deemed to violate the terms of this Letter of Appointment or constitute any basis for constructive or involuntary termination of employment, provided that the Employee's base salary is not reduced and the Employee's other remuneration for services rendered to the Company is not substantially reduced.

- v. The Employee shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. The Employee shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action of the Employee in violation of this clause, the Employee shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.
- vi. The breach or omission in any of the duties shall be construed to be a material breach of this Letter of Appointment.

9. CONFIDENTIALITY, INVENTIONS, AND INTELLECTUAL PROPERTY

*Confidentiality*

The Employee agrees and undertakes that:

- i. He/she shall not during the term of this Letter of Appointment or thereafter, divulge or make use of any trade secret or confidential information concerning the business of the Company any of their dealings, transactions and affairs or any information concerning any of their suppliers, agents, students, parents of students, distributors or customers which he/she possesses or comes to possess while in the employment of the Company or which he/she may make or discover while in the service of the Company and that he/she shall also use his/her best endeavours to prevent any other person from doing so.
- ii. All data, documents, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Employee or which come to his/her knowledge shall be treated as confidential and he/she shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, CDs or other media containing the same and shall

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not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of his/her duties towards the Company.

- iii. He/she shall not at any time after the termination of this Letter of Appointment in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company whether such information is or was acquired by the Employee before commencement of employment with the Company, in the course of employment hereunder or otherwise.

*Intellectual Property*

i. Definitions

“Intellectual Property” or “IP” includes any and all copyrighted works, underlying works, information of a technical and business nature such as ideas, discoveries, concepts, creations, software codes (including object code and source code), inventions, improvements, trade or business secrets, know how, trade names, trademarks, service marks, utility models, tools, devices, methods, procedures, processes, systems, principles, algorithms, machines, software development processes, product designs, formulae, writings and other works of authorship, thesis, books, drawings, papers, models, sketches, formulas, proprietary techniques, research projects, computer programs, lectures, illustrations, photographs, marketing plans, business methods and the like, and other confidential and proprietary information, databases, data, documents, instruction manuals, records, memoranda, notes, whether or not copyrightable or patentable, whether or not patent protection has been applied for or granted, or any written or verbal instructions or comments used in the creation of the foregoing, which relate in any manner to the actual or anticipated business of the Company, its parent, affiliates or subsidiaries or clients or relate to its actual or anticipated areas of research and development and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company by the Employee, whether before or after commencement of employment with the Company. For the purposes of this clause, invention means any invention capable of being patented in India and/ or any other jurisdiction.

“Intellectual Property Rights” or “IPRs” shall mean and include in relation to all Intellectual Property being developed or proposed to be developed: (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights trademarks, trade names, domain names, get-up, logos, trade secrets, inventions, registered and unregistered design rights, database rights, service marks; and any similar rights in respect of Intellectual

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Property or other development, anywhere in the world, now or in future, whether registrable or not (including know-how) including, where such rights are obtained or enhanced by registration, any registration of such rights and applications and rights to apply for such registrations; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property under applicable laws; (v) all extensions and renewals thereof; (vi) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same

- ii. Acknowledgment: The Employee acknowledges and agrees that the Intellectual Property as well as any portion thereof developed by the Employee shall be the sole property of the Company from the date of creation thereof and shall be regarded as having been made under a contract of service.
- iii. Handing-over: The Employee agrees that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of the Intellectual Property, however and whenever produced by the Employee and whether or not protected under copyright law or patentable or protected under other intellectual property law, shall be immediately disclosed and handed over to the Company immediately upon its creations and any copies thereof returned to the Company upon termination of Employee's employment for any reason.
- iv. Ownership: The Employee agrees that the exclusive ownership of all content and/or part of Intellectual Property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to the Company from date of creation. The Employee hereby waives all moral rights in relation to the Intellectual Property.
- v. Assignment: In consideration of employment with the Company, the Employee hereby irrevocably, absolutely and perpetually assigns to the Company worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Intellectual Property developed by the Employee, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term The Employee further agrees to assist and cooperate with the Company in perfecting the Company's rights in any of its Intellectual Property. The Employee hereby agrees to waive any right to and

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refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. To the extent any assignment of Intellectual Property cannot be made to the Company or its designees, for any reason whatsoever, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to the Company or its designees, all of the Employee's right, title and interest including Intellectual Property Rights therein or any part thereof. Notwithstanding the provisions of Section 19(4) and Section 30 (A) of the Copyright Act, 1957, any assignment/ license in so far as it relates to copyrightable material shall not lapse nor do the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment.

vi. Co-operation: During and after the Term of the Employee's employment by the Company, the Employee shall and undertakes to assist the Company, at the Company's expense, in every proper way to (i) secure and maintain the Company's rights in the Intellectual Property including all rights, titles and interest including IPR therein; (ii) to apply and prosecute registration applications in respect of IPRs relating to the Intellectual Property for the Company's benefit, in any and all countries; and/ or (iii) sign all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be required for the above mentioned purposes.

vii. Third-Party Material: The Employee represents and warrants that he/she will not use or integrate in the Intellectual Property any third party materials or data that are not validly licensed to the Company unless previously authorized by the Company. The Employee represents and warrants that the Employee has not violated the Intellectual Property Rights of any third party, and covenants that he/she shall not violate the Intellectual Property Rights of any third party, in the course of his/her employment with Company.

#### 10. MEDICAL FITNESS

The Company shall have the right to order the Employee to undergo medical test at any time during the Employee's service to determine the Employee's physical and mental fitness. In the event of the Employee being found physically or mentally unfit for the work for which the Employee is employed, the Company shall have the right to terminate the Employee's service based on the said report. For such termination, it is not necessary to hold any enquiry. The Employee's employment with us is subject to him/her being found medically fit by the Company's doctor or any other medical practitioner duly authorized by the Company.

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11. WARRANTIES

The Employee warrants, undertakes and confirms to the Company that:

- i. he/she has carefully read and fully understands all the provisions of this Letter of Appointment.
- ii. he/she has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if he/she is subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of the Employee's knowledge, threatened against him.
- iii. by entering into this Letter of Appointment or performing any of the obligations under it, he/she will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if he/she is in breach of any such obligations.
- iv. he/she has all the necessary licenses, permissions, consents, approvals, qualifications and memberships required of him/her to perform the duties under this Letter of Appointment.
- v. he/she has never been suspended, censured, or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.  
he/she is not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company and the Intellectual Property rights assigned by the Company or any other knowledge or information imparted by the Company is not in breach or violation of any such agreement or contract or the like as aforesaid.
- vi. he/she has not been engaged with the Company in any capacity on any existing position.
- vii. any notice period he/she is required to give or to serve with a previous employer has expired on commencement of employment with the Company and that by entering into or performing any duties for the Company, the Employee will not be in breach of any other obligation binding on him/her. The Employee irrevocably undertakes to indemnify the Company on a continuing basis from and against any loss, liability, damage, costs and claims which it may suffer or incur arising out of any claim by any other party that in performing his/her duties under this Letter of

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Appointment, the Employee is acting in breach of any obligation he/she owes to such party.

12. EMPLOYEE SURVEILLANCE

The Employee agrees and understands that the Company may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner. These may include the scanning, reading, inspection, scrutiny of emails sent and received and web sites visited or created by the Employee. The Employee acknowledges that he/she does not have any expectation of privacy when using the Company's resources. For the avoidance of doubt, and for the limited purpose of safeguarding the Company's confidential and proprietary information, the Company shall have the right to monitor any personal e-mail or social media forum that may be accessible to the Employee from the Company including but not limited to Gmail, Outlook, AOL, Hotmail, Yahoo, Facebook, MySpace, Instagram, Twitter, etc. The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.

13. INTERNET AND E-MAIL USAGE

The Employees' are permitted access to the internet and Company's e-mail service, which is strictly restricted only for the purpose of business. Misuse of the internet and Company's e-mail service for activities including but not limited to surfing pornographic sites, job seeking, gaming, hacking or attempting to gain access to any other employees' and/or Company information without authorized permission, being a member of any internet hacking community, using the Company's e-mail for receiving non-technical newsletters/junk mail, broadcasting personal messages to all mail service users, forwarding mail communication to external parties, initiating a direct contact with the client through mail etc. is **prohibited**. The Company may at its sole discretion, terminate the employment of the Employee with immediate effect, in the event the Employee violates the usage of internet and e-mail as dictated by the policies of the Company, as amended from time to time.

14. OTHER EMPLOYMENT

The Employee shall not, during the Employment Period with the Company, directly or

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indirectly, be employed, interested in, concerned with, engaged with or commence any other business, trade or profession, other than the business of the Company, irrespective of whether or not the Employee's involvement is gratuitous or takes place outside his working hours. The expression "concerned with or engaged in" shall, without limitation, mean whether as an employee, advisor, partner, consultant, contractor, sub-contractor, proprietor, director, shareholder or otherwise. The Employee shall not engage, whether directly or indirectly, in any other employment, occupation, consulting or other business activity directly or indirectly related to the business in which the Company is now involved or becomes involved during the Employment Period, nor will the Employee engage in any other activities that conflict with his/her obligations to the Company and a breach under this clause shall be construed to be a material breach of this Letter of Appointment.

The Employee shall not, whether directly or indirectly, accept any appointment to any office (including directorships) whether for gain or otherwise without the written consent of the Company. Should the Employee receive written consent under this clause to conduct any such external activity, he/she shall not utilize the assets, resources and time of the Company for such external activities.

The Employee shall not, during the Employment Period with the Company, directly or indirectly, be employed, concerned with, interested in, engaged with the Company on any other position apart from the position being offered in this Appointment Letter. In the event, the Employee is also appointed on a separate position within the Company, the Company shall have the right to terminate the Employee's service.

PROVIDED THAT the Employee may own beneficially any units of any authorized unit trust or mutual funds and shares or securities listed on a recognized stock exchange which when aggregated with shares or securities beneficially owned by the Employee's parents, spouse, children and step-children, total no more than 5% (five percent) of any single class of shares or securities in any company, which is engaged in a business similar to or conflicting with the Company.

PROVIDED FURTHER THAT all such holdings shall be disclosed by the Employee in writing to the Company on the first day of each calendar quarter.

Subject to any regulations from time to time issued by the Company which may apply to the Employee, he/she shall not receive or obtain directly or indirectly any discount, rebate, commission or other inducement in respect of any sale or purchase of any goods or services effected or other business transacted (whether or not by the Employee) by or on behalf of the Company or an associated company and if the Employee (or any firm or company in which the Employee are directly or indirectly engaged, concerned

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or interested) shall obtain any such discount, rebate, commission or inducement, the Employee shall immediately account to the Company for the amount received by him/her or the amount received by such firm or company.

15. CONFLICT OF INTEREST GUIDELINES

The Employee shall diligently adhere to the following guidelines of the Company including to comply with the policy of the Company to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, the Employee must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company. The following are potentially compromising situations, which must be avoided. Any exceptions must be reported to the Company and written approval for continuation in this regard must be obtained.

- i. Revealing confidential information to outsiders or misusing confidential information. Unauthorized divulging of information is a violation of this policy whether or not for personal gain and whether or not harm to the Company is intended.
- ii. Accepting or offering substantial gifts, excessive entertainment, favors or payments, which may be deemed to constitute undue, influence or otherwise be improper or embarrassing to the Company.
- iii. Participating in civic or professional organizations that might involve divulging confidential information of the Company.
- iv. Initiating or approving any form of harassment of employees, including sexual harassment while employed with the Company.
- v. Investing or holding outside directorship in suppliers, customers, or competing companies, including financial speculations, where such investment or directorship might influence in any manner a decision or course of action of the Company.
- vi. Improperly using or disclosing to the Company any proprietary information or trade secrets of any former or concurrent employer or other person or entity with whom obligations of confidentiality exist.
- vii. Unlawfully discussing prices, costs, customers, sales or markets with competing companies or their employees.
- viii. Improperly using or authorizing the use of any inventions, which are the subject of patent claims of any other person or entity.
- ix. Engaging in any conduct, which is not in the best interest of the Company.
- x. Inattention or negligence in the performance of duties and obligations under this Letter of Appointment;
- xi. Repeated failure to comply with lawful directions of the Company and its officers;
- xii. Breach of the terms of this Letter of Appointment and breach of representations and

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- warranties contained herein;
- xiii. Breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company;
  - xiv. Commission of any act not in conformity with discipline or good behaviour or acceptance or offering of illegal gratification;
  - xv. Habitual neglect of work;

The Employee shall take every necessary action to ensure compliance with these guidelines and to bring problem areas to the attention of higher management for review. Violations of this conflict of interest policy shall result in the termination of employment under this Letter of Appointment, as the breach under this clause shall be construed to be a material breach of this Letter of Appointment.

16. ENHANCEMENT OF PROFESSIONAL SKILLS

During the course of the Employment, the Employee may at the instance of the Company pursue and enhance his/her professional skills at the discretion of the Company and at the cost of the Company. The Employee agrees that he/she shall complete the said courses within the prescribed time for the said courses or within the extended time as may be allowed by the management and submit the original qualifying certificate to the Company. In the event that the Employee is not in a position or is unable to obtain the certifications, the Company at its sole discretion may take necessary steps, which shall be in line with its overall business interests or take any action it deems fit in its interest.

17. EMPLOYEE NON-DISCLOSURE, PRIVACY AND DATA SECURITY

The Employee shall have access to various proprietary and confidential information during the course of employment with the Company. The Employee confirms that he/she has read, understood and will abide by the Privacy and Data Security Policy of the Company when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the Company.

The Employee consents to the Company collecting, processing and handling data, including personal and sensitive personal data, relating to him for legal, personnel, administrative and management purposes. The Employee further agrees that the Company may transfer such data to its affiliates or service providers for legitimate business reasons, including but not limited to payroll processing, insurance benefits, etc.

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18. TERMINATION

a) Probation/Confirmation:

The Employee will initially be on probation for six months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. Based on your performance your services will either-

- a. be confirmed in writing; or
- b. probation period will be extended; or
- c. employment with the Company will be terminated without any notice or payment in lieu thereof.

b) During the initial 6 months of employment, the Company will have the ability to terminate your employment without any notice or payment in lieu thereof.

c) After the completion of six months, the Employee or /the Company shall have a right to terminate the employment giving 30 days notice or payment in lieu thereof.

d) For the purposes of this clause:

- (i) Date of resignation would be taken as the date in the e-mail/formal resignation letter that is submitted by the Employee.
- (ii) In case the Employee intends to terminate his/her employment in the Company as per the provisions of clause 18 (c), the Company will have the sole option / right to waive all or part of the notice period or allow the Employee to pay in lieu of the notice. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by the Employee without the express consent of the Company.
- (iii) Depending on the pendency / exigencies of work entrusted to the Employee, the Company has the discretion to ask the Employee to extend stay compulsorily for such periods from the date of the resignation as would be required for the Company to effectively replace the services of the Employee or the completion of the duties entrusted to the Employee to the sole satisfaction of the Company. In such a case, the Employer can refuse the Employee's offer of the salary in lieu of the notice period or any request of the accumulated leaves to be adjusted against the notice period.

e) Notwithstanding the above and without prejudice to any other rights that the Company may have against the Employee under this Letter of Appointment or under any other applicable law for the time being in force or otherwise, in the event that the Employee leaves the Company within a period of **twelve months** from the date of commencement of employment, the Employee shall reimburse to the Company the following:

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- (i) All amounts paid to the Employee by the Company, other than his/her salary, including without limitation, any joining bonus, recruitment fee, relocation expenses, Notice period buyout, etc., and
- (ii) All expenses incurred by the Company in connection with any training rendered to the Employee, whether in India or abroad
- (iii) All expenses incurred by the Company in connection with employment and termination including attorney's fees.
- (iv) All fees, charges and expenses incurred on account of the Employee's training or continuing education incurred by the Company during the period of employment with the Company.
- (v) A monetary compensation in terms of the damages suffered by the Company by virtue of loss of services to the Company.

f) **Termination for ill-health**

If the Employee, at any time, is prevented from ill-health or accident or any physical or mental disability from performing his/her duties hereunder, he/she shall inform the Company and supply it with such details as it may be required and if he/she is unable by reason of ill-health or accident or disability, for a period of 1 months or more to perform his/her duties hereunder, the Company may forthwith terminate this Letter of Appointment.

In the event of termination owing to Clause 18 (b), the Company may require the Employee to absent himself/herself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period. During such garden leave the Company may require the Employee to have no contact with all or any of the Company's agents, employees, customers, clients, distributors, and suppliers.

The Employee agrees and accepts that any statutory or other 'last in, first out' rule or any modification thereof shall not apply in the event of termination of this Letter of Appointment for any reason whatsoever.

19. **ABSENTEEISM WITHOUT NOTICE**

In the event of the Employee's absence from the services of the Company for 5 consecutive days, without written permission from the concerned manager or without intimation to the concerned manager, it would be assumed that the Employee has voluntarily abandoned services of the Company and the Company has the sole

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discretion to terminate / continue with the Employee's services.

20. RETURNING COMPANY PROPERTY

At the time of cessation of employment with the Company, the Employee will deliver to the Company (and will not keep in the Employee's possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by the Employee pursuant to employment with the Company or otherwise belonging to the Company, its successors or assigns. In the event of the Employee committing default of the above clause, the Employee shall be liable to indemnify the Company for any losses or charges or loss of profits or business that may arise on account of the breach of the above clause.

21. NON – SOLICITATION AND NON – COMPETITION

The Employee shall not during the term with the Company and for a period of 2 (two) years (Restricted Period) from the date on which he ceases to hold shares in the Company or ceases to be employed with the Company (whichever is later), engage in, directly or indirectly, and whether as an individual, through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director or in any similar manner, whether for profit or otherwise, any business which competes with the whole or any part of any business being carried on by the Company.

The Employee agrees and acknowledges that no separate non-compete fees is payable to the Employee and the consideration for non-compete restriction contained herein is deemed to have been received under this Agreement. The Employee also acknowledges the receipt and sufficiency of such consideration received towards non-compete restriction contained herein.

Further, the Employee agrees that he shall not, during the Restricted Period:

- a. directly or indirectly, partner with or enter into any activity or hire or attempt to hire for any purpose whatsoever (whether as an employee, consultant, advisor, independent contractor, partner or otherwise) any employee, consultant, advisor or independent contractor of the Company or any person who was an employee, consultant, advisor or an independent contractor of the Company at any time during the last 12 (twelve) months of his employment, and shall use his best efforts to prevent any of its related entities or persons from taking any such action;
- b. disclose to any third party the name, backgrounds or qualifications of any employee, consultant, advisor or independent contractor of the Company or otherwise identify

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Balewadi, Pune-411045

them as potential candidates for employment, consultancy, or to act as advisors or independent contractors;

c. personally or through any other person, approach, recruit or otherwise solicit employees, consultant, advisor or independent contractor of other party to work for any other employer; and

d. persuade any person which is a client / customer / consultant / advisor / independent contractor of the Company to cease doing business or to reduce the amount of business which any such person has customarily done or might propose to do with the Company.

The Employee acknowledges and agrees that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of the Company.

The Employee also agrees that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on the Employee.

22. DISPUTE RESOLUTION

If any dispute arises between any of the Parties hereto during the subsistence or thereafter, in connection with the validity, interpretation, implementation or alleged material breach of any provision of this Letter of Appointment, the Parties hereto shall endeavor to settle such dispute amicably. In case of such failure, the courts at Bangalore shall have the jurisdiction to try any dispute arising in connection with this Letter of Appointment.

23. GOVERNING LAWS

These employment terms and conditions shall be governed and construed in accordance with the laws of India. The invalidity or non-enforceability of any part shall not affect the rest.

24. SEVERABILITY

If one or more of the provisions in this Letter of Appointment is declared void, illegal, invalid or unenforceable by law, then the remaining provisions of this Letter of Appointment in so far as they are enforceable or capable of being enforced shall continue in full force and effect being applicable to the Letter of Appointment. Any invalid or unenforceable provision of this Letter of Appointment shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

Vedantu Innovations Pvt. Ltd.  
#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
CIN: U72900KA2011PTC060958  
[www.vedantu.com](http://www.vedantu.com)



  
Director  
Dnyansagar Institute of Management and  
Research  
Balewadi, Pune-411045

25. ADDITIONAL REMEDIES

Notwithstanding anything contained in this Letter of Appointment, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.

26. WAIVER

No failure or delay by either of the parties to this Letter of Appointment in exercising of any right, power or privilege given under this Letter of Appointment will operate as a waiver thereof. The waiver by either of the parties of a breach of any provision of this Letter of Appointment will not operate or be construed as a waiver of any other or subsequent breach.

27. AMENDMENTS

No modification or amendment of this Letter of Appointment and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both the Parties.

28. INDEMNITY

The Employee, at all times during the course of his/her employment in the Company (and even after the termination of this Letter of Appointment with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of acts or omissions of the Employee during the course of employment.

29. COUNTERPARTS

This Letter of Appointment will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

For Vedantu Innovations Pvt. Ltd.



Vedantu Innovations Pvt. Ltd.  
#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
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Director  
Dnyansagar Institute of Management and  
Research  
Balewadi, Pune-411045

Arvind Singhal  
COO

**ACCEPTANCE**

I have gone through the terms of appointment stated above and understood the same. I hereby accept these terms of appointment and agree to abide by the same. I also agree to be bound by the service rules and policies as applicable to me and which may be modified from time to time.

\_\_\_\_\_  
Date:

Vedantu Innovations Pvt. Ltd.  
#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
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ANNEXURE-B  
COMPENSATION STRUCTURE

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	2,52,000	21,000
HRA	1,51,200	12,600
Special Allowance	25,200	2,100
Fixed Compensation	4,28,400	35,700
Provident Fund	21,600	1,800
Retirals	21,600	1,800
CTC	4,50,000	37,500
Total CTC	4,50,000	

TDS applicable as per Income Tax Rule.

Employees will have the option to choose the Flexi benefit plan for the components provided in below table with maximum eligibility. This option will be enabled in the payroll portal post your first month Salary process, and you can set your flexi benefit plan and submit the necessary bills as per the provided guidelines to get maximum tax benefits.

Type	Options	Applicability
Re-imbursements	Telephone/Internet Re-imbursements	INR 30000 PA (INR 2500 PM)
	Professional Development/ Books and Periodicals	INR 24000 PA (INR 2000 PM)
	Children Education	INR 2400 PA (INR 100 PM/2 Children)
	Children Hostel Allowance	INR 7200 PA (INR 300 PM/2 Children)
	LTA	INR 100000 (twice in block of 4 Years)
Sodexo		INR 26400 PA (INR 2200 PM)

Vedantu Innovations Pvt. Ltd.  
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Balewadi, Pune-411045



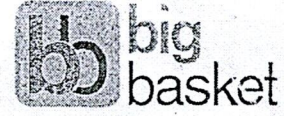
NPS		10% of Basic
-----	--	--------------

Vedantu Innovations Pvt. Ltd.  
#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
CIN: U72900KA2011PTC060938  
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**Director**  
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Research  
Balewadi, Pune-411045

Innovative Retail Concepts Pvt Ltd  
No. 18, 2nd & 3rd Floor, Reliance Digital Building, Opposite Yes Bank,  
Ganapathy Temple Road, 4th Block, Koramangala, Bengaluru - 560 084  
CIN No. U74130KA2010PTC052192  
Date: 03-Jan-2021  
bigbasket.com



Mr. SHUBHAM ASHOK LAKHEKAR,  
Pune

Dear SHUBHAM,

We are delighted to offer you appointment with Innovative Retail Concepts Pvt. Ltd. (the Employer).  
Please find details of your offer:

Designation : "CSE"  
Location : "Pune"  
Date of joining : "03-Jan-2021"

**Annual Total Compensation:** Your annual total compensation will be INR 169049 (Rupees One Lakh SixtyEight Thousand Seven Hundred Thirty Six Only), excluding indirect benefits. Please refer to Annexure I for detailed compensation break up.

### Terms and conditions of employment

#### 1. Employment:

- 1.1. The Employee (SHUBHAM ASHOK LAKHEKAR, hereto "Employee") is required to work exclusively for the Employer unless he / she obtain prior written consent from the Employer in respect of his / her involvement in outside employment or business activities.
- 1.2. Failure to clear the Company's background verification process may lead to termination of the Agreement.

#### 2. Remuneration:

- 2.1. All payment made by the Employer to the Employee under this Agreement are based on the cost to company basis subject to tax deduction at source in accordance with applicable laws. Provident fund and gratuity payments shall be provided for in accordance with IRCPL policy.
- 2.2. Statutory Deductions: All amounts payable by the Employer to the Employee shall be subject to such deductions at source as may be prescribed by law.

#### 3. Annual Vacation and Holidays:

- 3.1. The Employee's leave entitlement shall be governed by IRCPL leave policy, which may be updated by IRCPL from time to time.

#### 4. Probationary Period:

- 4.1. The employment with IRCPL will be subject to an initial probationary period of six (6) months from the commencement of the employment. Upon receipt of a satisfactory performance report from the Employee's manager, at the end of the probation, the Employee's continued employment with the Employer may be confirmed. Subject to the Employee's performance during the probationary period, the Employer reserves the right, at its sole discretion, to extend the probation to a maximum of two (2) months.



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4.2. During the probationary period this employment may be terminated by either the Employee or the Employer giving 15 (Fifteen) days' notice in writing or in lieu of pay thereof.

**5. Retirement:**

5.1. Notwithstanding the other provisions of this Agreement, the employment will automatically terminate on the date employee reaching the retirement age. The retirement age at IRCPL is 60 years.

**6. Non- Competition:**

6.1. During the term of employment, and for a period of two (2) years immediately thereafter, the Employee agrees that he / she will not engage in any business activity which is competitive with IRCPL nor work for any company which competes with IRCPL.

**7. Non – Solicitation:**

7.1. During the term of employment, and for a period of one (1) year immediately thereafter, the Employee agrees not to solicit any employee or independent contractor of IRCPL on behalf of any other business enterprise, nor shall he/ she induce any employee or independent contractor associated with IRCPL to terminate or breach an employment, contractual or other relationship with IRCPL.

**8. Confidential and Proprietary Information:**

8.1. Employee agrees that all Confidential and Proprietary Information and Materials (including but not limited to knowledge about operation process, technology used etc.) shall be used only as authorized and only for the purposes intended by IRCPL. The obligations set out in this paragraph shall survive the termination of the Employee's employment.

**9. Notice Entitlement:**

9.1. Either Employee or the Employer may terminate this Agreement upon a written notice of one (1) month. Or paying gross salary in lieu thereof.

9.2. In addition, the Employer reserves the right to terminate this Agreement without any notice or pay thereof, if in case the Employee is found guilty of (or there is enough evidence to believe so) inappropriate conduct (which may include, but not limited to, violation of any clause of this Agreement, IRCPL Code of Conduct, not attending duties regularly, being absent from the work from more the seven (7) consecutive working days, or unable to improve performance in spite of formal notifications of non-performance , or closure of IRCPL business, or the Employee's post becoming redundant in IRCPL.

9.3. In case the termination is in accordance with the provisions of clauses 9.1. or 9.2. above, the Employer shall not be liable to pay any amount as severance pay, bonus or compensation.

9.4. Total permanent disability or death of the Employee shall lead to termination of this Agreement.

9.5. The Employer reserves the right to extend the notice period (in agreement with the Employee) in subject to satisfactory completion / hand over of all existing duties, obligations, projects, etc. by the Employee.

9.6. Upon termination of the Agreement, the Employee has to submit all the assets given by IRCPL to IRCPL Management (or person nominated by IRCPL for this purpose).

Innovative Retail Concepts Pvt Ltd

Director  
Dnyansagar Institute of Management and Research  
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Bailewadi, Pune-411045



10. Deductions

10.1. The Employer shall be entitled at any time during the employment, or on termination, to deduct from the Employee's actual total compensation any due monies, including but not limited to:

10.1.1. Any debt or advance for the time being owed by the Employee to the Employer; and; any deduction relative to leave taken in excess of entitlement or against cost of repairing damage to the Employer's / Employer's Customer's property by the Employee.

11. Compliance:

11.1. In addition to the terms and conditions of the employment hereinabove mentioned, the Employee is also expected to comply with all policies, code of conduct etc. which the Employer may from time to time separately frame and communicate to the Employee in writing.

12. Applicable Law:

12.1. All disputes and differences of any kind whatsoever arising out of or in connection with this Agreement shall be referred to arbitration in accordance with Arbitration and Conciliation Act 1996. The arbitration shall be at Bangalore and the proceedings shall be held in English.

13. Transfer:

13.1. Your services are liable to be transferred to & at any other Unit / Offices / Group companies / Sister Concern / Subsidiary / Associate Company / Joint Venture, at any location in India / Abroad at the sole discretion of the management. You will be governed by the transfer rules prevailing in the Company at any given point of time

14. Notices:

14.1. Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and if sent by registered post to the Employer at its registered office or to the Employee at the last address filed by him / her in writing with the Employer, as the case may be.

15. Amendment:

15.1. This Agreement shall be amended or modified only by written instrument signed by both the Employer and the Employee hereto.

IN WITNESS WHEREOF, the Employee has hereunto set his / her hand, and the Employer has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.


Signed: \_\_\_\_\_

SHUBHAM ASHOK LAKHEKAR

Signed: Kantharaj V.

Kantharaj V (for and on behalf of Innovative Retail Concepts Pvt. Ltd.)  
Asst. Manager - HR



Director  
Dnyansagar Institute of Management and  
Research  
Balewadi,  big

Innovative Retail Concepts Pvt Ltd



**Annexure I**  
**Compensation break up**

Name	SHUBHAM ASHOK LAKHEKAR				
Designation	CSE				
Location	Pune				
Annual Salary Components		Monthly Break Up		Monthly Deductions	
Components	Per Annum	Earnings	Amt	Components	Amount
Basic + DA	113340	Basic + DA	9445	Employee PF	1133
HRA	25615	HRA	2135	Employee ESI	216
Conveyance	0	Conveyance	0	Professional Tax	As per State Law
Medical reimbursement	0	Medical reimbursement	0	LWF	As per State Law
Stock Bonus	9444	Statutory Bonus	787	Income Tax	As per the Income Tax Law
Other Allowance	0	Other Allowance	0		
<b>Gross Compensation</b>	<b>148399</b>	<b>Gross Compensation</b>	<b>12367</b>	<b>Total Deductions</b>	<b>1350</b>
Employer's PF	13601	Employer's PF	1133		
Employer's ESI	7049	Employer's ESI	587		
<b>Total</b>	<b>169049</b>	<b>Total</b>	<b>14087</b>	<b>Net Pay (Excluding PT, ESIC, IT &amp; LWF)</b>	<b>11017</b>

Please Note: Professional Tax deduction is applicable as per state's statutory law. Labour Welfare Fund deduction is applicable as per state's statutory laws. ESIC deduction will be applicable as per statutory law (If applicable), IT deduction is applicable at actuals (If applicable)

*Carthage*

**Please note:**

- All payments made by IRCPL under this agreement are subject to tax deduction at source in accordance with applicable laws. Provident fund and gratuity payments shall be provided for in accordance with IRCPL policy.
- All employees will be eligible for performance linked Incentive payment as per the guidelines of the company.

*SD*

**Director**  
**Dnyansagar Institute of Management and Research**  
Balewadi, Pune - 411045

Innovative Retail Concepts Pvt Ltd



Annexure II

Verification Of Employment Details Authorization

I understand that this offer of employment is conditional upon the submission of following documents on the date of my joining and verification of the same, to the Employer's entire satisfaction, of any or all of the information I will be supplying.

If for any reason, any document listed below is not provided within 72 hours of date of my joining, the Employer can ask me to proceed on unpaid leave to procure the required documents.

If any information provided by me is found to be misleading, false or otherwise inaccurate, the Employer may in its sole discretion withdraw this offer of employment, or, if I have already commenced employment with the Employer, take disciplinary action (up to and including dismissal) against me.

List of documents to be submitted on the date of joining:

- a) PAN card (mandatory) - 2 copies
- b) At least 2 Id proofs (Passport / Aadhar card / Voter Id / Driving license / Ration card) – 2 copies
- c) Date of Birth proof certificate (Passport / Birth Certificate / S.S.C) – 2 copies
- d) Passport size photographs (recently taken) - 4 copies
- e) Academic Certificates (all from X to highest degree till date) – 1 copy
- f) Acceptance of resignation in last organization (not applicable for fresher) – 1 copy
- g) Last 3 months pay slips (not applicable for fresher)
- h) Relieving letter from previous employer (not applicable for fresher) –to be submitted within 45 days of your joining

Employee Name: SHUBHAM ASHOK LAKHEKAR

Signature: Shubham Lakhekar

Date: \_\_\_\_\_

*[Handwritten Signature]*

Director  
Dnyansagar Institute of Management and  
Research  
Balewadi, Pune-45

Innovative Retail Concepts Pvt Ltd

Co. 19, 2nd & 3rd Floor, Bellance Digital Building, Opposite Yes Bank, Ganapathy Temple Rd, 4th





Date: 30 Nov 2020

Mr Shrihari Sopan Landge  
Mu Sumthana Post Digol Shirur Anantpal  
Latur Latur  
Maharashtra 413544

Employee No: 2389134  
Dear Mr Shrihari Sopan Landge

**Appointment Letter**

We are pleased to appoint you in our organization as SSE subject to the following terms and conditions:

1. Your contract will commence from 30 Nov 2020 and expire on 29 Jan 2021 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 30 Nov 2020 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, at the Client's location that is Pune until the completion of the term of the work assignment.
  - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
  - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
  - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
  - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
  - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
  - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9<sup>th</sup> of the following month. Diwali Bonus will be paid as per company policy (On Prorata Basis).
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. It shall be incumbent upon you to mandatorily submit all the documents, as listed below, within 5 working days from the date of your receiving this offer letter:-
  13. a) KYC Form duly filled in and signed.
  - b) Copy of your Aadhaar Card
  - c) Copy of your PAN Card (if under Tax Bracket)
  - d) Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for salary credit
  - e) Copy of highest educational qualification certificate
  - f) Copy of work experience certificates, if any

TeamLease shall not, in any way, be responsible during your employment or thereafter for any claims, loss, damages, expenses and other consequences arising out of your failure to submit all the documents mentioned above and obtain appropriate acknowledgement of receipt from TeamLease.

Non-submission of documents as mentioned above shall be construed as a material breach of the terms of this Offer Letter by you, and could inter alia lead to this offer letter being withdrawn unconditionally and rendered null and void.

13. In the absence of timely submission of documents as mentioned above, at the nearest TeamLease office, with appropriate acknowledgement of receipt, your salary for the first payroll month only shall be paid through cheque.

14. "Statutory Bonus will be paid as per the provisions of payment of Bonus Act 1965".

15. The nature of your relationship with TeamLease will be that of contract of service from 30 Nov 2020 to 29 Jan 2021. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395  
Registered Address: RAATC Commercial Complex, 4th Floor, 205, D. B. Road, Bangalore



  
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Dnyansagar Institute of Management and  
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Balewadi, Pune-411045





consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

\_\_\_\_\_  
(Authorized Signatory)

\_\_\_\_\_  
Signature and date:  
Name: SHRIHARI SOPAN LANDGE

Director  
Dnyansagar Institute of Management and  
Research  
Balewadi, Pune-411045

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Salary Annexure

Employee No: 2389134

Particulars	Amount
Basic	15678
House Rent Allowance	7722
Employer PF Contribution	1881
Insurance	152
Washing Allowance	1300
Employee Compensation	30
Total Amount	26763
Amount In Words(Rs)	Twenty Six Thousand Seven Hundred Sixty Three Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	15678
House Rent Allowance	7722
Washing Allowance	1300
Gross Earnings	24700
<b>DEDUCTIONS *</b>	
Employee PF	1881
Professional Tax	200
Total Deduction	2081
<b>Net Salary</b>	<b>22619</b>

\* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

\*\* Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

**Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)**

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

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TeamLease Services Limited., CIN No. L74140KA2000PLC118395  
Registered Address: BMTC Commercial Complex, 4th Floor, 200 Feet Road, K. R. Puram, Bangalore - 560078



  
**Director**  
**Dnyansagar Institute of Management and Research**  
**Balewadi, Pune-411045**



The link to undergo the programme and complete the evaluation is given below.

Link : <https://lconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

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**Director**  
**Dnyansagar Institute of Management and**  
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**Balewadi, Pune-411045**



Innovative Retail Concepts Pvt Ltd  
No. 18, 2nd & 3rd Floor, Reliance Digital Building, Opposite Yes Bank,  
Ganapathy Temple Road, 4th Block, Koramangala, Bengaluru - 560 084  
CIN No. U74130KA2010PTC052192  
Date: 03-Jan-2021  
bigbasket.com



Mr. SHUBHAM ASHOK LAKHEKAR,  
Pune

Dear SHUBHAM,

We are delighted to offer you appointment with Innovative Retail Concepts Pvt. Ltd. (the Employer).  
Please find details of your offer:

Designation : "CSE"  
Location : "Pune"  
Date of joining : "03-Jan-2021"

**Annual Total Compensation:** Your annual total compensation will be INR 169049 (Rupees One Lakh SixtyEight Thousand Seven Hundred Thirty Six Only), excluding indirect benefits. Please refer to Annexure I for detailed compensation break up.

### Terms and conditions of employment

#### 1. Employment:

- 1.1. The Employee (SHUBHAM ASHOK LAKHEKAR, hereto "Employee") is required to work exclusively for the Employer unless he / she obtain prior written consent from the Employer in respect of his / her involvement in outside employment or business activities.
- 1.2. Failure to clear the Company's background verification process may lead to termination of the Agreement.

#### 2. Remuneration:

- 2.1. All payment made by the Employer to the Employee under this Agreement are based on the cost to company basis subject to tax deduction at source in accordance with applicable laws. Provident fund and gratuity payments shall be provided for in accordance with IRCPL policy.
- 2.2. Statutory Deductions: All amounts payable by the Employer to the Employee shall be subject to such deductions at source as may be prescribed by law.

#### 3. Annual Vacation and Holidays:

- 3.1. The Employee's leave entitlement shall be governed by IRCPL leave policy, which may be updated by IRCPL from time to time.

#### 4. Probationary Period:

- 4.1. The employment with IRCPL will be subject to an initial probationary period of six (6) months from the commencement of the employment. Upon receipt of a satisfactory performance report from the Employee's manager, at the end of the probation, the Employee's continued employment with the Employer may be confirmed. Subject to the Employee's performance during the probationary period, the Employer reserves the right, at its sole discretion, to extend the probation to a maximum of two (2) months.



  
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4.2. During the probationary period this employment may be terminated by either the Employee or the Employer giving 15 (Fifteen) days' notice in writing or in lieu of pay thereof.

**5. Retirement:**

5.1. Notwithstanding the other provisions of this Agreement, the employment will automatically terminate on the date employee reaching the retirement age. The retirement age at IRCPL is 60 years.

**6. Non- Competition:**

6.1. During the term of employment, and for a period of two (2) years immediately thereafter, the Employee agrees that he / she will not engage in any business activity which is competitive with IRCPL nor work for any company which competes with IRCPL.

**7. Non – Solicitation:**

7.1. During the term of employment, and for a period of one (1) year immediately thereafter, the Employee agrees not to solicit any employee or independent contractor of IRCPL on behalf of any other business enterprise, nor shall he/ she induce any employee or independent contractor associated with IRCPL to terminate or breach an employment, contractual or other relationship with IRCPL.

**8. Confidential and Proprietary Information:**

8.1. Employee agrees that all Confidential and Proprietary Information and Materials (including but not limited to knowledge about operation process, technology used etc.) shall be used only as authorized and only for the purposes intended by IRCPL. The obligations set out in this paragraph shall survive the termination of the Employee's employment.

**9. Notice Entitlement:**

9.1. Either Employee or the Employer may terminate this Agreement upon a written notice of one (1) month. Or paying gross salary in lieu thereof.

9.2. In addition, the Employer reserves the right to terminate this Agreement without any notice or pay thereof, if in case the Employee is found guilty of (or there is enough evidence to believe so) inappropriate conduct (which may include, but not limited to, violation of any clause of this Agreement, IRCPL Code of Conduct, not attending duties regularly, being absent from the work from more the seven (7) consecutive working days, or unable to improve performance in spite of formal notifications of non-performance , or closure of IRCPL business, or the Employee's post becoming redundant in IRCPL.

9.3. In case the termination is in accordance with the provisions of clauses 9.1. or 9.2. above, the Employer shall not be liable to pay any amount as severance pay, bonus or compensation.

9.4. Total permanent disability or death of the Employee shall lead to termination of this Agreement.

9.5. The Employer reserves the right to extend the notice period (in agreement with the Employee) in subject to satisfactory completion / hand over of all existing duties, obligations, projects, etc. by the Employee.

9.6. Upon termination of the Agreement, the Employee has to submit all the assets given by IRCPL to IRCPL Management (or person nominated by IRCPL for this purpose).

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**10. Deductions**

10.1. The Employer shall be entitled at any time during the employment, or on termination, to deduct from the Employee's actual total compensation any due monies, including but not limited to:

10.1.1. Any debt or advance for the time being owed by the Employee to the Employer; and; any deduction relative to leave taken in excess of entitlement or against cost of repairing damage to the Employer's / Employer's Customer's property by the Employee.

**11. Compliance:**

11.1. In addition to the terms and conditions of the employment hereinabove mentioned, the Employee is also expected to comply with all policies, code of conduct etc. which the Employer may from time to time separately frame and communicate to the Employee in writing.

**12. Applicable Law:**

12.1. All disputes and differences of any kind whatsoever arising out of or in connection with this Agreement shall be referred to arbitration in accordance with Arbitration and Conciliation Act 1996. The arbitration shall be at Bangalore and the proceedings shall be held in English.

**13. Transfer:**

13.1. Your services are liable to be transferred to & at any other Unit / Offices / Group companies / Sister Concern / Subsidiary / Associate Company / Joint Venture, at any location in India / Abroad at the sole discretion of the management. You will be governed by the transfer rules prevailing in the Company at any given point of time

**14. Notices:**

14.1. Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and if sent by registered post to the Employer at its registered office or to the Employee at the last address filed by him / her in writing with the Employer, as the case may be.

**15. Amendment:**

15.1. This Agreement shall be amended or modified only by written instrument signed by both the Employer and the Employee hereto.

IN WITNESS WHEREOF, the Employee has hereunto set his / her hand, and the Employer has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

Signed: \_\_\_\_\_

SHUBHAM ASHOK LAKHEKAR

Signed: Kantharaj V.

Kantharaj V (for and on behalf of Innovative Retail Concepts Pvt. Ltd.)  
Asst. Manager - HR

Innovative Retail Concepts Pvt Ltd



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Balewadi, Pune-411045

HR/Sal Promotion and PF Sal Re Structure/ Nov2020  
Nov- 2020

PRIVATE & CONFIDENTIAL

Name : Omkar A  
Emp No : 2359242

Dear Omkar,

Congratulations! In appreciation of your contribution and performance, we are pleased to inform that you have been promoted as a Transaction Processing Officer in Band 5 , Level 2 and your revised salary will be INR 1,95,694 with effect from Nov 01,2020

We are confident that your commitment of being aligned to the Mphasis culture of focusing on outcomes and customer centricity will steer Mphasis to newer heights. We wish you the very best in your career with us.

The details of the compensation and related benefits as applicable to you are enclosed in the annexure to this letter. Please ensure you speak to your manager and understand your revised roles and responsibilities.

All other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.

Your loved ones are integral to your success. Do take time to celebrate this achievement with your loved ones! We urge you to continue the winning streak!

All the best!

With warm regards,

for MsourceE India Pvt. Ltd

Srikanth Karra  
Chief Human Resources Officer

Note: This is a system generated document and will not have a signature.



  
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## ANNEXURE I

## COMPENSATION DETAILS

Name	Omkar A
Band	5
Level	2
Effective Date	October 01, 2019
Particulars	Amount in INR
Basic	4,000
House Rent Allowance	2,000
Special Allowance**	6,931
Ex-Gratia/Bonus *	1,000
Monthly Gross	13,931
Performance Incentive	774
Target Cash Compensation	14,704
Provident Fund Contribution (PF)	1,312
Medical & Accident Insurance	292
Cost to Company	16,308
Cost to Company (per annum)	1,95,694

## Note:

\* As per the statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-gratia".

\*\* In line with the Central FY budget applicable for FY19, Medical reimbursement & Conveyance allowance components are removed and added with Special Allowance.

\*\*\* Medical insurance premium is revised to Rs. 3500.

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Contact Us:

 Msource India Private Limited  
 Registered Office:  
 Bagmane World Technology Centre,  
 Marathahalli Outer Ring Road, Doddanakundi Village,  
 Managavapura, Bangalore 560 048, India  
 CIN: U72200KA2000PTC038951


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 Research  
 Balewadi, Pune



**AirAsia (India) Limited**

(Formerly Known as AirAsia (India) Private Limited)  
CIN: U62200KA2013PLC086204



**PERSONAL AND CONFIDENTIAL**

11/1/2020

**APPOINTMENT LETTER**

Shital Ankush Dhaibar  
Pune

Dear Shital Ankush Dhaibar,

AirAsia (India) Limited is pleased to appoint you as Cabin Crew in Cabin Crew department, as per terms stated in our offer letter dated 7/11/2020. Your appointment is effective from today - 2020-07-31.

In addition to the terms stated in the offer letter, the following clauses will also apply to your appointment with AirAsia (India) Limited (herein referred to as the Company).

**409. Duties:**

- a. You will perform all acts, duties and obligations and comply with such instructions as may be specified by the Company and which are reasonably consistent with your job title and profile. The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities.
- b. The Company may require you (as part of your duties of employment) to perform duties or services not only for AirAsia (India) Limited but also for any Associated Company where such duties or services are of similar status to or consistent with your position with the Company.

**410. Place of work**

- a. You will be initially based at the Company's office in BLR.

**411. Company's Employee Handbook**

- a. The provisions of the Company's employee handbook (as amended from time to time) shall govern your employment except so far they are inconsistent with the terms of this letter. You will be provided access to the Company's handbook once you have joined the Company. Your appointment with the Company would require you to be bound by all rules, regulations and guidelines issued by the Company from time to time, in relation to personal and professional conduct and discipline. Your acceptability of these agreements and compliance to rules, regulations and policies shall also be deemed to be a part of employment terms at the Company.

**412. Confidential Information and Inventions**

- a. As an employee of the Company, you will have access to confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company or its Associated Companies or that of its customers or partners.

Registered and Corporate Office  
Ground Floor, Alpha 3  
Kempegowda International Airport  
Devanahalli, Bengaluru - 560300  
Karnataka, India

www.airasia.com  
+91(0) 80 46676700  
nodalofficer\_in@airasia.com  
Fax - +91 80-47406850



  
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HR/ PF Sal Re Structure./ November-2020

Nov-30,2020

PRIVATE & CONFIDENTIAL

Akshay Ramesh Gawande

Emp no : 2363604

Dear Akshay,

We would like to inform you that your salary has been restructured as per the new PF statutory guidelines mandated by the Government effective 1 Dec,2020

Due to this there will be change only in your PF Component INR 8,184 annual and to this effect this value shall be added to your Cost to Company (CTC). The salary break-up of this is enclosed in the Annexure I.

All other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.

Yours sincerely,

for Mphasis Ltd

Srikanth Karra  
Chief Human Resources Officer

Note: This is a system generated letter and it does not require signature.

Contact Us:  
T: +91 080 6750 1000

Mphasis Limited  
Registered Office:  
Bagnane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanahundi Village.



  
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## ANNEXURE I

## COMPENSATION DETAILS

Name	Akshay Ramesh Gawande
Band	5
Level	1
Effective Date	Dec1,2020
Particulars	Amount in INR
Basic	4,000
House Rent Allowance	2,000
Special Allowance***	5,687
Ex-Gratia/Bonus *	1,000
Total Fixed Cash	12,687
Performance Incentive**	708
Target Cash Compensation	13,395
Provident Fund Contribution (PF)	1,162
Medical & Accident Insurance****	292
Cost to Company	14,849
Cost to Company (per annum)	1,78,184

## Note:

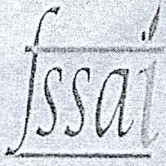
\*As per the statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-gratia".

\*\*\* In line with the Central FY budget applicable for FY19, Medical reimbursement & Conveyance allowance components are removed and added with Special Allowance

\*\*\*\* In case of any increase in the premium amount during the policy renewal period, the same will be borne by the employee.

Note: This is a system generated document and will not have a signature.





Registration Certificate  
Government of Maharashtra  
Food And Drug Administration  
Food Safety and Standards Authority of India  
Registration Certificate under FSS Act, 2006



/ Registration Number: 21520262000940



- |  |   |
|--|---|
| 1. Name and permanent address of Food Business Operator (FBO)            | PARTH AGRO PRODUCTS Prop. SUMIT SHRIKANT PATIL<br>14/10, SAMBHAJI CHOWK, ICHALKARANJI, Hatkanangale, Kolhapur, Maharashtra-416115 |
| 2. Address of location where food business is to be conducted / premises | 14/10, SAMBHAJI CHOWK, ICHALKARANJI, Hatkanangale, Kolhapur, Maharashtra - 416115   |
| 3. Kind of Business  | Wholesaler  |
| 4. Photo Identity Card   | N/A   |



This Registration certificate is issued under and is subject to the provisions of FSS Act, 2006 all of which must be complied with by the petty food business.

Place / Kolhapur

Registering Authority

Issued On / 04-08-2022 (Modified Registration)

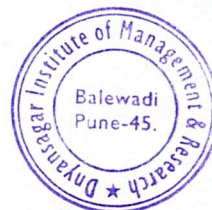
Valid Upto: 08-09-2022 (For details, refer Annexure)

**Annexures:**

1. Product Annexure
2. Validity Annexure
3. Registration Id Card

**Note:**

- 1 Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System (<https://foscos.fssai.gov.in>) with your user id and password or call us at 1800112100 for any clarification.
- 2 This Registration Certificate is only to commence or carry on food businesses and not for any other purpose.
- 3 This is computer generated Registration Certificate and doesn't require any signature or stamp by authority.
- 4 This Registration Certificate is allowed to conduct food businesses activities having annual turnover upto Rs. 12 Lacs only.



  
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