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2016

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mindcrest®
Empowering Attorneys

June 08, 2016
Abhijeet Andrews

Dear Abhijeet,

Offer of Employment

It is our pleasure to offer you an appointment with Mindcrest (India) Private Limited as an **Associate Attorney (AA)** from **June 27, 2016.**

Please refer to Annexure A for compensation details. You shall be subsequently entitled to incentives based on your performance, in accordance with the company policy.

We will issue a letter of employment on your day of joining which will detail all the terms and conditions of your employment.

Please report to our Pune office address mentioned below at 8:45 a.m. on or before June 27, 2016 and bring original as well as one photocopy of the following documents:

1. School, Graduation and Post-Graduation certificates and mark sheets.
2. Pan Card or passport or Election ID Card or Driving License.
3. Three passport size photographs for office records & 2 copies for Bank account.
4. Relieving letter from the previous employer.
5. Two reference letters from law professionals or academic faculty.

As part of your pre-employment process, we will share our policies and procedures with you. Your signature on this letter will validate your acceptance to all Mindcrest's policies and procedures

Please return the duplicate copy of this letter duly signed as your acceptance of the terms of engagement mentioned herein. By accepting these terms, you explicitly agree to Mindcrest conducting verification checks of your background, including academic, professional and criminal.

Yours faithfully,
For Mindcrest (India) Private Limited

Pramjeet

Pramod Abuj
Senior Manager - Human Resources

I, _____, accept the above offer of employment.

Signature: _____ Date: _____

603 & 604, Block D, Weikfield IT-Citi Info Park, Nagar Rd, Vadgaonsheri, Pune - 411014

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

THE ICFAI FOUNDATION FOR HIGHER EDUCATION
REGISTRAR
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

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Annexure				
Name: Abhijeet Andrews				
Start Date: **June 27, 2016**				
Designation: Associate Attorney A				
Elements	**Monthly Amount**		**Annual Amount**	
Basic Salary	₹ 8,000		₹ 96,000	
EPF Contribution (12% of Basic)	₹ 960		₹ 11,520	
House Rent Allowance	₹ 4,000		₹ 48,000	
Medical Reimbursement	₹ 1,250		₹ 15,000	
Food Allowance	₹ 1,000		₹ 12,000	
Conveyance Allowance	₹ 1,600		₹ 19,200	
Leave Travel Allowance	₹ 2,400		₹ 28,800	
Special Allowance	₹ 790		₹ 9,480	
Total Base	**₹ 20,000**		**₹ 240,000**	
Confirmation Increment based on Performance	Min.	Max.	Min.	Max.
	₹ 3,000	₹ 6,000	₹ 36,000	₹ 72,000
Total Base - After Confirmation	**₹ 23,000**	**₹ 26,000**	**₹ 276,000**	**₹ 312,000**
Bonus opportunity	₹ 2,300	₹ 2,600	₹ 27,600	₹ 31,200
Mindcrest Sustainer Award	₹ 3,333	₹ 6,667	₹ 40,000	₹ 80,000
Gratuity	₹ 442	₹ 500	₹ 5,308	₹ 6,000
Mediclaim	₹ 833	₹ 833	₹ 10,000	₹ 10,000
Relocation Benefits#	₹ 11,200	₹ 11,200	₹ 11,200	₹ 11,200
Total Annual Cash Opportunity	**₹ 30,842**	**₹ 37,533**	**₹ 370,108**	**₹ 450,400**

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1) **Confirmation** increment is based on individual performance.

2) **Mindcrest Sustainer Award** is designed to recognize employees who are committed to being a part of the Mindcrest team and those who help sustain our growth. There are three levels ranging from INR 40,000, INR, 60,000 and INR 80,000 which are payable in two tranches:

Tranche 1: One-third of the Sustainer Award amount is payable along with employee's salary for the month following the completion of 18 months of continuous employment with Mindcrest.

Tranche 2: Two-thirds of Sustainer award amount payable along with employee's salary for the month following the completion of 24 months of continuous employment with Mindcrest.

To receive this Mindcrest Sustainer Award you should maintain a good employment record and compliance with attendance, leave and other applicable Mindcrest policies and rules of conduct.

Mindcrest Sustainer Award amount will be decided based on individual performance in the Mindcrest applicant test, during the interview process and onboarding / project training and on live projects performance. The Sustainer Award level will be determined at the time of your confirmation.

3) **Bonus opportunity** is again lined to the individual performance and will be paid as per complies policy. For the calculation purpose, we have considered 10% target bonus. However, your actual bonus maybe higher or lower depending upon company performance and your performance.

4) **Gratuity** is payable as per the Payment of Gratuity Act 1972.

5) **Mediclaim** as per company policy.

Relocation Benefits - Company will provide 7 days (from date of joining) of free accommodation (including breakfast and internet) to all eligible candidates.

Note: You will automatically lose eligibility to receive the above bonuses if you are serving your notice period at the time of payout. All earnings are subject to deduction of tax at source.

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SAMISTI LEGAL

To,
Abhishek Gupta
Kolkata

April 29, 2016

Dear Abhishek,

Further to the discussions we had with you, we are pleased to offer you to come on board with Samisti Legal at Hyderabad with effect from June 01, 2016 as an Associate. We would be happy to engage you on the terms as mentioned below:

1. **Salary**: Rs. 1,80,000 per annum (cost to company).

2. We envisage a fruitful relationship with you, but in case due to any reason you propose to terminate your employment with Samisti Legal before completion of 1 (one) year from the date of your joining, you shall refund 3 months compensation or the compensation received by you during your tenure with Samisti Legal, whichever is less. Notwithstanding anything contained herein, you shall be required to give minimum of 30 (thirty) days advance notice for terminating your employment.

3. You shall be exclusively working for Samisti Legal.

4. In case due to any reason, Samisti Legal proposes to terminate your employment, it shall also give you 30 (thirty) days advance notice.

5. **Confidentiality**: During your engagement with Samisti Legal you shall maintain a high standard of efficiency, integrity and secrecy. In the event of your ceasing to be associated with Samisti Legal you shall not divulge to anyone any data or information of confidential nature concerning the Firm and services which will come within your knowledge during your engagement with the Firm.

6. These terms are for a period of 1 (one) year from the date of your joining and the same shall be reviewed after the said period.

In token of your acceptance of the aforesaid terms effective June 01, 2016, we request you to kindly sign this letter at the space provided below and send it back to us for our records.

Regards
Prashant Jain
Samisti Legal LLP
Partner

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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I Accept

Abhishek Gupta

IIFCUHH010 206 3

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Empowering Attorneys

June 15, 2016
Anindita Sengupta

Dear Anindita,

Offer of Employment

It is our pleasure to offer you an appointment with Mindcrest (India) Private Limited as an **Associate Attorney (AA)** from **July 18, 2016.**

Please refer to Annexure A for compensation details. You shall be subsequently entitled to incentives based on your performance, in accordance with the company policy.

We will issue a letter of employment on your day of joining which will detail all the terms and conditions of your employment.

Please report to our Pune office address mentioned below at 8:45 a.m. on or before July 18, 2016 and bring original as well as one photocopy of the following documents:

1. School, Graduation and Post-Graduation certificates and mark sheets.
2. Pan Card or passport or Election ID Card or Driving License.
3. Three passport size photographs for office records & 2 copies for Bank account.
4. Relieving letter from the previous employer.
5. Two reference letters from law professionals or academic faculty.

As part of your pre-employment process, we will share our policies and procedures with you. Your signature on this letter will validate your acceptance to all Mindcrest's policies and procedures

Please return the duplicate copy of this letter duly signed as your acceptance of the terms of engagement mentioned herein. By accepting these terms, you explicitly agree to Mindcrest conducting verification checks of your background, including academic, professional and criminal.

Yours faithfully,
For Mindcrest (India) Private Limited

Pramod Abuj
Senior Manager - Human Resources

I, _____, accept the above offer of employment.

Signature: _____ Date: _____

603 & 604, Block D, Weikfield IT-Citi Info Park, Nagar Rd, Vadgaonsheri, Pune - 411014

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Annexure				
Name: Anindita Sengupta				
Start Date: **July 18, 2016**				
Designation: Associate Attorney A				
Elements	**Monthly Amount**		**Annual Amount**	
Basic Salary	₹ 8,000		₹ 96,000	
EPF Contribution (12% of Basic)	₹ 960		₹ 11,520	
House Rent Allowance	₹ 4,000		₹ 48,000	
Medical Reimbursement	₹ 1,250		₹ 15,000	
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Leave Travel Allowance	₹ 2,400		₹ 28,800	
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Total Base	**₹ 20,000**		**₹ 240,000**	
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Mindcrest Sustainer Award amount will be decided based on individual performance in the Mindcrest applicant test, during the interview process and onboarding / project training and on live projects performance. The Sustainer Award level will be determined at the time of your confirmation.

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Relocation Benefits - Company will provide 7 days (from date of joining) of free accommodation (including breakfast and internet) to all eligible candidates.

Note: You will automatically lose eligibility to receive the above bonuses if you are serving your notice period at the time of payout. All earnings are subject to deduction of tax at source.

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QuisLex

June 29, 2016

Mr. Aniruddha Dey Sarkar

Offer Letter

Dear Aniruddha,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on July 18, 2016. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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QuisLex

Annexure 1

Name of the Employee:	**Aniruddha Dey Sarkar**		
Designation:	Legal Associate		
Joining Date:	July 18, 2016		
Salary Break up		**Per Month INR**	**Per Annum INR**
Basic			
	Basic Pay	8750	105000
Choice Pay			
	HRA	3500	42000
	Meal Vouchers	1100	13200
	Special Allowance:		
	a: Leave Travel Allowance(1)	1250	15000
	b: Other Allowance	8100	97200
	Medical Allowance (2)	1250	15000
Benefits Pay			
	Employer's Contribution to PF	1050	12600
	Group Mediclaim(3)	1250	15000
Cost to Company		**26250**	**315000**
Variable Pay(4)			**75000**
Gross Compensation			**390000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.
2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

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QuisLex

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Mr.K S Kushal
No.1-9-18/1/1
Ramnagar
Hyderabad 500 020

7th June, 2016

Dear Mr.Kushal

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as a **'Management Trainee'** in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed at our **Hyderabad Office**

2. The details of your compensation package are indicated in the attached statement.

3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

   You are also requested to bring your original documents/ certificates on the date of joining, for verification.

4. You will be on probation for a period of **one year,** which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.

5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give one month's notice or one month's gross salary in lieu of notice.

   Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

6. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

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MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Further, if the outcome of the independent verification is contrary to the information declared by you, you shall be subject to such actions as deemed fit and proper under the then prevailing facts and circumstances, including termination without any further enquiry.

In the event your services are terminated by virtue of this clause, there will be no notice period required and the company shall be entitled to recover such expenses as borne during your selection and recruitment process.

7. During the probation period, you will not be eligible for any of the perquisites, which only permanent employees are eligible for, in line with the Company policies.
8. Upon you ceasing to be in the employment of the company for any reason whatsoever, you will be obliged to account for and return all property of the Company in your possession, custody or charge. These include but are not limited to documents, manuals, records, books, keys, business cards, files and all other items of a professional nature, which were acquired or created during your employment.
9. You will be bound by all the existing rules and regulations of the Corporation and those that may be framed from time to time.
10. You shall also be subject to the provisions of the HDFC Code of Conduct as amended from time to time and also to the broad principles laid under the Online Staff Guide.
11. As you are a full time employee, you will not be permitted to take on any employment or work of any nature without the written consent of the Management.
12. You will be required to participate in business related meetings, conferences, events, as well as any training programmes, at any location in India/abroad, as and when required by the Company.
13. Although you are initially being appointed at our **Hyderabad Office**, you are liable to be transferred to any department/office anywhere in India/abroad, or transferred/assigned responsibility in any associate company or a company/entity promoted by HDFC.
14. As confirmed, please report for duty on **15th June, 2016**

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

Regional Office: Sixth Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

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MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

In order to facilitate your smooth integration into HDFC and its culture, **Mr.Raja Ravipati**, would be your mentor from your date of joining, whom you may approach for any guidance/assistance from time to time.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance.

We welcome you to the HDFC family and wish you the very best for a happy and successful career with HDFC.

Yours truly,

Mathew Joseph

Encl: As above

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MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Mr.K S Kushal
Management Trainee

Basic Salary	: Rs.	9,000.00
Dearness Allowance (as per Consumer Price Index)	: Rs.	12,868.00
House Rent Allowance (55% x (Basic + D.A)	: Rs.	12,027.40
Transport Allowance	: Rs.	800.00
Gross Salary	**: Rs.**	**34,695.40 per month**

CURRENT ANNUAL COST TO COMPANY

Gross Salary per annum	: Rs.	4,16,344.80
Provident Fund contribution per annum (12% of basic salary plus D.A).	: Rs.	31,489.90
Gratuity	: Rs.	21,864.00
Ex-Gratia	: Rs.	8,400.00
Leave Travel Allowance per annum	: Rs.	9,000.00
Privilege Leave encashment	: Rs.	9,000.00
Medical Premium (Health Insurance)	: Rs	16,229.00
Personal Accident Insurance Premium	: Rs	384..00
Annual CTC	**: Rs.**	**5,12,711.70**

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Regional Office: Sixth Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

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June 15, 2016
Manan Chhabra

Dear Manan,

Offer of Employment

It is our pleasure to offer you an appointment with Mindcrest (India) Private Limited as an **Associate Attorney (AA)** from **July 18, 2016.**

Please refer to Annexure A for compensation details. You shall be subsequently entitled to incentives based on your performance, in accordance with the company policy.

We will issue a letter of employment on your day of joining which will detail all the terms and conditions of your employment.

Please report to our Pune office address mentioned below at 8:45 a.m. on or before July 18, 2016 and bring original as well as one photocopy of the following documents:

1. School, Graduation and Post-Graduation certificates and mark sheets.
2. Pan Card or passport or Election ID Card or Driving License.
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5. Two reference letters from law professionals or academic faculty.

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Yours faithfully,
For Mindcrest (India) Private Limited

Pramod Abuj
Senior Manager - Human Resources

I, _____, accept the above offer of employment.

Signature: _____ Date: _____

603 & 604, Block D, Weikfield IT-Citi Info Park, Nagar Rd, Vadgaonsheri, Pune - 411014

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Annexure				
Name: Manan Chhabra				
Start Date: **July 18, 2016**				
Designation: Associate Attorney A				
Elements	**Monthly Amount**		**Annual Amount**	
Basic Salary	₹ 8,000		₹ 96,000	
EPF Contribution (12% of Basic)	₹ 960		₹ 11,520	
House Rent Allowance	₹ 4,000		₹ 48,000	
Medical Reimbursement	₹ 1,250		₹ 15,000	
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Confirmation Increment based on Performance	Min.	Max.	Min.	Max.
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4) **Gratuity** is payable as per the Payment of Gratuity Act 1972.

5) **Mediclaim** as per company policy.

Relocation Benefits - Company will provide 7 days (from date of joining) of free accommodation (including breakfast and internet) to all eligible candidates.

Note: You will automatically lose eligibility to receive the above bonuses if you are serving your notice period at the time of payout. All earnings are subject to deduction of tax at source.

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QuisLex

May 17, 2016

Mr. Nishchay Raj Saxena

Offer Letter

Dear Nishchay,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on June 13, 2016. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

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Annexure 1

Name of the Employee:	**Nishchay Raj Saxena**		
Designation:	Legal Associate		
Joining Date:	June 13, 2016		
Salary Break up		**Per Month INR**	**Per Annum INR**
Basic			
	Basic Pay	8750	105000
Choice Pay			
	HRA	3500	42000
	Meal Vouchers	1100	13200
	Special Allowance:		
	a: Leave Travel Allowance(1)	1250	15000
	b: Other Allowance	8100	97200
	Medical Allowance (2)	1250	15000
Benefits Pay			
	Employer's Contribution to PF	1050	12600
	Group Mediclaim(3)	1250	15000
Cost to Company		**26250**	**315000**
Variable Pay(4)			**75000**
Gross Compensation			**390000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

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3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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QuisLex

June 28, 2016

Ms. Pranavi Kosaraju

Offer Letter

Dear Pranavi,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on July 11 2016. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

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Annexure 1

Name of the Employee:	**Pranavi Kosaraju**		
Designation:	Legal Associate		
Joining Date:	July 11 2016		
Salary Break up		**Per Month INR**	**Per Annum INR**
Basic			
	Basic Pay	8750	105000
Choice Pay			
	HRA	3500	42000
	Meal Vouchers	1100	13200
	Special Allowance:		
	a: Leave Travel Allowance(1)	1250	15000
	b: Other Allowance	8100	97200
	Medical Allowance (2)	1250	15000
Benefits Pay			
	Employer's Contribution to PF	1050	12600
	Group Mediclaim(3)	1250	15000
Cost to Company		**26250**	**315000**
Variable Pay(4)			**75000**
Gross Compensation			**390000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

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3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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QuisLex

June 28, 2016

Mr. Pranjul Mehta

Offer Letter

Dear Pranjul,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on July 11 2016. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

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Annexure 1

Name of the Employee:	**Pranjul Mehta**		
Designation:	Legal Associate		
Joining Date:	July 11 2016		
Salary Break up		**Per Month INR**	**Per Annum INR**
Basic			
	Basic Pay	8750	105000
Choice Pay			
	HRA	3500	42000
	Meal Vouchers	1100	13200
	Special Allowance:		
	a: Leave Travel Allowance(1)	1250	15000
	b: Other Allowance	8100	97200
	Medical Allowance (2)	1250	15000
Benefits Pay			
	Employer's Contribution to PF	1050	12600
	Group Mediclaim(3)	1250	15000
Cost to Company		**26250**	**315000**
Variable Pay(4)			**75000**
Gross Compensation			**390000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.
2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

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3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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QuisLex

May 17, 2016

Ms. Ritu Mishra

Offer Letter

Dear Ritu,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on June 13, 2016. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

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Annexure 1

Name of the Employee:	**Ritu Mishra**		
Designation:	Legal Associate		
Joining Date:	June 13, 2016		
Salary Break up		**Per Month INR**	**Per Annum INR**
Basic			
	Basic Pay	8750	105000
Choice Pay			
	HRA	3500	42000
	Meal Vouchers	1100	13200
	Special Allowance:		
	a: Leave Travel Allowance(1)	1250	15000
	b: Other Allowance	8100	97200
	Medical Allowance (2)	1250	15000
Benefits Pay			
	Employer's Contribution to PF	1050	12600
	Group Mediclaim(3)	1250	15000
Cost to Company		**26250**	**315000**
Variable Pay(4)			**75000**
Gross Compensation			**390000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

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3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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mindcrest®
Empowering Attorneys

June 08, 2016
Shayak Gupta

Dear Shayak,

Offer of Employment

It is our pleasure to offer you an appointment with Mindcrest (India) Private Limited as an **Associate Attorney (AA)** from **June 27, 2016.**

Please refer to Annexure A for compensation details. You shall be subsequently entitled to incentives based on your performance, in accordance with the company policy.

We will issue a letter of employment on your day of joining which will detail all the terms and conditions of your employment.

Please report to our Pune office address mentioned below at 8:45 a.m. on or before June 27, 2016 and bring original as well as one photocopy of the following documents:

1. School, Graduation and Post-Graduation certificates and mark sheets.
2. Pan Card or passport or Election ID Card or Driving License.
3. Three passport size photographs for office records & 2 copies for Bank account.
4. Relieving letter from the previous employer.
5. Two reference letters from law professionals or academic faculty.

As part of your pre-employment process, we will share our policies and procedures with you. Your signature on this letter will validate your acceptance to all Mindcrest's policies and procedures

Please return the duplicate copy of this letter duly signed as your acceptance of the terms of engagement mentioned herein. By accepting these terms, you explicitly agree to Mindcrest conducting verification checks of your background, including academic, professional and criminal.

Yours faithfully,
For Mindcrest (India) Private Limited

Pramjod

Pramod Abuj
Senior Manager - Human Resources

I, _____, accept the above offer of employment.

Signature: _____ Date: _____

603 & 604, Block D, Weikfield IT-Citi Info Park, Nagar Rd, Vadgaonsheri, Pune - 411014

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Annexure				
Name: Shayak Gupta				
Start Date: **June 27, 2016**				
Designation: Associate Attorney A				
Elements	**Monthly Amount**		**Annual Amount**	
Basic Salary	₹ 8,000		₹ 96,000	
EPF Contribution (12% of Basic)	₹ 960		₹ 11,520	
House Rent Allowance	₹ 4,000		₹ 48,000	
Medical Reimbursement	₹ 1,250		₹ 15,000	
Food Allowance	₹ 1,000		₹ 12,000	
Conveyance Allowance	₹ 1,600		₹ 19,200	
Leave Travel Allowance	₹ 2,400		₹ 28,800	
Special Allowance	₹ 790		₹ 9,480	
Total Base	**₹ 20,000**		**₹ 240,000**	
Confirmation Increment based on Performance	Min.	Max.	Min.	Max.
	₹ 3,000	₹ 6,000	₹ 36,000	₹ 72,000
Total Base - After Confirmation	**₹ 23,000**	**₹ 26,000**	**₹ 276,000**	**₹ 312,000**
Bonus opportunity	₹ 2,300	₹ 2,600	₹ 27,600	₹ 31,200
Mindcrest Sustainer Award	₹ 3,333	₹ 6,667	₹ 40,000	₹ 80,000
Gratuity	₹ 442	₹ 500	₹ 5,308	₹ 6,000
Mediclaim	₹ 833	₹ 833	₹ 10,000	₹ 10,000
Relocation Benefits#	₹ 11,200	₹ 11,200	₹ 11,200	₹ 11,200
Total Annual Cash Opportunity	**₹ 30,842**	**₹ 37,533**	**₹ 370,108**	**₹ 450,400**

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Empowering Attorneys

1) **Confirmation** increment is based on individual performance.

2) **Mindcrest Sustainer Award** is designed to recognize employees who are committed to being a part of the Mindcrest team and those who help sustain our growth. There are three levels ranging from INR 40,000, INR, 60,000 and INR 80,000 which are payable in two tranches:

Tranche 1: One-third of the Sustainer Award amount is payable along with employee's salary for the month following the completion of 18 months of continuous employment with Mindcrest.

Tranche 2: Two-thirds of Sustainer award amount payable along with employee's salary for the month following the completion of 24 months of continuous employment with Mindcrest.

To receive this Mindcrest Sustainer Award you should maintain a good employment record and compliance with attendance, leave and other applicable Mindcrest policies and rules of conduct.

Mindcrest Sustainer Award amount will be decided based on individual performance in the Mindcrest applicant test, during the interview process and onboarding / project training and on live projects performance. The Sustainer Award level will be determined at the time of your confirmation.

3) **Bonus opportunity** is again lined to the individual performance and will be paid as per complies policy. For the calculation purpose, we have considered 10% target bonus. However, your actual bonus maybe higher or lower depending upon company performance and your performance.

4) **Gratuity** is payable as per the Payment of Gratuity Act 1972.

5) **Mediclaim** as per company policy.

Relocation Benefits - Company will provide 7 days (from date of joining) of free accommodation (including breakfast and internet) to all eligible candidates.

Note: You will automatically lose eligibility to receive the above bonuses if you are serving your notice period at the time of payout. All earnings are subject to deduction of tax at source.

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JURIS PRIME
LAW SERVICES

CONFIDENTIAL

September 9, 2020

Ms. D Suvarshitha
D/O: D Srinivasulu,
7-10-165, Lingam Bagh Colony,
Gadwal, Mahabub Nagar

Dear Ms. D Suvarshitha,

This has reference to your application and discussions we had on Septembermber, 09, 2020, we are pleased to welcome you into Juris Prime Law Services (Firm) as a "Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm on September 9, 2020 or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 20, 000/- (Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 1st of every month for the preceding month; unless reports submitted Retainer fee will not be processed.

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

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Juris Prime Law Services
Advocates & Legal Consultants
Plot No.33, 1st Floor, J K Enclave, Rao and Raju Colony,
Near Lucid Diagnostics, Road No.2, Banjara Hills, Hyderabad-500034
☎ : +91 40 23551101 ✉ : contact@jurisprime.com 🌐 www.jurisprime.com

(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining ;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm. No notice period required from firm for termination.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate "and Your monthly base compensation will be increased Rs. 25, 000/- (Rupees Twenty-Five Thousand only) per month subject to Tax deductions at source as applicable.

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**

V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated: 10-09-2020

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2017

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MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Ms S Neha Suresh
Flat No 501, Bharond Venkatachalapati
(APG) Teachers Colony
East Marredpally
Secundrabad – 500 026

12th June, 2017

Dear Ms. Neha

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as a **'Management Trainee'** in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed at our **Hyderabad Office**

2. The details of your compensation package are indicated in the attached statement.

3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

   You are also requested to bring your original documents/ certificates on the date of joining, for verification.

4. You will be on probation for a period of **one year,** which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.

5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give one month's notice or one month's gross salary in lieu of notice.

   Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

S. Vijayalakshmi.

MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

7. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

Further, if the outcome of the independent verification is contrary to the information declared by you, you shall be subject to such actions as deemed fit and proper under the then prevailing facts and circumstances, including termination without any further enquiry.

In the event your services are terminated by virtue of this clause, there will be no notice period required and the company shall be entitled to recover such expenses as borne during your selection and recruitment process.

7. During the probation period, you will not be eligible for any of the perquisites, which only permanent employees are eligible for, in line with the Company policies.
8. Upon you ceasing to be in the employment of the company for any reason whatsoever, you will be obliged to account for and return all property of the Company in your possession, custody or charge. These include but are not limited to documents, manuals, records, books, keys, business cards, files and all other items of a professional nature, which were acquired or created during your employment.
9. You will be bound by all the existing rules and regulations of the Corporation and those that may be framed from time to time.
10. You shall also be subject to the provisions of the HDFC Code of Conduct as amended from time to time and also to the broad principles laid under the Online Staff Guide.
11. As you are a full time employee, you will not be permitted to take on any employment or work of any nature without the written consent of the Management.
12. You will be required to participate in business related meetings, conferences, events, as well as any training programmes, at any location in India/abroad, as and when required by the Company.

S Vijayalakshmi

Regional Office: Third Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

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HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

13. Although you are initially being appointed at our **Hyderabad Office**, you are liable to be transferred to any department/office anywhere in India/abroad, or transferred/assigned responsibility in any associate company or a company/entity promoted by HDFC.
14. As confirmed, please report for duty on **19th June, 2017**

In order to facilitate your smooth integration into HDFC and its culture, **MrT Surya Rao**, would be your mentor from your date of joining, whom you may approach for any guidance/assistance from time to time.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance.

We welcome you to the HDFC family and wish you the very best for a happy and successful career with HDFC.

Yours truly,

Mathew Joseph

Encl: As above

Regional Office: Third Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Ms S Neha Suresh
Management Trainee

Basic Salary	: Rs.	9,000.00
Dearness Allowance (as per Consumer Price Index)	: Rs.	13,725.50
House Rent Allowance (55% x (Basic + D.A)	: Rs.	12,499.00
Transport Allowance	: Rs.	800.00
Gross Salary	**: Rs.**	**36,024.50** per month

CURRENT ANNUAL COST TO COMPANY

Gross Salary per annum	: Rs.	4,32,294.00
Provident Fund contribution per annum (12% of basic salary plus D.A).	: Rs.	32,724.70
Gratuity	: Rs.	22,728.00
Ex-Gratia	: Rs.	8,400.00
Leave Travel Allowance per annum	: Rs.	9,000.00
Privilege Leave encashment	: Rs.	9,000.00
Medical Premium (Health Insurance)	: Rs	16,229.00
Personal Accident Insurance Premium	: Rs	384..00
Annual CTC	**: Rs.**	**5,30,759.70**

Regional Office: Third Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

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MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED

12th June, 2017 www.hdfc.com

Ms B N Pravalika Goud
No 1-3-183/40/126
II Venture SBI Colony
Gandhinagar
Mushurabad
Hyderabad 500 086

Dear Ms.Pravalika

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as a **'Management Trainee'** in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed at our **Hyderabad Office**

2. The details of your compensation package are indicated in the attached statement.

3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

   You are also requested to bring your original documents/ certificates on the date of joining, for verification.

4. You will be on probation for a period of **one year**, which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.

5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give one month's notice or one month's gross salary in lieu of notice.

   Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

S. Vijayalakshmi

MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HDFC
HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

6. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

Further, if the outcome of the independent verification is contrary to the information declared by you, you shall be subject to such actions as deemed fit and proper under the then prevailing facts and circumstances, including termination without any further enquiry.

In the event your services are terminated by virtue of this clause, there will be no notice period required and the company shall be entitled to recover such expenses as borne during your selection and recruitment process.

7. During the probation period, you will not be eligible for any of the perquisites, which only permanent employees are eligible for, in line with the Company policies.
8. Upon you ceasing to be in the employment of the company for any reason whatsoever, you will be obliged to account for and return all property of the Company in your possession, custody or charge. These include but are not limited to documents, manuals, records, books, keys, business cards, files and all other items of a professional nature, which were acquired or created during your employment.
9. You will be bound by all the existing rules and regulations of the Corporation and those that may be framed from time to time.
10. You shall also be subject to the provisions of the HDFC Code of Conduct as amended from time to time and also to the broad principles laid under the Online Staff Guide.
11. As you are a full time employee, you will not be permitted to take on any employment or work of any nature without the written consent of the Management.
12. You will be required to participate in business related meetings, conferences, events, as well as any training programmes, at any location in India/abroad, as and when required by the Company.

Regional Office: Third Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

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HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
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13. Although you are initially being appointed at our **Hyderabad Office**, you are liable to be transferred to any department/office anywhere in India/abroad, or transferred/assigned responsibility in any associate company or a company/entity promoted by HDFC.
14. As confirmed, please report for duty on 19th June, 2017

In order to facilitate your smooth integration into HDFC and its culture, **Mr.Raja Ravipati**, would be your mentor from your date of joining, whom you may approach for any guidance/assistance from time to time.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance.

We welcome you to the HDFC family and wish you the very best for a happy and successful career with HDFC.

Yours truly,

Mathew Joseph

Encl: As above

S. Vijayalakshmi

Regional Office: Third Floor, ITC Centre, 760, Anna Salai, Chennai 600 002.
Tel: (D) 28554320 (B) 28599300. Fax: 044 - 28553372.
Regd. Office: Ramon House, HT Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020. INDIA.
Corporate Identity Number: L70100MH1977PLC019916

MATHEW JOSEPH
MEMBER OF EXECUTIVE MANAGEMENT

HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Ms B N Pravalika Goud
Management Trainee

Basic Salary	: Rs.	9,000.00
Dearness Allowance (as per Consumer Price Index)	: Rs.	13,725.50
House Rent Allowance (55% x (Basic + D.A)	: Rs.	12,499.00
Transport Allowance	: Rs.	800.00
Gross Salary	**: Rs.**	**36,024.50** per month

CURRENT ANNUAL COST TO COMPANY

Gross Salary per annum	: Rs.	4,32,294.00
Provident Fund contribution per annum (12% of basic salary plus D.A).	: Rs.	32,724.70
Gratuity	: Rs.	22,728.00
Ex-Gratia	: Rs.	8,400.00
Leave Travel Allowance per annum	: Rs.	9,000.00
Privilege Leave encashment	: Rs.	9,000.00
Medical Premium (Health Insurance)	: Rs	16,229.00
Personal Accident Insurance Premium	: Rs	384..00
Annual CTC	: Rs.	5,30,759.70

S. Vijayalakshmi

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KARAN TALWAR & ASSOCIATES

Date: 14.4.2017

Appointment Letter

Dear Anmol Gupta,

Karan Talwar & Associates ("**KTA**") is pleased to offer you a monthly retainership on the following terms:

1. A professional retainership fee of INR 20,000 per month will be paid for your services as an Advocate – Associate to KTA. Your retainership will commence from 1.06.2017.
2. All payments made to you including any reimbursements as per applicable policies will be subject to deduction of tax at source, if applicable, and if applicable at the applicable rates.
3. You will abide by all policies implemented at KTA now or in future.
4. You will be obliged to keep all information provided to you during the course of your retainership completely confidential. Upon expiry or termination of your retainership with KTA you shall return all confidential information in your possession and delete/destroy any copies (physical or digital), whatsoever, that may be in your possession. All confidential information will be stored by you as per the polices implemented at KTA.
5. In the event the above terms are acceptable please fill in the following information and send in a confirmation of your acceptance.

I hereby accept:

Ms. Anmol Gupta,

Date of Birth: _____

Daughter of _____

Address: _____

_____

_____

Aadhar Number: _____

Signature: _____

K. V. Talwar

(Karan Talwar)

Address: 6th Floor, 8-2-688, P-2, MJ Towers, Road No.12, Banjara Hills, Hyderabad - 500034, Telangana, India
Email: karan@ktalaw.in Landline: 040 23302117 Mobile: +91 9177057111

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HDFC

HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Date: 05/06/2018

Mr. Abhishek Gandhi
6-2-664, Chintal Basti Road
Opp. Andhra Bank
Khairatabad
Hyderabad – 500004

Dear Abhishek,

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as a **'Management Trainee'** in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed in the **Operations (Legal)Department** at our **Hyderabad Office** and will report to **Mr. M S N V Krishna – Senior Manager, Operations (Legal) Department.**

2. The details of your compensation package are indicated in the attached statement.

3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

   You are also requested to bring your original documents/ certificates on the date of joining, for verification.

4. You will be on probation for a period of **one year,** which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.

5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give thirty days notice or one month's gross salary in lieu of notice.

   Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

ION FOR HIGHER EDUCATION
DERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Regd. Office: Ramon House, H T Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020.
Tel: 61766000, 61766100. Fax: 022 - 22811205. Corporate Identity Number: L70100MH1977PLC019916

6. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

   Further, if the outcome of the independent verification is contrary to the information declared by you, you shall be subject to such actions as deemed fit and proper under the then prevailing facts and circumstances, including termination without any further enquiry.

   In the event your services are terminated by virtue of this clause, there will be no notice period required and the company shall be entitled to recover such expenses as borne during your selection and recruitment process.

7. During the probation period, you will not be eligible for any of the perquisites, which only permanent employees are eligible for, in line with the Company policies.

8. Upon you ceasing to be in the employment of the company for any reason whatsoever, you will be obliged to account for and return all property of the Company in your possession, custody or charge. These include but are not limited to documents, manuals, records, books, keys, business cards, files and all other items of a professional nature, which were acquired or created during your employment.

9. You will be bound by all the existing rules and regulations of the Corporation and those that may be framed from time to time.

10. You shall also be subject to the provisions of the HDFC Code of Conduct as amended from time to time and also to the broad principles laid under the Online Staff Guide.

11. As you are a full time employee, you will not be permitted to take on any employment or work of any nature without the written consent of the Management.

12. You will be required to participate in business related meetings, conferences, events, as well as any training programmes, at any location in India/abroad, as and when required by the Company.

13. Although you are initially being appointed at our **Hyderabad Office**, you are liable to be transferred to any department/office anywhere in India/abroad, or transferred/assigned responsibility in any associate company or a company/entity promoted by HDFC.

14. Along with this letter, we are also attaching a copy of the revised Maternity Benefit Policy (applicable for female employees only), in line with the Maternity Benefit (Amendment) Act, 2017).

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

15. As confirmed, please report for duty on **11/06/2018**

In order to facilitate your smooth integration into HDFC and its culture, **Mr. T Surya Rao, Senior Manager, Deposits Department** would be your mentor from your date of joining, whom you may approach for any guidance/assistance from time to time.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance.

We welcome you to the HDFC family and wish you the very best for a happy and successful career with HDFC.

Yours truly,
For Housing Development Finance Corporation Ltd,

Sunder Skandan

Sunder Skandan
Deputy General Manager – Human Resources

List of records/documents (copies) to be submitted on the date of joining:

1. Resignation and relieving letter from previous employer.
2. Income certificate from previous organisation.
3. Permanent Account Number (PAN)
   Or
   Acknowledgement copy of the application for PAN (Form No.49A)
4. Proof of Birth date: school leaving certificate or birth certificate.
5. All professional qualification marksheets & Passing certificates (SSC/HSC/Graduation & Post Graduation).
6. Address proof- Permanent and Current.
7. Passport size photographs (3 nos.).
8. Aadhaar Card

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Annexure A –
Compensation Structure Details

Name: Mr. Abhishek Gandhi
Designation: Management Trainee

Basic Salary		**: Rs. 9,000.00**
Dearness Allowance (as per Consumer Price Index)		**: Rs. 14,033.00**
House Rent Allowance (55% x (Basic + D.A.))		**: Rs. 12,668.15**
Transport Allowance		**: Rs. 800.00**
Gross Salary per month		**: Rs. 36,501.15**

ANNUAL COST TO COMPANY

Gross Salary		**: Rs.**	**4,38,013.80**
Provident Fund contribution (12% of basic salary plus D.A).		**: Rs.**	**33,167.52**
Ex-gratia		**: Rs.**	**8,400.00**
Medical Premium (Health Insurance)	*	**: Rs.**	**16,228.80**
Personal Accident Insurance Premium	**	**: Rs.**	**384.00**
Leave Travel Allowance	***	**: Rs.**	**9,000.00**
Privilege Leave Encashment	***	**: Rs.**	**9,000.00**
Gratuity	***	**: Rs.**	**23,028.00**
Annual CTC		**: Rs.**	**5,37,222.12**

* Health Insurance coverage @Rs.5.00 lakhs per annum (total 4 persons) for self & dependants, as per Company policy.
**Personal Accident coverage-24 hrs anywhere in the world, as per Company policy.
*** Leave Travel Allowance, Privilege Leave Encashment, Gratuity will be paid as per the rules of the Company and / or statutory guidelines in force.
Eligible for soft loans for Housing (2%),Vehicle (2.5%),Furniture and Fixtures (2.5%) on completion of 2 years of continuous service, as per Company policy.
Eligible for child scholarship for 2 children on completion of 2 years of continuous service, as per Company policy.
Eligible for self education reimbursement of completion of 1 year of continuous service, as per Company policy.
Eligible for Casual Leave, Sick Leave, Privilege Leave and Maternity Leave, as per the rules of the Company and / or statutory guidelines in force.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

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HDFC

HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Date: 05/06/2018

Ms. Nandini Bhaskar
Flat No : 102, Block B
Lekhraj Parisar
Road No: - 03, East Patel Nagar
Patna, Bihar - 800023

Dear Nandini,

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as a **'Management Trainee'** in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed in the **Operations (Legal) Department** at our **Hyderabad Office** and will report to **Mr. M S N V Krishna – Senior Manager, Operations (Legal) Department.**

2. The details of your compensation package are indicated in the attached statement.

3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

   You are also requested to bring your original documents/ certificates on the date of joining, for verification.

4. You will be on probation for a period of **one year,** which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.

5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give thirty days notice or one month's gross salary in lieu of notice.

   Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Regd. Office: Ramon House, H T Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020.
Tel: 61766000, 61766100. Fax: 022 - 22811205. Corporate Identity Number: L70100MH1977PLC019916

6. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

   Further, if the outcome of the independent verification is contrary to the information declared by you, you shall be subject to such actions as deemed fit and proper under the then prevailing facts and circumstances, including termination without any further enquiry.

   In the event your services are terminated by virtue of this clause, there will be no notice period required and the company shall be entitled to recover such expenses as borne during your selection and recruitment process.

7. During the probation period, you will not be eligible for any of the perquisites, which only permanent employees are eligible for, in line with the Company policies.

8. Upon you ceasing to be in the employment of the company for any reason whatsoever, you will be obliged to account for and return all property of the Company in your possession, custody or charge. These include but are not limited to documents, manuals, records, books, keys, business cards, files and all other items of a professional nature, which were acquired or created during your employment.

9. You will be bound by all the existing rules and regulations of the Corporation and those that may be framed from time to time.

10. You shall also be subject to the provisions of the HDFC Code of Conduct as amended from time to time and also to the broad principles laid under the Online Staff Guide.

11. As you are a full time employee, you will not be permitted to take on any employment or work of any nature without the written consent of the Management.

12. You will be required to participate in business related meetings, conferences, events, as well as any training programmes, at any location in India/abroad, as and when required by the Company.

13. Although you are initially being appointed at our **Hyderabad Office**, you are liable to be transferred to any department/office anywhere in India/abroad, or transferred/assigned responsibility in any associate company or a company/entity promoted by HDFC.

14. Along with this letter, we are also attaching a copy of the revised Maternity Benefit Policy (applicable for female employees only), in line with the Maternity Benefit (Amendment) Act, 2017).

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

15. As confirmed, please report for duty on **11/06/2018**

In order to facilitate your smooth integration into HDFC and its culture, **Mr. D Venkateswara Rao Deputy General Manager, Operations Department** would be your mentor from your date of joining, whom you may approach for any guidance/assistance from time to time.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance.

We welcome you to the HDFC family and wish you the very best for a happy and successful career with HDFC.

Yours truly,
For Housing Development Finance Corporation Ltd,

Received & Accepted

Sunder Skandan
Deputy General Manager – Human Resources

Nandini Bhaskar

List of records/documents (copies) to be submitted on the date of joining:

1. Resignation and relieving letter from previous employer.
2. Income certificate from previous organisation.
3. Permanent Account Number (PAN)
   Or
   Acknowledgement copy of the application for PAN (Form No.49A)
4. Proof of Birth date: school leaving certificate or birth certificate.
5. All professional qualification marksheets & Passing certificates (SSC/HSC/Graduation & Post Graduation).
6. Address proof- Permanent and Current.
7. Passport size photographs (3 nos.).
8. Aadhaar Card

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Annexure A –
Compensation Structure Details

Name: Ms. Nandini Bhaskar
Designation: Management Trainee

Basic Salary	: Rs.	9,000.00
Dearness Allowance (as per Consumer Price Index)	: Rs.	14,033.00
House Rent Allowance (55% x (Basic + D.A.))	: Rs.	12,668.15
Transport Allowance	: Rs.	800.00
Gross Salary per month	: Rs.	36,501.15

ANNUAL COST TO COMPANY

Gross Salary		: Rs.	4,38,013.80
Provident Fund contribution (12% of basic salary plus D.A).		: Rs.	33,167.52
Ex-gratia		: Rs.	8,400.00
Medical Premium (Health Insurance)	*	: Rs.	16,228.80
Personal Accident Insurance Premium	**	: Rs.	384.00
Leave Travel Allowance	***	: Rs.	9,000.00
Privilege Leave Encashment	***	: Rs.	9,000.00
Gratuity	***	: Rs.	23,028.00
Annual CTC		: Rs.	5,37,222.12

* Health Insurance coverage @Rs.5.00 lakhs per annum (total 4 persons) for self & dependants, as per Company policy.
**Personal Accident coverage-24 hrs anywhere in the world, as per Company policy.
*** Leave Travel Allowance, Privilege Leave Encashment, Gratuity will be paid as per the rules of the Company and / or statutory guidelines in force.
Eligible for soft loans for Housing (2%),Vehicle (2.5%),Furniture and Fixtures (2.5%) on completion of 2 years of continuous service, as per Company policy.
Eligible for child scholarship for 2 children on completion of 2 years of continuous service, as per Company policy.
Eligible for self education reimbursement of completion of 1 year of continuous service, as per Company policy.
Eligible for Casual Leave, Sick Leave, Privilege Leave and Maternity Leave, as per the rules of the Company and / or statutory guidelines in force.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

We are pleased to inform you that the current Maternity Leave (ML) Policy has been revised as under:

1. The duration of Maternity Leave for a woman employee for the first two children, which is currently 120 days, has been increased to **26 weeks (182 days), of which not more than eight weeks shall precede the date of her expected delivery.**

2. In case of a woman employee having two or more surviving children, duration of Maternity Leave will be **12 weeks (84 days), of which not more than six weeks shall precede the date of her expected delivery.**

3. Further, a woman employee who legally adopts a child below the age of three months or is a commissioning mother, shall be entitled to maternity leave for a period of **120 days**, which shall commence from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. A 'commissioning mother' is a biological mother who uses her egg to create an embryo implanted in any other woman.

4. In case of miscarriage or medical termination of pregnancy, a woman employee shall **be entitled to 6 weeks (42 days)** leave, from the day of her miscarriage or medical termination of pregnancy, as the case may be.

5. We may also mention that women employees who are currently on maternity leave will also get the benefit of the above revised maternity leave policy.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University under Section 3 of the UGC ACT, 1956)

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HDFC

HOUSING DEVELOPMENT FINANCE CORPORATION LIMITED
www.hdfc.com

Date: 07/06/2018

Ms. Mishal Khalida Hussaini
Flat No: 203 & 204, Sajid Residency
12-2-823/A/158/3
Santosh Nagar Colony
Mehdipatnam – 500 028

Dear Mishal,

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as a **'Management Trainee'** in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed in the **Operations (Legal) Department** at our **Hyderabad Office** and will report to **Mr. M S N V Krishna – Senior Manager, Operations (Legal) Department.**

2. The details of your compensation package are indicated in the attached statement.

3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

   You are also requested to bring your original documents/ certificates on the date of joining, for verification.

4. You will be on probation for a period of **one year,** which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.

5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give thirty days notice or one month's gross salary in lieu of notice.

   Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Regd. Office: Ramon House, H T Parekh Marg, 169, Backbay Reclamation, Churchgate, Mumbai 400 020.
Tel: 61766000, 61766100. Fax: 022 - 22811205. Corporate Identity Number: L70100MH1977PLC019916

6. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

   Further, if the outcome of the independent verification is contrary to the information declared by you, you shall be subject to such actions as deemed fit and proper under the then prevailing facts and circumstances, including termination without any further enquiry.

   In the event your services are terminated by virtue of this clause, there will be no notice period required and the company shall be entitled to recover such expenses as borne during your selection and recruitment process.

7. During the probation period, you will not be eligible for any of the perquisites, which only permanent employees are eligible for, in line with the Company policies.

8. Upon you ceasing to be in the employment of the company for any reason whatsoever, you will be obliged to account for and return all property of the Company in your possession, custody or charge. These include but are not limited to documents, manuals, records, books, keys, business cards, files and all other items of a professional nature, which were acquired or created during your employment.

9. You will be bound by all the existing rules and regulations of the Corporation and those that may be framed from time to time.

10. You shall also be subject to the provisions of the HDFC Code of Conduct as amended from time to time and also to the broad principles laid under the Online Staff Guide.

11. As you are a full time employee, you will not be permitted to take on any employment or work of any nature without the written consent of the Management.

12. You will be required to participate in business related meetings, conferences, events, as well as any training programmes, at any location in India/abroad, as and when required by the Company.

13. Although you are initially being appointed at our **Hyderabad Office**, you are liable to be transferred to any department/office anywhere in India/abroad, or transferred/assigned responsibility in any associate company or a company/entity promoted by HDFC.

14. Along with this letter, we are also attaching a copy of the revised Maternity Benefit Policy (applicable for female employees only), in line with the Maternity Benefit (Amendment) Act, 2017).

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
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15. As confirmed, please report for duty on **11/06/2018.**

In order to facilitate your smooth integration into HDFC and its culture, **Mr. Raja Ravipati , Senior Manager, Operations Department** would be your mentor from your date of joining, whom you may approach for any guidance/assistance from time to time.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance.

We welcome you to the HDFC family and wish you the very best for a happy and successful career with HDFC.

Yours truly,
For Housing Development Finance Corporation Ltd,

Received & Accepted

Sunder Skandan
Deputy General Manager – Human Resources

Mishal Khalida Hussaini

List of records/documents (copies) to be submitted on the date of joining:

1. Resignation and relieving letter from previous employer.
2. Income certificate from previous organisation.
3. Permanent Account Number (PAN)
   Or
   Acknowledgement copy of the application for PAN (Form No.49A)
4. Proof of Birth date: school leaving certificate or birth certificate.
5. All professional qualification marksheets & Passing certificates (SSC/HSC/Graduation & Post Graduation).
6. Address proof- Permanent and Current.
7. Passport size photographs (3 nos.).
8. Aadhaar Card

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Annexure A –
Compensation Structure Details

Name: Ms. Mishal Khalida Hussaini
Designation: Management Trainee

Basic Salary		**: Rs. 9,000.00**
Dearness Allowance (as per Consumer Price Index)		**: Rs. 14,033.00**
House Rent Allowance (55% x (Basic + D.A.))		**: Rs. 12,668.15**
Transport Allowance		**: Rs. 800.00**
Gross Salary per month		**: Rs. 36,501.15**

ANNUAL COST TO COMPANY

Gross Salary		**: Rs. 4,38,013.80**
Provident Fund contribution (12% of basic salary plus D.A).		**: Rs. 33,167.52**
Ex-gratia		**: Rs. 8,400.00**
Medical Premium (Health Insurance)	*	**: Rs. 16,228.80**
Personal Accident Insurance Premium	**	**: Rs. 384.00**
Leave Travel Allowance	***	**: Rs. 9,000.00**
Privilege Leave Encashment	***	**: Rs. 9,000.00**
Gratuity	***	**: Rs. 23,028.00**
Annual CTC		**: Rs. 5,37,222.12**

* Health Insurance coverage @Rs.5.00 lakhs per annum (total 4 persons) for self & dependants, as per Company policy.
**Personal Accident coverage-24 hrs anywhere in the world, as per Company policy.
*** Leave Travel Allowance, Privilege Leave Encashment, Gratuity will be paid as per the rules of the Company and / or statutory guidelines in force.
Eligible for soft loans for Housing (2%),Vehicle (2.5%),Furniture and Fixtures (2.5%) on completion of 2 years of continuous service, as per Company policy.
Eligible for child scholarship for 2 children on completion of 2 years of continuous service, as per Company policy.
Eligible for self education reimbursement of completion of 1 year of continuous service, as per Company policy.
Eligible for Casual Leave, Sick Leave, Privilege Leave and Maternity Leave, as per the rules of the Company and / or statutory guidelines in force.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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We are pleased to inform you that the current Maternity Leave (ML) Policy has been revised as under:

1. The duration of Maternity Leave for a woman employee for the first two children, which is currently 120 days, has been increased to **26 weeks (182 days), of which not more than eight weeks shall precede the date of her expected delivery.**

2. In case of a woman employee having two or more surviving children, duration of Maternity Leave will be **12 weeks (84 days), of which not more than six weeks shall precede the date of her expected delivery.**

3. Further, a woman employee who legally adopts a child below the age of three months or is a commissioning mother, shall be entitled to maternity leave for a period of **120 days**, which shall commence from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. A 'commissioning mother' is a biological mother who uses her egg to create an embryo implanted in any other woman.

4. In case of miscarriage or medical termination of pregnancy, a woman employee shall **be entitled to 6 weeks (42 days)** leave, from the day of her miscarriage or medical termination of pregnancy, as the case may be.

5. We may also mention that women employees who are currently on maternity leave will also get the benefit of the above revised maternity leave policy.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

13FLUHH 016415

Roll No. AP/ 1208 /2018

The Bar Council of the State of Andhra Pradesh, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. ...Gowtham, T.....

is admitted as an Advocate on the Rolls of the Bar Council of the State of Andhra Pradesh under the Advocates Act of 1961 (Act 25 of 1961) on this the ....Tenth.....*day of* ....October.....2018

N. Sunita
Secretary,

Bar Council of the State of Andhra Pradesh.

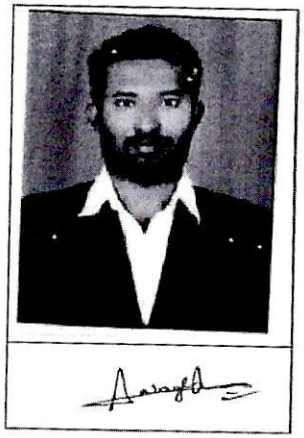
Note: This certificate is valid upto ....09.04.2019..... or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

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BAR COUNCIL OF INDIA

(CONSTITUTED UNDER THE ADVOCATES ACT, 1961)

Certificate of Practice

This is to certify that Mr. / Ms. **AKULA NAGARJUNA**

S/o / D/o / W/o **AKULA VENKATESWARLU** enrolled as an Advocate under the Advocates Act, 1961 with SBC Enrolment No. **AP/956/2018** is entitled to practice the profession of law in India in accordance with the Advocates Act, 1961 and the Rules governing such practice framed by the Bar Council of India, as he/she has successfully qualified in the All India Bar Examination - 13th Vide AIBE Roll No **2111110**

Dated this the **15th** day of **MARCH** 2019.

Mr. Manan Kumar Mishra	Mr. A. Rami Reddy	Mr. Ghanta Rama Rao	Mr. Srimanto Sen
Chairman	Member	Chairman	Secretary
Bar Council of India	Bar Council of India	Bar Council of Andhra Pradesh	Bar Council of India

21, Rouse Avenue, Institutional Area, New Delhi - 110002

This is an ePaper document which is electronically secured using an NFC micro-chip. Please log into "https://checkyourres...com" for instant verification and additional information.

13FLUHH010913

Roll No. AP/ 1082 /2018

The Bar Council of the State of Andhra Pradesh, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Dalia Pasaari

is admitted as an Advocate on the Rolls of the Bar Council of the State of Andhra Pradesh under the Advocates Act of 1961 (Act 25 of 1961) on this the fifth *day of* October 2018

N. Sunita
Secretary,
Bar Council of the State of Andhra Pradesh.

Note: This certificate is valid upto 04-04-2019 or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

13 ELHH010 ~~620~~ 430

Roll No. AP/ /242 /2018

The Bar Council of the State of Andhra Pradesh, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. ...Varun...Gupta.....

is admitted as an Advocate on the Rolls of the Bar Council of the State of Andhra Pradesh under the Advocates Act of 1961 (Act 25 of 1961) on this the .....tenth.....*day of* .....October.....*2018*

N. Sunita

Secretary,

Bar Council of the State of Andhra Pradesh.

Note: This certificate is valid upto ..09.04.2019..... or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

5.2.2

2019

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Edelweiss
PROUD SPONSOR
2016 INDIAN OLYMPIC TEAM

Letter Ref No : AL_29786_02

STRICTLY PRIVATE & CONFIDENTIAL

06-Mar-2019

Vaishnavi Macherla

Mumbai

APPOINTMENT LETTER

We are pleased to confirm our offer of employment as **Associate** in the role of **Law Associate** commencing not later than **11-Jun-2019** with **Edelweiss Asset Reconstruction Company Limited** ("the Company") on the following terms and conditions:

Compensation and Benefits: You will receive compensation as outlined in **Annexure 1.** Income Tax or any other statutory deductions will be made at source, as per the applicable tax laws. Your performance will be reviewed annually. You will also be eligible to participate in the Company's discretionary performance based Bonus Scheme / Performance Linked Incentives as applicable subject to your being in the Company's employment and not under notice to leave the Company on the bonus payment date.

Workplace: You are appointed to work in the Company office at Location: Mumbai However, your services may be transferred by the Company to any other location or division or you may be transferred to any other group entity, in India or abroad, as per the requirement of the Company.

Leave & Other Benefits: You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the Company.

Notice for Separation / Termination: Either party, by stating their intention to do so, in writing may terminate this employment, at any time, provided that at least three month's notice or salary in lieu thereof is given. Waiver of notice period days is completely at the discretion of the Company.

However, in the event of your being guilty of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or breaches any of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Professional Ethics, and Confidentiality: Your position with the company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You are not permitted to carry on any business or profession or enter for any part of your time, in any capacity into the services of or be employed by or engaged with any other firm, company or person. You will promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related Information (which you may possess by reason of your association with the Company) outside the Company.

It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the company. You must not disclose such proprietary information to any person. The term proprietary information shall mean all company information whether in oral, written, graphic, diskette, or machine readable form including but not limited to all non public lists of customer, agents, general agents, intermediaries, prices, business plans, strategic plans or other non public financial information, customer base, manual, designs, procedures, formula's, discoveries, inventions, improvements, concepts, idea's, future plans and budgets unannounced organizational staffing changes financial analysis, competitor analysis, management information technical data and Market studies.

This obligation of confidentiality continues after your employment terminates, further complete confidentiality of employment compensation details is expected to be maintained by you during your period of employment with the company.

You shall faithfully observe and comply with all the Company's rules, policies, regulations, practices, processes and procedures that are in force and applicable to you and all changes therein, from time to time, shall be binding on you.

You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses or infringement of the third party's (IPRs), arising as a result of the usage of any patent, trademark, label, design or application, including software programs and applications. The Company shall also have a right to recover any damages incurred on account of any misrepresentation of your job responsibilities, misappropriation of funds by you, or any act done by you which is against the policies as laid down by the Company from time to time. You shall indemnify and keep the company indemnified to the extent of such loss as may be suffered by the Company.

You agree that during the term of employment and for a period of one year after the termination of your employment, you shall not in any way, directly or indirectly:

(a) Induce or attempt to induce any employee of the Company to quit employment with the Company;
(b) Otherwise interfere with or disrupt Company's relationship with its employees;
(c) Solicit or entice any employee of the Company.

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Misconduct:

Misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of misconduct include but are not limited to:

1. Non Compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company.
2. Theft, misappropriation or willful destruction of Company property.
3. Refusal or failure to comply with a reasonable instruction given by your supervisor.
4. Willful insubordination or disobedience of any lawful and reasonable order of a superior.
5. A finding that you are guilty of a criminal offence by a court of competent jurisdiction.
6. Sexual Harassment or intimidation of employees.
7. Behavior which is either physically or verbally threatening or degrading to others.
8. Violation of Code of Conduct and Business Ethics

Amendments: Amendments to the above terms and conditions, if any will be made in writing.

Wishing you an enriching career with Edelweiss!

Please sign and return the duplicate copy of this letter of appointment (initialing each page including Annexure – I) as a token of your having accepted the above terms and conditions.

Yours faithfully,

For Edelweiss Asset Reconstruction Company Limited

Authorised Signatory

Human Resources

Accepted

Signature & date

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University under Section 3 of the UGC ACT, 1956)

Annexure I

Components*	Annual Amount (in Rs)	Monthly Amount (in Rs)
Earnings		
Basic Salary	256200	21350
House Rent Allowance	128100	10675
Special Allowance	174106	14509
Employer Contributions		
Employer's PF Contribution	30744	2562
Effective Annual / Monthly Salary		
Effective Annual / Monthly Salary [A]	589150	49096
Reimbursements		
LTA	21350	
Telephone	30000	2500
Total Reimbursements		
Total Reimbursements [B]	51350	2500
Total Fixed Compensation		
Total Fixed Compensation [A+B]	640500	51596
Mediclaim Benefit		
**Mediclaim Benefit [C]	9500	
Total Annual / Monthly CTC		
Total Annual / Monthly CTC [A+B+C]	650000	51596

* Deductions will be made as per the statutory laws, as applicable

** Premium paid by Edelweiss for Hospitalisation Mediclaim Policy for employee and dependents [spouse, parents and max 2 children upto the age the of 25 Yrs or till completion of full time education whichever is earlier]

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

Further, Relocation Allowance of INR :25000 (INR Twenty Five Thousand Only) will be paid to you as per below grid on submission of actual supporting documents, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date.This amount will be fully recoverable from you in case of discontinuation of your services before

the completion of 1 year from the date of joining.

Re-Location Expenses (in Rs)	Scheduled Payment
25000	1 Month after joining

Further assured bonus of INR : 150000 (INR One Lakh Fifty Thousand Only) will be paid to you as per below grid, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date.This amount will be fully recoverable from you in case of discontinuation of your services before the completion of 1 year from the date of joining.

Assured Bonus (in Rs)	Scheduled Payment
150000	May/2020

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

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2

Edelweiss
2016 INDIAN OLYMPIC TEAM

Letter Ref No : AL_29226_02

STRICTLY PRIVATE & CONFIDENTIAL

28-Jan-2019

Saloni Toshniwal

Mumbai

APPOINTMENT LETTER

We are pleased to confirm our offer of employment as **Associate** in the role of **Law Associate** commencing not later than **11-Jun-2019** with **Edelweiss Asset Reconstruction Company Limited** ("the Company") on the following terms and conditions:

Compensation and Benefits: You will receive compensation as outlined in **Annexure 1.** Income Tax or any other statutory deductions will be made at source, as per the applicable tax laws. Your performance will be reviewed annually. You will also be eligible to participate in the Company's discretionary performance based Bonus Scheme / Performance Linked Incentives as applicable subject to your being in the Company's employment and not under notice to leave the Company on the bonus payment date.

Workplace: You are appointed to work in the Company office at Location: Mumbai However, your services may be transferred by the Company to any other location or division or you may be transferred to any other group entity, in India or abroad, as per the requirement of the Company.

Leave & Other Benefits: You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the Company.

Notice for Separation / Termination: Either party, by stating their intention to do so, in writing may terminate this employment, at any time, provided that at least three month's notice or salary in lieu thereof is given. Waiver of notice period days is completely at the discretion of the Company.

However, in the event of your being guilty of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or breaches any of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
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Professional Ethics, and Confidentiality: Your position with the company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You are not permitted to carry on any business or profession or enter for any part of your time, in any capacity into the services of or be employed by or engaged with any other firm, company or person. You will promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related Information (which you may possess by reason of your association with the Company) outside the Company.

It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the company. You must not disclose such proprietary information to any person. The term proprietary information shall mean all company information whether in oral, written, graphic, diskette, or machine readable form including but not limited to all non public lists of customer, agents, general agents, intermediaries, prices, business plans, strategic plans or other non public financial information, customer base, manual, designs, procedures, formula's, discoveries, inventions, improvements, concepts, idea's, future plans and budgets unannounced organizational staffing changes financial analysis, competitor analysis, management information technical data and Market studies.

This obligation of confidentiality continues after your employment terminates, further complete confidentiality of employment compensation details is expected to be maintained by you during your period of employment with the company.

You shall faithfully observe and comply with all the Company's rules, policies, regulations, practices, processes and procedures that are in force and applicable to you and all changes therein, from time to time, shall be binding on you.

You shall indemnify and keep the Company indemnified and harmless against all claims by any third party for loss, damage, expenses or infringement of the third party's (IPRs), arising as a result of the usage of any patent, trademark, label, design or application, including software programs and applications. The Company shall also have a right to recover any damages incurred on account of any misrepresentation of your job responsibilities, misappropriation of funds by you, or any act done by you which is against the policies as laid down by the Company from time to time. You shall indemnify and keep the company indemnified to the extent of such loss as may be suffered by the Company.

You agree that during the term of employment and for a period of one year after the termination of your employment, you shall not in any way, directly or indirectly:

(a) Induce or attempt to induce any employee of the Company to quit employment with the Company;
(b) Otherwise interfere with or disrupt Company's relationship with its employees;
(c) Solicit or entice any employee of the Company.

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

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Re-Location Expenses (in Rs)	Scheduled Payment
25000	1 Month after joining

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Assured Bonus (in Rs)	Scheduled Payment
150000	May/2020

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

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2. Theft, misappropriation or willful destruction of Company property.
3. Refusal or failure to comply with a reasonable instruction given by your supervisor.
4. Willful insubordination or disobedience of any lawful and reasonable order of a superior.
5. A finding that you are guilty of a criminal offence by a court of competent jurisdiction.
6. Sexual Harassment or intimidation of employees.
7. Behavior which is either physically or verbally threatening or degrading to others.
8. Violation of Code of Conduct and Business Ethics

Amendments: Amendments to the above terms and conditions, if any will be made in writing.

Wishing you an enriching career with Edelweiss!

Please sign and return the duplicate copy of this letter of appointment (initialing each page including Annexure – I) as a token of your having accepted the above terms and conditions.

Yours faithfully,

For Edelweiss Asset Reconstruction Company Limited

Authorised Signatory

Human Resources

Accepted

Signature & date

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

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* Deductions will be made as per the statutory laws, as applicable

** Premium paid by Edelweiss for Hospitalisation Mediclaim Policy for employee and dependents [spouse, parents and max 2 children upto the age the of 25 Yrs or till completion of full time education whichever is earlier]

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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Further, Relocation Allowance of INR :25000 (INR Twenty Five Thousand Only) will be paid to you as per below grid on submission of actual supporting documents, contingent to your continuing in the company's employment and not serving notice to leave the company as on the scheduled payment date.This amount will be fully recoverable from you in case of discontinuation of your services before

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JURIS PRIME
LAW SERVICES

CONFIDENTIAL

April 16, 2019

Mr. Girjesh Patidar
House #119, Ward 52, Misrod,
Bhopal, India-462027

Dear Mr. Girjesh Patidar,

This has reference to your application and discussions we had on March 30, 2019, we are pleased to welcome you into Juris Prime Law Services (Firm) as an "Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm upon completion of your BBA LLB Final Year Exams or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 25, 000/-(Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 5th of every month for the preceding month;

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

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(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining ;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate".

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**

V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated:

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14FLUHH010558

JURIS PRIME
LAW SERVICES

CONFIDENTIAL

April 17, 2019

Ms. Shreya Kurudi
Hyderabad, Telangana, India.

Dear Ms. Shreya Kurudi,

This has reference to your application and discussions we had on March 30, 2019, we are pleased to welcome you into Juris Prime Law Services (Firm) as an "Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm upon completion of your BBA LLB Final Year Exams or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 25, 000/- (Rupees Twenty Five Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 5th of every month for the preceding month;

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

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Juris Prime Law Services
Advocates & Legal Consultants
Plot No.33, 1st Floor, J K Enclave, Rao and Raju Colony,
Near Lucid Diagnostics, Road No.2, Banjara Hills, Hyderabad-500034
☎ : +91 40 23551101 ✉ : contact@jurisprime.com 🌐 www.jurisprime.com

(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining ;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate".

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**

V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated:

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14FLUHA 010528

TEMPUS
LAW ASSOCIATES

To
Ms. Padmaja Raj,
Hyderabad.

Sub: Offer Letter

Dear Padmaja,

Congratulations!!

In continuation to our discussions, we are pleased to confirm the offer and engage you as a **Trainee Associate** in our Firm **Tempus Law Associates, Hyderabad Office** on the below terms:

1. Your Annual compensation shall be Rs.3,60,000.00 only (Rupees Three Lakhs Sixty Thousand Only) subject to Tax holding.
2. Your date of joining shall be 17.06.2019.
3. You will be under probation for 6 (Six) months and based on your efficient performance you will be confirmed in the present position.
4. We would expect you to join as early as possible as but not later than June 17th 2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.
5. Please submit the copies of Education Qualifications, Experience Certificates/ Relieving/Appointment letter from the previous employer(s), Passport size photograph, and proof of last salary drawn, PAN Card, and Address Proof for our record on the date of joining.
6. You are required to sign a Confidentiality and Non-Disclosure Agreement on your joining as part of your joining process.
7. Your duties will be governed by the rules and regulations and Code of Conduct of the firm.
8. Please confirm your acceptance of this offer by return duly signed.
9. While working for the Firm, if you desire to leave your position, you must give adequate notice to enable a smooth transition of your works, so the Firm can reassign the works. You may be held responsible for any issues that may arise if you fail to give adequate notice before leaving, or by stopping your work with the Firm abruptly. Further, your compensation may be withheld if adequate notice is not given, and a proper transition of the works is not made.

Expectations from Tempus

You shall be handling all works assigned, lead assignments with clients, interface with clients and ensure work flow, execution and closures, take initiative to discuss with the partners and put in place Good Practice in office and to work together to grow the firm. If you prove your commitment, performance and take initiates, we look forward to working together and grow the professional services and the consequential growth.

We look forward to a mutually beneficial, and long-term and rewarding relationship. Please sign and email the same.

With Best Wishes,

Signature of the Candidate:

Date:

Tempus Law Associates
Hyderabad

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14FLUAA010557

TEMPUS
LAW ASSOCIATES

To
Mr. Valluri Parthasarthi,
Hyderabad.

Sub: Offer Letter

Dear Partha,

Congratulations!!

In continuation to our discussions, we are pleased to confirm the offer and engage you as a **Trainee Associate** in our Firm **Tempus Law Associates, Hyderabad Office** on the below terms:

1. Your Annual compensation shall be Rs.3,60,000.00 only (Rupees Three Lakhs Sixty Thousand Only) subject to Tax holding.
2. Your date of joining shall be 17.06.2019.
3. You will be under probation for 6 (Six) months and based on your efficient performance you will be confirmed in the present position.
4. We would expect you to join as early as possible as but not later than June 17th 2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.
5. Please submit the copies of Education Qualifications, Experience Certificates/ Relieving/Appointment letter from the previous employer(s), Passport size photograph, and proof of last salary drawn, PAN Card, and Address Proof for our record on the date of joining.
6. You are required to sign a Confidentiality and Non-Disclosure Agreement on your joining as part of your joining process.
7. Your duties will be governed by the rules and regulations and Code of Conduct of the firm.
8. Please confirm your acceptance of this offer by return duly signed.
9. While working for the Firm, if you desire to leave your position, you must give adequate notice to enable a smooth transition of your works, so the Firm can reassign the works. You may be held responsible for any issues that may arise if you fail to give adequate notice before leaving, or by stopping your work with the Firm abruptly. Further, your compensation may be withheld if adequate notice is not given, and a proper transition of the works is not made.

Expectations from Tempus

You shall be handling all works assigned, lead assignments with clients, interface with clients and ensure workflow, execution and closures, take initiative to discuss with the partners and put in place Good Practice in office and to work together to grow the firm. If you prove your commitment, performance and take initiates, we look forward to working together and grow the professional services and the consequential growth.

We look forward to a mutually beneficial, and long-term and rewarding relationship. Please sign and email the same.

With Best Wishes,

Signature of the Candidate:

Date:

Tempus Law Associates
Hyderabad

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14FLUHH010503

SAMVĀD
PARTNERS

ADVOCATES

Ms. Alifiya Khan
1003, Building No. 6
Amarante CHS, Plot No. 4
Sector-9E, Kalamboli
Navi Mumbai - 400218

April 03, 2019

Dear Alifiya,

Engagement Letter

Following our recent discussions, Samvad Partners Advocates is pleased to engage you as an Associate, at our Hyderabad office, with effect from June 03rd, 2019, upon and subject to the following terms and conditions:

1. You shall devote your whole time and attention to the practice of law at Samvad Partners ("The Firm"). You shall exert your best endeavours to further its growth and welfare. You shall attend to and perform such work as the Partners of the Firm may assign or entrust to you from time to time.

2. You will be on probation for a period up to six (6) months from the commencement of your engagement with the Firm. The Firm may at any time at their discretion waive the probation period.

3. Your normal working hours at the Firm will be from Monday to Friday between 9:30 a.m. and 6:30 p.m. As an Associate, you are however expected to make yourself available for longer hours, whenever the exigencies of work so demand. In relation to the work assigned to you, you may be required to travel outside Hyderabad, and, in particular, work with the Firm's offices in Bangalore, Chennai, Mumbai, New Delhi and any other locations.

4. You shall at all times conduct and carry yourself with the required degree of professional decorum, ethics and propriety. You shall at all times also observe and uphold the values of the Firm and the legal profession.

5. Starting from your actual commencement date, you shall be entitled to receive a fixed monthly professional consultancy fee of Rs.35,000/-(Rupees Thirty Five Thousand Only) payable in arrears, which shall be subject to the deduction of all applicable taxes at source. This compensation structure will be subject to review and a discretionary increment (if any).

6. Based on your and the Firm's annual financial performance, the Partners will consider a special reward to you at the end of each financial year of the Firm. The Partners may grant such special reward, in their absolute discretion, after considering various criteria, including without limitation, your contribution to the work of the Firm and its clients and in line with your performance based review. The decision of the Partners as to the granting of any such special reward, the quantum thereof as well as the criteria used therein (including as to your performance based review) shall be final, binding and conclusive.

7. All information, materials and documents provided to you, or which you will have access to, during your engagement shall be strictly confidential and you shall not disclose or divulge the same to any third person other than a member of the Firm, except as may be required or permitted by law. You also acknowledge that some of such information, materials or documents may be subject to "advocate-client" privilege.

SAMVĀD
PARTNERS

ADVOCATES

8. You acknowledge that all work products, including drafts, memoranda and presentations that you create or contribute to during the period of your engagement shall be considered the sole and exclusive property of the Firm and you hereby assign all rights that you may have in such work products to the Firm. In the event you desire to use Firm proprietary materials for any uses other than in connection with your engagement, you shall seek the prior written permission of the Partners, which may be withheld or denied as the Partners deem fit in their discretion.

9. You shall be entitled to terminate this professional consultancy by giving to the Firm not less than one month's prior notice in writing, without being required to assign any reason. The Firm may, however, forthwith terminate your professional consultancy at any time without being required to assign any reason therefor.

It is the objective of the Partners to operate a full service law firm that focuses on providing smart, efficient and best quality legal advice and professional services to its clientele in and outside India, consistent with the best professional and ethical standards and practices. To this end, we are committed to providing a transparent, congenial and professionally stimulating work environment. We are an equal opportunities employer. We do not discriminate on grounds of age, gender, race, ethnicity, language, caste, creed, economic or social status or disability or medical condition.

The Firm regards you as a key member of its professional practice. The Firm believes that you have a bright and promising future. It recognizes that you have a major role to play and a significant value addition to make in the attainment of its objectives. We remain confident that you will contribute substantially to the Firm's success as well as to its growth and prosperity.

We extend to you a warm and cordial welcome and look forward to a long, happy and mutually beneficial association.

Please return the duplicate of this letter in confirmation of the acceptance by you of your engagement.

Yours sincerely,

SAMVAD PARTNERS HYDERABAD

Partner

I accept my engagement as an Associate upon and subject to the above terms and conditions, to which I agree to be bound and adhere to:

(Alifiya Khan)

Date: 4/4/2019

S. Vijayalakshmi

14FCUHH010536

Dukes

31.05.2019

Movva Saketh
401, Sai Residency,
P.S. Colony Ganesh Nagar, Ramanthapur, Hyderabad, TS - 500013
sakethmovva1995@gmail.com

Dear Mr. Saketh,

We are delighted to offer you the position of **Management Trainee, Hyderabad** with our organization. Dukes has been a trusted brand for over two decades in the competitive Biscuit, Waffer, Confectionery & Chocolate market. We are committed to providing you an opportunity to learn & grow with us.

The following points outline the terms and conditions of our offer:

Title	- Management Trainee
Date of joining	- 24.06.2019
Salary	- INR 4LPA Fixed + 1LPA Retention bonus for 2 years
Reporting Manager	- Mr. M Manohar, General Manager
Probation	- Probation period would be for 9 months.
Notice Period	- 1 Month
Posting & Transfer	- Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad.

Note:

1. As per our record your D O B is 15/03/1996, and age is 23 Yrs
2. Retention bonus will be given to you at the end of 1st & 2nd Year. Your CTC will be revised to 5LPA from 3rd year onwards.

List of documents to be submitted at the time of joining-

1. Copy of Educational certificates (SSC, HSC, Degree and above)
2. Employment documents of previous work experience.
3. Experience/ relieving letter (if any)
4. ID and Address proof (Aadhar card)
5. Pan card
6. Bank Passbook/ Cancelled Cheque
7. 2 passport size photographs (White background)

We are confident you will find this new opportunity both challenging and rewarding. We look forward to a successful partnership and ally in you.

Sincerely,

Arvind Kumar Sharma,
Chief Executive Officer.

I herewith confirm my acceptance to this offer of employment

Signature: Date:

14FLUHH010511

CYIENT

Date: 26-Jul-2019

Personal & Confidential

Beulah Susan Chrysolite Gaddam (C182927)

Offer of employment

Dear Beulah Susan Chrysolite Gaddam,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Trainee Contracts (Level 4)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: ₹600057 per annum

Start date: On or before 29-Jul-2019

Place of Work: Hyderabad-Madhapur

Address: Cyient Ltd., Plot No. 11, Software Units Layout, Infocity, Madhapur, Hyderabad - 500 081, Telangana, India

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Nishanth Mankali from the Talent Acquisition Team at Nishanth.Mankali@cyient.com.

Please indicate the acceptance of the offer by 27-Jul-2019.

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.

Deepthi T

Deepthi Talluri
MANAGER – HR

Annexures:
1) Compensation Structure Details (if applicable)
2) Instructions for onboarding
3) Terms and conditions

Internal Reference: JR-011547

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Annexure - 1

Compensation Structure of Beulah Susan Chrysolite Gaddam, Trainee Contracts (Level 4)

Monthly Components	Monthly	Annualized
Basic Pay	16670.00	200040.00
HRA	6670.00	80040.00
Bouquet of Benefits*	13530	162360
Advance Bonus*	2000	24000
Gross Monthly Salary	**38,870**	**4,66,440**
Statutory Components		
Company's contribution to PF(12% of Basic)		24,000
Gratuity(@ 15 days Basic pa, on completion of 5 yrs)		9,617
Cost to the Company**		**5,00,057**

Deferred bonus - On successful completion of probation you will be confirmed and eligible for a bonus of INR 50,000 per annum for a period of two years. The bonus amount of RS. 50,000 will be disbursed after completion of every year. Associates serving notice period will not be eligible to receive the deferred bonus.

Gross compensation per annum: ₹6, 00,057 (Six Lakh Fifty Seven Only).

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable**

**** BoB (Bouquet of Benefits) is a basket of allowances which you can choose from and any balance amount not claimed under any allowance is paid as Balance of BoB in the monthly salary . This will include an option for joining the company superannuation scheme by assigning some part of the BoB towards the company contribution towards superannuation inclusive of Special Allowance. On joining you can select allowance components as per the eligibility online. Tax exemption can be availed subject to prescribed rules under the IT act.***

***** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.***

For Cyient Ltd.

Deepthi Talluri
MANAGER – HR

Internal Reference: JR-011547

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A) List of documents to be carried for on-boarding formalities:

Please note that you must carry One set of photocopies of each of the documents mentioned below and bring the originals along with you for verification on your date of joining.

- Academic Credentials(As applicable)
  - 10th Standard Mark Sheet
  - 12th Standard Mark Sheet
  - UG/Diploma Degree/Provisional and Mark Sheets
  - PG Degree/Provisional and Mark Sheets

- Previous Service Credentials(As applicable)
  - Relieving Letter/Resignation Acceptance Letter
  - Pay Slips for the past three months
  - Relieving Letters or Service Letters from All Previous Employers

- Authenticated ID Proof
  - Aadhar (2 photocopies)
  - PAN (2 photocopies)
  - Passport

- Passport Size Photographs (Recent)
- Fitness certificate obtained from a registered medical practitioner

Other Details:

Reporting Time: 9 AM

Venue: **Plot No.11, Software Units Layout, Infocity, Madhapur, Hyderabad- 500081, Telangana**

Contact Person: Leela Krishna / Padmini Kallem

For Cyient Ltd.

Deepthi Talluri
MANAGER – HR

Internal Reference: JR-011547

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CYIENT

Terms and conditions

1. Compensation
As detailed in the Annexure.

2. Term
This Offer Letter shall be valid and binding between you and the Company from the date of execution hereof, unless terminated in accordance with the provisions of this Offer letter.

3. Probation
You will be on probation for a period of **hundred and eighty (180) calendar days** from the effective start date of your employment with the company. Company up on its sole discretion, at any time may extend the probation for an additional period of ninety (90) calendar days with appropriate notification to you.

4. Acceptance of Employment.
Your designation and title information are descriptive and not intended to limit your duties or functions or guarantee you a certain job. Your duties and functions may be modified at the discretion of the Company from time to time. You hereby accept such employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.

5.Transfer & Deputation
Your services can be transferred to other departments, locations, subsidiaries, sister companies or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time to time. Disobedience of such orders of the Company will be construed as misconduct and may lead to punitive action.

6. Compliance with the Company's Policy and Procedures
You understand, agree, acknowledge and undertake that you will be subject to, and you agree to comply with, all applicable Company's policies and procedures, whether in existence or as may be formulated, revised and amended from time to time.

7. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently
Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these amended terms and conditions automatically.

8. Exclusivity / Undertaking by the Employee
You will perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner. You undertake to refer to the Company, and to the best of your abilities, ensure a mandate to the Company for all business opportunities known to you or made known to you at any time, with respect to the Business being carried on or proposed to be carried on by the Company.

9. Disclosure of the Employee
You shall immediately make full and true disclosure in writing to the Company of:

9.1. any direct or indirect interest or benefit you have derived or are likely to derive through or in connection with any contractual arrangements, dealings, transactions or affairs of the Company and/or any transactions which are likely to be detrimental to the Company;

9.2. any and all business interests that are similar to or in conflict with the Business;

9.3. any intellectual property developed, created or owned by you and proposed to be used by you during the course of your employment with the Company; and

9.4. any outstanding payment such as royalty or fees or any other benefit due to you for any intellectual property mentioned in Clause 9.3..

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Employee's Signature

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10. Representation and Warranties of the Employee

10.1. You represent that to the best of your knowledge, you have no commitments to former employers or other entities which would restrict you from joining the Company. You represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You represent and warrant that you have returned to all prior employers any and all such confidential and proprietary information and shall not use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with your employment with the Company. You shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 10.

10.2. You have furnished to the Company the documents of qualification and have made various other representations based on which the Company has employed you. You represent that all documents furnished to the Company and all facts disclosed are true and accurate. You further represent that in addition to the disclosures made by you pursuant to Clause 9 hereinabove, you have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.

10.3. You represent and warrant that if it is found subsequent to your appointment that any information that you submitted is inaccurate or incomplete or that you have wilfully suppressed material information, you shall be deemed to have committed a fraud on the Company and the Company reserves the right to terminate your appointment forthwith, notwithstanding anything to the contrary, and without prejudice to any other remedy available to the Company.

10.4. You represent that the execution and delivery of this Offer Letter by you and promises, covenants or undertakings given by you under this Offer Letter do not violate any law, rule, regulation or order applicable to you or violate or contravene the provisions of or constitute a default under any documents, contracts, agreements or any other instruments to which you are a party or which is applicable to you or which relates to your prior engagements or prior employers.

11. Contact information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

12. Working Hours

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it..

13. Leave & Holidays

You shall be entitled to annual leave with pay and medical leave in accordance with applicable laws. General Holidays will be declared at the beginning of the Calendar year and are a benefit for all full-time employees. You may be called upon to attend duties as and when required on holidays, as may be scheduled in accordance with the needs of the Company

14. Voluntary Abandonment

You agree that all/any unplanned/unauthorized leave for 5 (five) or more consecutive working days without prior intimation will be deemed as "Abandonment of Services" (unless such unplanned leave, is for the reasons of medical emergency which shall be substantiated with valid documentary proof within 7 (seven) days from the date of such absence) and you shall not be entitled to any monetary and non-monetary benefits as was applicable to you. This provision shall also be applicable to all/any such unplanned/unauthorized leave during your serving the notice period, if any. You shall also be not entitled to any monetary and non-monetary benefits, in case of your resignation and you do not serve the agreed notice period as directed by the Company.

15. Medical Examination

The company reserves its right to have you undergo medical examination from time to time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

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Employee's Signature

16. Dress Code

You are required to be dressed in Business Formals on Weekdays and Business Informal is permitted on Friday.

- **Gentlemen:** To be dressed in full/half sleeved shirt, Full Trousers and Leather Shoes (Black or Brown)
- **Ladies:** Sarees / Salwar Kameez / Business Suits.

17. Performance Review

You shall receive periodic performance reviews/evaluations at the discretion of the Company.

18. Compensation Reviews

Compensation reviews shall be purely based on individual's profile, contributions, competencies, role, potential to shoulder higher responsibilities and internal & external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered as impropriety and may lead to punitive action.

19. Financial or Nonfinancial reviews

Financial or non-financial reviews like payment of ex-gratia, incentive, variable pay etc **shall not be** considered for the employees who tender their resignation and serving the notice period.

20. Employee's Non-Disclosure agreement

You shall execute the Employee's Non-Disclosure Agreement as stipulated by the company at the time of joining duty.

21. Travel

You may be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

22. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation / secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad. This service agreement is applicable only for associates up to and including Level 7. (This agreement will, inter alia, requires (i) your commitment to complete the Project, and (ii) your returning to India after completion of the Project and serving the Company for a stipulated period).

23. Termination and Consequences thereof

Notwithstanding anything contained in Clause 1 herein above:

23.1 The Company shall have the right to terminate your employment at any time without assigning any reason upon prior notice to you or by making payment (basic salary) in lieu of notice.

23.2 You shall have the right to terminate your employment at any time without assigning any reason by giving 60 days' prior notice in writing to the Company. However, with the prior intimation by the company the notice period may vary depending on the project where you are deputed. In either case, the Company shall have the right to relieve you of your duties during the said notice period by making payment (basic salary) for shortfall of notice.

23.3 The Company may terminate your employment immediately (without the requirement of any notice) if you:

i. Have engaged in misconduct in performing your responsibilities or have neglected or refused to perform and/or discharge your obligations, duties and responsibilities entrusted from time to time;

ii. Commit any act or omission, whether in the course of, or in connection with, your employment or otherwise, that is illegal or contrary to any regulatory requirement or restriction applicable to the Company's or affiliate's business, or which the Company determines is detrimental to its business or is otherwise sufficient cause to terminate your employment;

iii. Are in violation of the Company's policies, rules and regulations as applicable from time to time;

iv Have wilfully or intentionally acted in any way, with the intent to harm the Company, that has a direct, substantial and material adverse effect on the business or reputation of the Company;

v. Are restricted in any manner (regardless of the extent, context, and validity of such restrictions) from conducting or engaging in the business of the Company by any court of competent jurisdiction;

vi. Provide any inaccurate representations or commit a material breach of any of the provisions of this Offer Letter;

vii. Failed to remedy any breach notified by the Company; or

viii. Otherwise act in a manner that is damaging to the Company's reputation.

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Employee's Signature

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23.4 In the event your employment is terminated by the Company for any other reason, or you terminate your employment in breach of the terms of your employment, without prejudice to any other right or remedy available to the Company under law and/or equity, the Company shall not be liable to pay any salary or any other amount to you which shall stand forfeited with immediate effect. In such an event you shall also be deemed to have unconditionally and irrevocably waived any salary or any other amount payable to and you shall not be entitled to claim damages, injunction or other reliefs or compensation for termination of this offer Letter.

23.5 Upon termination of this Offer Letter:

23.5.1 You shall immediately return any and all books, documents, correspondence, records, and the like referring to the Company's business and affairs;

23.5.2 You shall extend requisite co-operation to the Company and/or its affiliates to ensure smooth transition of your duties and responsibilities to such person as may be nominated/appointed by the Company and/or affiliates.

23.6 After the termination of your employment with the Company and/or its affiliates, you shall not at any time:

23.6.1 Make any untrue or misleading statements in relation to the Company and/or its affiliates;

23.6.2 Make any statement to any person which may, or is likely to, adversely affect the business or reputation the Company; represent yourself as being directly or indirectly associated with or interested in the business of the Company and/or its affiliates;

24. Non - Disparagement.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

25. Intellectual Property Rights.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

25.1 You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, registered or not, arising or created as a result of the development of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, documentation, or other material which you conceive, discover or create during or in consequence of employment hereunder ("Work Product") shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to Company and its affiliates upon inception or development.

25.2 You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these terms of your employment. Company shall be entitled to immediate injunctive relief or claim damages (liquidated or un-liquidated) or similar relief and/or take disciplinary action (including but not limiting to termination) upon potential or actual breach of this Section by you. Company's right under this clause is notwithstanding any other right available to the Company under these terms of your employment or otherwise.

26. Confidential Information.

You agree that during the employment and upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).

26.1 Confidential Information ("Confidential Information") means any proprietary or information, work product (whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates' and their employees', contractors' and/or clients' behalf) designs, business information or plans, inventions, supplier data, business strategies, trade secrets or knowhow, in any media of Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, vendor or customer lists, inventions, processes, formulas,

Employee's Signature

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technology, drawings, engineering plans, sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information, which is publicly available.

26.2 Up on finding an employment you shall reveal the name of the future employer and role that you have been shortlisted or offered

26.3 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute nondisclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.

26.4 You agree that during the term of your employment and thereafter, you shall:

26.4.1 Hold the Confidential Information in the strictest confidence;

26.4.2 Not disclose or utilize or attempt to disclose or utilize, the Confidential Information, except as permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you;

26.4.3 Not disclose or divulge the Confidential Information to or for the benefit any person or entity without the prior authorization of the Company;

26.4.4 Give immediate information to Company of any actual or attempted unauthorised disclosure or use of the Confidential Information; and

26.4.5 Return the Confidential Information, including any copies, at Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these terms of your employment.

26.5 It is understood and agreed by you that breach of your obligations of confidentiality contained in this Offer Letter may cause the Company irreparable loss. Accordingly, and in addition to any other remedy the Company may have at law or equity, the Company shall be entitled to seek injunctive relief against you, to prevent any further or continuing breach of your obligations or additional damage to the Company in the event such loss is in fact incurred by the Company as a result of the breach or is imminent.

27. Non – Solicitation and Non – Competition.

You covenant that you shall not do or indulge in any of the following, without the prior written consent of the Company:

27.1 During the term of your employment and for a period of three years immediately following the termination of your employment with the Company for any reason whether with or without cause, you shall not accept any offer of employment/contract from any Company's supplier, customer or customer's end user (in case of any consulting/placement organisation) with which you may have come in contact as a result of his/her employment. Whether such employment is on a part time, full time, independent contractor or any other basis.

27.2 During the term of your employment with the Company, and for a period of three years immediately following the termination of your employment with the Company for any reason, with or without cause, you shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees or consultants to terminate their employment with the Company, or attempt to indirectly solicit, induce, recruit or encourage or take away employees or consultants of the Company, either for yourself or for any other person or entity.

27.3 During the term of your employment with the Company and at any time following the termination of your employment for any reason, with or without cause, you shall not use any Confidential Information of the Company to attempt to negatively influence any of the Company's clients or customers from purchasing Company products or services or to solicit or influence or attempt to influence any client, customer or any other person either directly or indirectly, to direct his/her or its purchase of products and/or services to any person, firm, corporation, institution or other entity in competition with the business of the Company.

28. Retirement

Your retirement age from employment will be 60 years. The last working day would be the last date of the month in which you turn 60.

29. Back Ground Verification

Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify

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Employee's Signature

whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s. If such verification proves data inaccuracy, forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable / accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy.

30. Registration with NSR

It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date: **Signature**

Place:

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14FLUHA010516

Fwd: Offer for the position of Associate- Ms.Kriti Sanghi- Samisti Legal

Inbox



kriti sanghi <kritisanghi@gmail.com> Wed, Jun 19, 1:35 PM

to me

---------- Forwarded message ---------
From: **kriti sanghi** <kritisanghi@gmail.com>
Date: Thu, Jun 6, 2019 at 6:45 PM
Subject: Re: Offer for the position of Associate- Ms.Kriti Sanghi- Samisti Legal
To: Admin <admin@rna-cs.com>

Respected Sir,

I accept the offer and shall be joining office from 17th of June 2019. Thank you for your time and consideration.

Regards,
Kriti Sanghi
Contact No: 8143780712

On Thu, Jun 6, 2019 at 11:16 AM Admin <admin@rna-cs.com> wrote:
Dear Kriti Sanghi,

In pursuance to your interview and subsequent discussions, we are pleased to offer you the position of **"Associate"** in our firm **Samisti Legal** with the following terms and conditions.

Designation: "Associate"

CTC : Rs. 25,000 per month. (Twenty Five Thousand Only- All Inclusive) (Subject to deduction of applicable Professional Tax)

Commitment: Minimum 1 Year. If you wish to leave the firm before completion of 1 year you have to return 2 months remuneration received by you.

Probation: 6 Months from the date of Joining

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Notice period : After completion of 1 year from the date of joining, If you wish to leave the firm you should serve a minimum of two (2) months' notice.

We will issue a formal offer letter on the date of joining.

Appreciate if you can revert on the offer at the earliest and communicate the date of joining.

--

Thanks and Regards

Seshu Adusumilli
Sr Mgr – HR&Admin

R & A Associates
Company Secretaries
Hyderabad, India.
Hand phone: + 91-9951922992; Ph: + 91- 40- 4003 2244 - 47.

Branches: Gurgaon ,Mumbai & Chennai, India.
www.http://rna-cs.com
Disclaimer.html

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IHFLUH10105221

BYJU'S

OFFER LETTER

Mr. Mohammed Sohail
Date: Friday, June 7, 2019

Welcome to BYJU'S!
Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of TRAINEE - SALES on following terms and conditions:

- **Offer Details:**

Designation:	TRAINEE - SALES
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Hyderabad
Employment Type:	Trainee
CTC per Annum:	

- Fixed Pay: 700000 INR
- Variable Pay: 300000 INR

- **Reporting Details:**

Date of Reporting:	Monday, June 10, 2019
Reporting Location:	Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC

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Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

Reporting Time: 8 : 30 AM

Please note you will move to your Role Location / Work Location post training

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Monday, June 10, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

For and Behalf of,

Think & Learn Pvt. Ltd.

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Accept Job Offer by signing below

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Human Resource Signature

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The trainee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As a trainee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our trainee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: trainee should do nothing that might discredit or embarrass the Company, its clients, or themselves as trainee of the Company.

- All Think & Learn Pvt. Ltd., trainees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

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1. 12th Mark sheet
2. 10th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

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ALIENS DEVELOPERS
'Intelligent Living'

OFFER LETTER

Dear Mr. P. Sai Sannthosh,

We are pleased to offer you the position of **"Legal Executive"** and require you to join on or before 8th **June 2019.**

The following are the terms and conditions of our Company **M/s Aliens Developers Pvt. Ltd.**

Your Cost To Company per annum is **Rs. 2,64,000 /- (Rupees Two Lakhs Sixty Four Thousand Four Hundred Only).** with fixed pay being **INR 2,28,000/- (Rupees Two Lakhs Twenty Eight Thousand Only)** and performance-linked uncapped variable pay of **INR 36,000/-(Rupees Thirty Six Thousand Only).**

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.

- You will devote full time to the work of the company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.

- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and for m valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters and sobriety.

- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

- You will forthwith inform the Company of any change in your residential address.

- You will observe work timings and holiday as applicable to your location and place of work.

- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or other documents or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

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ALIENS DEVELOPERS
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Other Rules & Regulations

- You will be entitled to leave in accordance with the Company Rules.
- Increments are not automatic but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- If during the period of your employment with us you achieve any invention process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- The new employee will be given consistent training to have the chance to learn their new job. At the end of the training the management will determine if the employee should be retained in the organization. The decision will be made by appraising the following criteria.

  The skills, competencies and the knowledge of the employee on the training.
  The employee progress on given assignments.
  Their reliability trustworthiness and other relevant personality characteristics of the employee.
  The employee relation and collaboration with subordinates and peers.

  Upon successful completion of your training, you will be entitled to rights and benefits associated with "regular" status as a classified employee.
- If the employee is deemed unsuitable while on a probationary period the company will be terminated without the minimum prior notice mandated by law. The termination of employment during this period maybe for cause or without cause depending on the circumstances in the individual evaluation.
- Your appointment is subject to your submitting copies of your credentials i.e. marks sheets, certificates, etc.
- Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment.

Notice Period

- Your employment will be subject to termination on 30 day's notice on either side or salary in lieu thereof.

For **Aliens Developers Pvt. Ltd.**

Human Resources

I hereby accept the position, terms & conditions of employment offered.

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17.07.2019

Nallannagari Abhilash Reddy
2-23/1, Singapuram,
Shankar pally, Singapur, K.V. Rangareddy, TS - 501203
abhilashreddy.nvr@gmail.com

Dear Mr. Reddy,

We are delighted to offer you the position of **Management Trainee, Hyderabad** with our organization. Dukes has been a trusted brand for over two decades in the competitive Biscuit, Waffer, Confectionery & Chocolate market. We are committed to providing you an opportunity to learn & grow with us.

The following points outline the terms and conditions of our offer:

Title	- Management Trainee
Date of joining	- 19.07.2019
Salary	- INR 4LPA Fixed + 1LPA Retention bonus for 2 years
Reporting Manager	- Mr. Sunil Palnitkar, Deputy General Manager
Probation	- Probation period would be for 9 months.
Notice Period	- 1 Month
Posting & Transfer	- Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad.

Note:

1. As per our record your D O B is 26/08/1997, and age is 21 Yrs
2. Retention bonus will be given to you at the end of 1st & 2nd Year. Your CTC will be revised to 5LPA from 3rd year onwards.

List of documents to be submitted at the time of joining-

1. Copy of Educational certificates (SSC, HSC, Degree and above)
2. Employment documents of previous work experience.
3. Experience/ relieving letter (if any)
4. ID and Address proof (Aadhar card)
5. Pan card
6. Bank Passbook/ Cancelled Cheque
7. 2 passport size photographs (White background)

We are confident you will find this new opportunity both challenging and rewarding. We look forward to a successful partnership and ally in you.

Sincerely,

Arvind Kumar Sharma,
Chief Executive Officer.

I herewith confirm my acceptance to this offer of employment

Signature:

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

Date:

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Ravi Foods Pvt. Ltd.,

13 FLUHH 010 411

Roll No. TS/ 549 /2019

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. .....C. Nirmal Dilip.....

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the.....twentieth..... *day of* .....June.....2019

N. Sudha
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto ..19-12-2019..... or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

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Roll No. TS/ 1274 /2019

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Bhavya Rathi

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the twenty second *day of* August 2019

Y Sarita Devi
Asst. Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto 21.02.2020 or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

Roll No. TS /1754 /2019

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Patlada Sravan Reddy

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the twenty Eight day of August 2019

Asst Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto 27.02.2020 or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate

14 FLUTH 010 529

5.2.2

2020

FOL

15FLU17#006003 (1)

AshiLegal

Sincere. Precise. Expeditious

Employee Basic Information

A. Name of the Employee: _____

B. Date of Birth: _____

C. Permanent Address: _____

_____

D. PAN Card No: _____

LETTER OF APPOINTMENT

Date: August 25, 2020

Dear Ms. Aditi Kumari,

This is in reference to your interview and internship for a career opportunity with ASHI LEGAL. We are pleased to offer you employment as **Legal Associate.**

This Employment agreement is executed between Ms. Aditi Kumari ("hereinafter referred as "YOU" / "YOUR" or "Employee") and ASHI LEGAL (GSTIN :29ATBPG5710D2Z3) located at SFA, P DOT G Emerald, 16th A Cross Rd., Electronics City, Phase-1, Bangalore-560100 (hereinafter referred as "AshiLegal") as and is effective from the date of this agreement until termination of the employment by either of the parties to the agreement. Upon accepting the offer to Employment by AshiLegal, the employee shall be governed by following the terms and conditions of this agreement.

Terms and Conditions

Section 1. Employment

1.1 The Employee acknowledges that they will, at all times, faithfully, industriously, and to the best of their skills, experience, and talents, perform all of the duties required of the Position offered. In carrying out these duties and responsibilities, the Employee shall comply with all policies, procedures, rules, and regulations, both written and oral, as are announced by AshiLegal from time to time.

Section 2. Full-time Position as Legal Associate

2.1 AshiLegal employs the Employee as a **"Legal Associate"** for the probationary period set forth

Signature of Parties
On behalf of AshiLegal

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

Ms. Aditi Kumari

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below in Section 3 of this Agreement and the Employee accepts employment as an Employee in accordance with the terms of this Agreement. The Employee is required to perform all of their necessary job functions and duties, and all other duties that may be assigned to Employee from time to time by Employer.

2.2 Your employment with AshiLegal is on a full-time basis. While you are in the service of AshiLegal, you are not permitted to, directly or indirectly, engage yourself in any full time or part time employment, trade, business or occupation, with or without remuneration, for any third-person or entity including self-employment. You shall also not undertake, either directly or indirectly, any activities, that are contrary to or inconsistent with your employment with AshiLegal or AshiLegal's interest. Any breach of this condition on your part will render you liable to immediate termination of your employment with AshiLegal.

Section 3. Probationary Period

3.1 You will initially be on probation for a period of three (3) months from the date of joining. Your work, discipline, attendance and conduct would be observed and evaluated during the probation period and your appointment will be confirmed on your work performance being found satisfactory.

Section 4. Remuneration and Benefits

4.1 Your gross monthly remuneration shall be Rs.15,000/- (Indian Rupees Fifteen thousand only) during the probation period of three months.

4.2 Upon successful and satisfactory completion of the probationary period, your gross monthly remuneration shall be a minimum of Rs. 25,000/- (Indian Rupees Twenty-Five thousand only). Your remunerations may be revised to be more than 25,000 based upon your performance during the probation period.

4.3 Upon confirmation, you will receive medical insurance coverage applicable to you. You may be also entitled to receive medical insurance coverage applicable to your immediate family (which extends only to your spouse, children, if any, and subject to conditions) upon your written request.

4.4 You acknowledge and agree that your remuneration package is a matter between yourself and AshiLegal and you are expected to keep this information and any changes thereto, strictly confidential. It is our policy that no one at AshiLegal should disclose or discuss his or her or

Signature of Parties
On behalf of AshiLegal

Ms. Aditi Kumari

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other employee's salary. Your salary shall be periodically reviewed and your increments and promotions shall be at the discretion of AshiLegal and will be depend upon your individual performance and AshiLegal's business.

Section 5. Term of Employment

5.1 This Agreement shall come into force on the date of commencement of this agreement between you and AshiLegal and shall continue in full force and effect for the duration of your employment with AshiLegal or until whichever of the following occurs first: (a) AshiLegal sends Employee written notice releasing it from this Agreement; or (b) Confidential Information disclosed under this Agreement ceases to be confidential.

Section 6. Notice Period

6.1 You and AshiLegal understand and agree that should You terminate employment you will give AshiLegal thirty (30) days' advance written notice (the "Notice Period"). AshiLegal may, at its option, pay you for the Notice Period in lieu of active employment during the Notice Period. It is understood that a party's exercise of its rights under this clause shall be without prejudice to any other right or remedy which it may have at law, in equity, or under this Agreement, including, without limitation, AshiLegal's right to terminate such employment without notice.

Section 7. Non-Disclosure Agreement

7.1 During the course of your employment with AshiLegal, you may be privy to "confidential information" (as defined below) of AshiLegal and/or its clients. You shall at all times, keep in confidence and trust, AshiLegal and its client's confidential information, including that which you may have created.

7.2 Any and all confidential information not generally known outside of AshiLegal shall be deemed to be Confidential Information. By example and without limiting the foregoing definition, "Confidential Information" is inclusive of but not limited to the following:

(a) Any and all Information about AshiLegal's clientele which includes but is not limited to Attorneys in the United States of America ("USA").

(b) Any and all information obtained by AshiLegal from Attorneys in the USA with whom AshiLegal had or has a business relationship with.

(c) Any and all information obtained by AshiLegal from Attorneys in the USA pertaining to Attorney's clients. For example, any and all information pertaining to a Plaintiff or

Signature of Parties
On behalf of AshiLegal

Ms. Aditi Kumari

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Defendants or any third-parties which are in manner whatsoever related to Attorney's clients.

(d) Any and all information about AshiLegal's proprietary information, financial records, intellectual property, security measures, details of past, current and prospective cases dealt by AshiLegal.

(e) Any and all information about AshiLegal's costs, profits, markets, sales, contract and list of clients including list of Attorneys' and their clients, and/or customer.

(f) Any and all information about AshiLegal's marketing and strategic plans, discussions, meetings, financial information, budgets, projections, and client identities, characteristics and agreements.

(g) Any and all information pertaining to software's username and passwords provide to you by AshiLegal.

(h) Any and all information about AshiLegals' know-how, formats, and personnel files, employment and compensation information of interns, trainees and employees of AshiLegal.

(i) Any and all information obtained by AshiLegal, if disclosed, could affect the business of AshiLegal and every other information which during the course of your employment is explicitly deemed to be "confidential in nature" by AshiLegal either orally or via a written note.

7.3 Without AshiLegal's prior written consent, Employee will not: (a) disclose Confidential Information to any third party; (b) make or permit to be made copies or other reproductions of Confidential Information; or (c) make any commercial use of Confidential Information.

7.4 All records, documents, and files concerning clients of AshiLegal shall belong to and remain the property of AshiLegal. On termination of employment, the Employee shall not be entitled to keep or reproduce such records, documents or files relating to any client. Upon termination, employee shall immediately return all original materials provided to him/her during the course of the employment and any copies, notes or other documents in Employee's possession pertaining to Confidential Information.

Section 8. Time Bound Non-Compete

8.1 You agree that you will not, for the period of twelve (12) months after ceasing to be employed

Signature of Parties
On behalf of AshiLegal

Ms. Aditi Kumari

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with AshiLegal, carry on any business similar to or in competition with the business of AshiLegal, on your own behalf or on behalf of any other person, firm or Company. For removal of any doubts, you agree with AshiLegal that you shall not, directly or indirectly;

(a) seek to procure orders from or do business with any person, firm or Company who has at any time during the twelve (12) months immediately preceding such cesser done business with AshiLegal; or

(b) endeavor to entice away from AshiLegal any person who has at any time during the twelve (12) months immediately preceding such cesser been employed or engaged by AshiLegal.

8.2 Nothing in this clause shall prohibit you from seeking or procuring or orders or the doing of business not relating or similar to the business of AshiLegal.

8.3 For a period of twelve (12) months after the termination of your employment with AshiLegal (as well as during the term of your employment), you may not, without AshiLegal's written consent, engage in any activities that in any way directly or indirectly compete with AshiLegal or any affiliate and you may not establish, conduct (alone or with others) or cause the conduct of any competing business, with or without consideration.

Section 9. Submission of Documents

9.1 The Employee may also be required to submit copies of various documents which is inclusive of but not limited to his/her identification details like Aadhar Card, Voter ID, PAN Card, copy of academic marksheets, academic credentials, inter alia. The documents shall be retained by AshiLegal solely for the purposes of verification of Employee's credibility and shall not be published or transferred unless compelled by Government of India or a Court order.

9.2 At any time before or during the commencement of the Employment, the employee will be asked to produce his/her original curriculum vitae, academic documents or any other document to assess the credibility of the Employee. If AshiLegal suspects the veracity of any document or any statement submitted in lieu thereof to be unfounded or false, AshiLegal reserves the right to terminate the employment at will without pay.

Section 10. Governing Law.

10.1 This agreement shall be governed, interpreted, and construed in accordance with the Indian Contract Act, 1872.

Signature of Parties
On behalf of AshiLegal

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Ms. Aditi Kumari

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Section 11. General Provisions

(a) Severability.

If a court finds any provision of this Agreement invalid or unenforceable, the remainder of this Agreement shall be interpreted so as best to effect the intent of the parties.

(b) Integration.

This Agreement expresses the complete understanding of the parties with respect to the subject matter and supersedes all prior proposals, agreements, representations and understandings. This Agreement may not be amended except in a writing signed by both parties.

(c) Waiver.

The failure to exercise any right provided in this Agreement shall not be a waiver of prior or subsequent rights.

Section 12. Place of Employment

12.1 Due to ongoing Covid-19 pandemic crisis you would be required to report for employment from August 3rd, 2020 on a virtual basis wherein you would be expected to be available during working hours as communicated to you by AshiLegal. However, you would be required to physically report to AshiLegal's Bangalore office once the Government of Karnataka lifts the 14-days quarantine rule. This particular provision would be subject to mutual discussion and agreement reached between parties after completion of your probation period.

12.2 You may be required to travel on occasion within and outside India, as and when needed by AshiLegal. However, at no point would you be required to travel during the ongoing Covid-19 pandemic.

Section 13. Supersedes Prior Agreements

13.1 This letter of appointment, read with the documents referred to herein, shall be the sole document governing your relationship with AshiLegal and supersedes all other letters of appointment previously issued and/ or all other agreements, documents and discussions.

If the above terms and conditions are acceptable to you, kindly confirm your acceptance of appointment by signing and returning to us the duplicate copy of this letter within three (3) days of receiving the offer, failing which, this letter of appointment shall stand automatically withdrawn, without any further obligation on our side.

Signature of Parties
On behalf of AshiLegal

Ms. Aditi Kumari

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AshiLegal reserves the right to alter, amend or modify any of the above conditions subject to agreement between both parties.

We look forward to your long and prosperous career with AshiLegal.

Thanking you,

Yours faithfully,

Ashish Gautam

For **AshiLegal**

I, Ms. Aditi Kumari have read and understood the letter of appointment, and accept it upon the terms and conditions as outlined above for my position at **AshiLegal.**

Signed: _____

Name: _____

Date: _____

Witnessed by: _____

Signature of Witness: _____

You are expected to print this Appointment Letter, fill in relevant details in the blanks, sign at the right bottom of each page, obtain signature from a witness and scan the copy of the agreement and send it back to ashi@ashilegal.com from your personal email address.

Signature of Parties
On behalf of AshiLegal

Ms. Aditi Kumari

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ALIENS DEVELOPERS
'Intelligent Living'

Date: 15th July 2020

OFFER LETTER

Dear Bidiisha Mazumdar,

We are pleased to appoint you for the position of **Sr.Business Associate.** We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company on or before **24th July 2020.**

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited.**

Compensation and Benefits: Your Annual Cost To Company will be **INR 3,76,000/- (Rupees Three Lakhs Seventy Six Thousand Only)** which is inclusive of fixed component of **INR 2,76,000/- (Rupees Two Lakhs Seventy Six Thousand Only**) and performance-linked uncapped incentives (variable component) of **INR 1,00,000/- (Rupees One Lakh Only).** The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.

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- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Pvt. Ltd.

Mallikarjuna Reddy A
Head – Human Resources

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Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature
Name:

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

ALIENS DEVELOPERS
'Intelligent Living'

Salary Annexure

Salary Details				
Annual Cost to Company	**₹**	**31,390**	**₹**	**376,684**
Part A				
Components	**Monthly**		**Yearly**	
Basic Salary	₹	8,551	₹	102,612
HRA	₹	5,131	₹	61,572
Bonus	₹	712	₹	8,544
Special Allowance	₹	1,283	₹	15,396
Attendance Allowance	₹	5,700	₹	68,400
Gross Salary	**₹**	**21,377**	**₹**	**256,524**
Employee Contribuiton of PF	₹	1,026	₹	12,313
Employee Contribuiton of ESI	₹	151	₹	1,812
Net Salary	**₹**	**20,200**	**₹**	**242,399**
Employer Contribution of PF	₹	1,026	₹	12,312
Employer Contribution of ESI	₹	654	₹	7,848
Total Fixed Component	**₹**	**23,057**	**₹**	**276,684**
Part B				
Variable Component			**₹**	**100,000**
(Payable on performance basis)				

Accepted.

Signature
Name:
Date:

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End of Annexure.

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ALIENS DEVELOPERS
'Intelligent Living'

Date: 15th July 2020

OFFER LETTER

Dear Sai Shraddha Samal,

We are pleased to appoint you for the position of **Sr.Business Associate.** We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company on or before **24th July 2020.**

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited.**

Compensation and Benefits: Your Annual Cost To Company will be **INR 3,76,000/- (Rupees Three Lakhs Seventy Six Thousand Only)** which is inclusive of fixed component of **INR 2,76,000/- (Rupees Two Lakhs Seventy Six Thousand Only**) and performance-linked uncapped incentives (variable component) of **INR 1,00,000/- (Rupees One Lakh Only).** The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.

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- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Pvt. Ltd.

ALIENS DEVELOPERS PVT. LTD. HYD Human Resource

Mallikarjuna Reddy A
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

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Signature
Name:

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

ALIENS DEVELOPERS
'Intelligent Living'

Salary Annexure

Salary Details				
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Bonus	₹	712	₹	8,544
Special Allowance	₹	1,283	₹	15,396
Attendance Allowance	₹	5,700	₹	68,400
Gross Salary	₹	**21,377**	₹	**256,524**
Employee Contribuiton of PF	₹	1,026	₹	12,313
Employee Contribuiton of ESI	₹	151	₹	1,812
Net Salary	₹	**20,200**	₹	**242,399**
Employer Contribution of PF	₹	1,026	₹	12,312
Employer Contribution of ESI	₹	654	₹	7,848
Total Fixed Component	₹	**23,057**	₹	**276,684**
Part B				
Variable Component			₹	**100,000**
(Payable on performance basis)				

Accepted.

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

Signature
Name:
Date:

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End of Annexure.

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JURIS PRIME
LAW SERVICES

CONFIDENTIAL

August 10, 2020

Ms. Srishti Banerjee
Hyderabad, Telangana, India.

Dear Ms. Srishti Banerjee,

This has reference to your application and discussions we had on August 10, 2020, we are pleased to welcome you into Juris Prime Law Services (Firm) as a "Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm on August 10, 2020 or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 20, 000/- (Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 1st of every month for the preceding month; unless reports submitted Retainer fee will not be processed.

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

Srishti Banerjee

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Juris Prime Law Services
Advocates & Legal Consultants
Plot No.33, 1st Floor, J K Enclave, Rao and Raju Colony,
Near Lucid Diagnostics, Road No.2, Banjara Hills, Hyderabad-500034
☎ : +91 40 23551101 ✉ : contact@jurisprime.com 🌐 www.jurisprime.com

(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining ;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm. No notice period required from firm for termination.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate "and Your monthly base compensation will be increased Rs. 25, 000/- (Rupees Twenty-Five Thousand only) per month subject to Tax deductions at source as applicable.

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**

V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Srishti Banerjee
Accepted & Signed

Dated: 10 · 08 · 2020

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

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(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

SUMADHURA®
we build your world
ISO 9001:2015 Certified

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. Company is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

You shall be governed by terms and conditions of service during your employment with SUMADHURA INFRACON PRIVATE LIMITED as per the existing HR policies and procedures, which may be amended from time to time. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with SUMADHURA. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. Please indicate your acceptance of this offer and the terms thereof by signing below mentioning the start date of your employment with us. If we do not hear back from you within 3 days of this offer, job offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.

We take great pleasure in welcoming you to our Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the SUMADHURA family.

With best wishes

For SUMADHURA INFRACON PRIVATE LIMITED

G. Naveen Kumar

Naveen Kumar G
Director
Date: 23-Sep-20

I agree to accept offer of employment on the terms and conditions mentioned above.

Employee Name: Lankapalli Abhineeth Manuel

Employee Signature: Manuel

Start Date: _____

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Date: 23-Sep-20

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we build your world
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Job Offer Letter

Dear Lankapalli Abhineeth Manuel

With reference to your application and our recent discussions, we are pleased to present an offer of employment to join **SUMADHURA INFRACON PRIVATE LIMITED** on the following terms and conditions.

The terms and conditions of your employment are mentioned below:

Title: **Trainee - Legal**
Reporting to: **Vice President**
Department: **Legal**
Project Site: **Hyderabad CO**
Location: **Hyderabad**

Remuneration: Your CTC (cost to the company) per month will be Rs. **22850/-** inclusive of your deductions like PF, ESI, PT, TDS etc..,

Probationary Period: You will be on a probationary period for 6 months from the date of joining.

Your employment with SUMADHURA INFRACON PVT LTD is at-will and if your performance and services to the company is found unsatisfactory during this period, you are liable to be terminated without any notice.

During the probation period you are not entitled any leaves and any benefits from the company.

If you accept this offer you are required to join on or before **23-Sep-20** If you are unable to report for joining on the said date you are requested to inform the company in writing.

The following documents (self attested photocopies) are required to be produced at the time of joining.

1. Relieving Letter from your previous employer.
2. Service certificate/Experience certificate from most recent employer
3. Proof of Academic Qualification:
   - 10th & 12th mark lists
   - Diploma /Degree certificates
   - Post graduation mark list and degree certificates (if any)

ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
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15FLUHA006025

JURIS PRIME
LAW SERVICES

CONFIDENTIAL

September 9, 2020

Ms. D Suvarshitha
D/O: D Srinivasulu,
7-10-165, Lingam Bagh Colony,
Gadwal, Mahabub Nagar

Dear Ms. D Suvarshitha,

This has reference to your application and discussions we had on Septembermber, 09, 2020, we are pleased to welcome you into Juris Prime Law Services (Firm) as a "Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm on September 9, 2020 or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 20, 000/- (Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 1st of every month for the preceding month; unless reports submitted Retainer fee will not be processed.

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining ;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm. No notice period required from firm for termination.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate "and Your monthly base compensation will be increased Rs. 25, 000/- (Rupees Twenty-Five Thousand only) per month subject to Tax deductions at source as applicable.

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**

V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated: 10-09-2020

15PGDBA006004 6

QuisLex

September 04, 2020

Mr. Ayush Kumar

Offer Letter

Dear Ayush,

Congratulations!

We are happy to offer you the position of **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **September 14, 2020**. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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QuisLex

Annexure 1

Name of the Employee:	**Ayush Kumar**		
Designation:	**Legal Associate**		
Joining Date:	**September 14, 2020**		
Salary Break up		**Proposed**	
		Per Month INR	**Per Annum INR**
Basic			
	Basic Pay	8,750	1,05,000
Choice Pay			
	HRA	3,500	42,000
	Special Allowance:		
	Leave Travel Allowance (1)	4,167	50,004
	Other Allowance	6,783	81,396
Benefits Pay			
	Employer's Contribution to PF (2)	1,800	21,600
	Group Mediclaim (3)	1,250	15,000
Gross Salary		**26,250**	**3,15,000**
Variable Pay (4)			**75,000**
Total Cost to Company			**3,90,000**

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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QuisLex

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. This is the minimum amount required to be contributed to PF however you will have one time option to increase it to 12% of basic pay within above cost to company. Once opted it cannot be changed.

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2,00,000 per annum, Group Life Insurance upto Rs.5,00,000 and Personal accident cover upto Rs.10,00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

   Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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15PLUHD0060 40 7

QuisLex

August 26, 2020

Mr. Mohit Subdani

Offer Letter

Dear Mohit,

Congratulations!

We are happy to offer you the position of **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **August 31, 2020**. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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Annexure 1

Name of the Employee:	**Mohit Subdani**		
Designation:	**Legal Associate**		
Joining Date:	**August 31, 2020**		
Salary Break up		**Proposed**	
		Per Month INR	**Per Annum INR**
Basic			
	Basic Pay	8,750	1,05,000
Choice Pay			
	HRA	3,500	42,000
	Special Allowance:		
	Leave Travel Allowance (1)	4,167	50,004
	Other Allowance	6,783	81,396
Benefits Pay			
	Employer's Contribution to PF (2)	1,800	21,600
	Group Mediclaim (3)	1,250	15,000
Gross Salary		**26,250**	**3,15,000**
Variable Pay (4)			**75,000**
Total Cost to Company			**3,90,000**

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Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. This is the minimum amount required to be contributed to PF however you will have one time option to increase it to 12% of basic pay within above cost to company. Once opted it cannot be changed.

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2,00,000 per annum, Group Life Insurance upto Rs.5,00,000 and Personal accident cover upto Rs.10,00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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15 FLUHH006032

QuisLex

August 26, 2020

Mr. Shashwat Shukla

Offer Letter

Dear Shashwat,

Congratulations!

We are happy to offer you the position of **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **September 07, 2020**. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
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QuisLex

Annexure 1

Name of the Employee:	**Shashwat Shukla**		
Designation:	**Legal Associate**		
Joining Date:	**September 07, 2020**		
Salary Break up		**Proposed**	
		Per Month INR	**Per Annum INR**
Basic			
	Basic Pay	8,750	1,05,000
Choice Pay			
	HRA	3,500	42,000
	Special Allowance:		
	Leave Travel Allowance (1)	4,167	50,004
	Other Allowance	6,783	81,396
Benefits Pay			
	Employer's Contribution to PF (2)	1,800	21,600
	Group Mediclaim (3)	1,250	15,000
Gross Salary		**26,250**	**3,15,000**
Variable Pay (4)			**75,000**
Total Cost to Company			**3,90,000**

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QuisLex

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. This is the minimum amount required to be contributed to PF however you will have one time option to increase it to 12% of basic pay within above cost to company. Once opted it cannot be changed.

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2,00,000 per annum, Group Life Insurance upto Rs.5,00,000 and Personal accident cover upto Rs.10,00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

   Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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15FLUHH006035 9

QuisLex

August 26, 2020

Mr. Tilak Kumar Basu

Offer Letter

Dear Tilak,

Congratulations!

We are happy to offer you the position of **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **September 07, 2020**. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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QuisLex

Annexure 1

Name of the Employee:	**Tilak Kumar Basu**		
Designation:	**Legal Associate**		
Joining Date:	**September 07, 2020**		
Salary Break up		**Proposed**	
		Per Month INR	**Per Annum INR**
Basic			
	Basic Pay	8,750	1,05,000
Choice Pay			
	HRA	3,500	42,000
	Special Allowance:		
	Leave Travel Allowance (1)	4,167	50,004
	Other Allowance	6,783	81,396
Benefits Pay			
	Employer's Contribution to PF (2)	1,800	21,600
	Group Mediclaim (3)	1,250	15,000
Gross Salary		**26,250**	**3,15,000**
Variable Pay (4)			**75,000**
Total Cost to Company			**3,90,000**

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QuisLex

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. This is the minimum amount required to be contributed to PF however you will have one time option to increase it to 12% of basic pay within above cost to company. Once opted it cannot be changed.

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2,00,000 per annum, Group Life Insurance upto Rs.5,00,000 and Personal accident cover upto Rs.10,00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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15FLWAA006002

10

QuisLex

September 26, 2020

Ms. Aparajita Halder

Offer Letter

Dear Aparajita,

Congratulations!

We are happy to offer you the position of **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **October 01, 2020**. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

REGISTRAR
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QuisLex

Annexure 1

Name of the Employee:	Aparajita Halder		
Designation:	Legal Associate		
Joining Date:	October 01, 2020		
Salary Break up		Proposed	
		Per Month INR	Per Annum INR
Basic			
	Basic Pay	8,750	1,05,000
Choice Pay			
	HRA	3,500	42,000
	Special Allowance:		
	Leave Travel Allowance (1)	4,167	50,004
	Other Allowance	6,783	81,396
Benefits Pay			
	Employer's Contribution to PF (2)	1,800	21,600
	Group Mediclaim (3)	1,250	15,000
Gross Salary		**26,250**	**3,15,000**
Variable Pay (4)			**75,000**
Total Cost to Company			**3,90,000**

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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(Deemed-to-be-University u/s 3 of the UGC ACT, 1956)

QuisLex

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. This is the minimum amount required to be contributed to PF however you will have one time option to increase it to 12% of basic pay within above cost to company. Once opted it cannot be changed.

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2,00,000 per annum, Group Life Insurance upto Rs.5,00,000 and Personal accident cover upto Rs.10,00,000. The premium amount is subject to change every year.

4. The Variable Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Variable Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Variable Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Variable Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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15FLU17H006062 11

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Phebe Beri
F.No. 305 Mt Santoshi Apartments, Mayuri Marg, Begumpet
Hyderabad – 500016
TS
IN

Dear Phebe,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **Transaction Risk Investigator** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **28-Sep-2020** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

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Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Transaction Risk Investigator**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

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The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**330,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your salary will compensate you for all hours worked.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies , or your failure to return Amazon India's property.

6.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

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(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your

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employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

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9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

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(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

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10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

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11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

14. Termination of Employment

14.1 Your employment with Amazon India shall automatically end on **28-Sep-2021** unless terminated earlier as per the provisions of this Section.

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14.2 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.3 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India

14.4 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such

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excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

16. New Hire Background Investigation

16.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

16.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

16.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 12 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

17. Foreign Nationals

17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

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17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

18. Representations and Warranties

You hereby represent and warrant to the Company that:

18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);

18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

18.6 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.

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18.7 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

19. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

20. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

21. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

22. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be

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assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

23. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

24. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

25. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

26. Governing Law and Jurisdiction

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Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

27. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

28. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

29. Survival

Your obligations under Sections 8, 9, 11, 13, 19, 20, 21, 23, 24, 25 and this Section 28 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:M V RAVI KUMAR
Date: 2020.09.16 17:48:55 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Srinath Sambangi
Flat no. 15, Shilpa Apartments, Erramanzil Colony
Hyderabad – 500082
TS
IN

Dear Srinath,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **Transaction Risk Investigator** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **09-Nov-2020** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation

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Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Transaction Risk Investigator**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

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The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**300,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your salary will compensate you for all hours worked.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies , or your failure to return Amazon India's property.

6.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

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(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your

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employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

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9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

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(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

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10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

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11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

14. Termination of Employment

14.1 Your employment with Amazon India shall automatically end on **09-Nov-2021** unless terminated earlier as per the provisions of this Section.

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14.2 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.3 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India

14.4 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such

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excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

16. New Hire Background Investigation

16.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

16.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

16.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 12 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

17. Foreign Nationals

17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

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17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

18. Representations and Warranties

You hereby represent and warrant to the Company that:

18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);

18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

18.6 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.

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18.7 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

19. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

20. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

21. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

22. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be

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assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

23. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

24. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

25. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

26. Governing Law and Jurisdiction

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Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

27. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

28. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

29. Survival

Your obligations under Sections 8, 9, 11, 13, 19, 20, 21, 23, 24, 25 and this Section 28 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:JAYANTA GHOSH
Date: 2020.10.28 08:42:08 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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Acknowledged by nainaks1996@gmail.com (K Sunayana on 10/23/2020 7:22:38 PM)

15FLUHH006077

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OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

K Sunayana
Plot No 18&19, Bharati , Street No 4, CBIT Colony, Attapur
Hyderabad – 500048
TS
IN

Dear K,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **Transaction Risk Investigator** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **02-Nov-2020** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation

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Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Transaction Risk Investigator**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

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The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**300,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your salary will compensate you for all hours worked.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies , or your failure to return Amazon India's property.

6.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

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(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your

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employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

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9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

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(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

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10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

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11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

14. Termination of Employment

14.1 Your employment with Amazon India shall automatically end on **02-Nov-2021** unless terminated earlier as per the provisions of this Section.

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14.2 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.3 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India

14.4 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such

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excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

16. New Hire Background Investigation

16.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

16.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

16.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 12 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

17. Foreign Nationals

17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

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17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

18. Representations and Warranties

You hereby represent and warrant to the Company that:

18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);

18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

18.6 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.

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18.7 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

19. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

20. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

21. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

22. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be

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assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

23. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

24. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

25. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

26. Governing Law and Jurisdiction

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Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

27. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

28. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

29. Survival

Your obligations under Sections 8, 9, 11, 13, 19, 20, 21, 23, 24, 25 and this Section 28 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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amazon | Development Centre India

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:NANDINI PATNAIK
Date: 2020.10.23 13:50:44 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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Date: 23-Sep-20

SUMADHURA®
we build your world
ISO 9001:2015 Certified

Job Offer Letter

Dear Lankapalli Abhineeth Manuel

With reference to your application and our recent discussions, we are pleased to present an offer of employment to join **SUMADHURA INFRACON PRIVATE LIMITED** on the following terms and conditions.

The terms and conditions of your employment are mentioned below:

Title: **Trainee - Legal**
Reporting to: **Vice President**
Department: **Legal**
Project Site: **Hyderabad CO**
Location: **Hyderabad**

Remuneration: Your CTC (cost to the company) per month will be Rs. **22850/-** inclusive of your deductions like PF, ESI, PT, TDS etc.,

Probationary Period: You will be on a probationary period for 6 months from the date of joining.

Your employment with SUMADHURA INFRACON PVT LTD is at-will and if your performance and services to the company is found unsatisfactory during this period, you are liable to be terminated without any notice.

During the probation period you are not entitled any leaves and any benefits from the company.

If you accept this offer you are required to join on or before **23-Sep-20** If you are unable to report for joining on the said date you are requested to inform the company in writing.

The following documents (self attested photocopies) are required to be produced at the time of joining.

1. Relieving Letter from your previous employer.
2. Service certificate/Experience certificate from most recent employer
3. Proof of Academic Qualification:
   - 10th & 12th mark lists
   - Diploma /Degree certificates
   - Post graduation mark list and degree certificates (if any)
   - Other qualifications - mark lists and certificates (if any)
4. Proof of identity i.e. PAN card/Driving license/Electoral card/Passport
5. Proof of Address i.e. Adhaar Card/Passport/Ration card/Electoral card/DL
6. Form 16 (if applicable) & Photographs (6 copies)

The working hours applicable to you will be the same as are observed at the company offices/Construction sites and as directed by the project in charge/HOD and as per the amendments done from time to time.

SUMADHURA®
we build your world
ISO 9001:2015 Certified

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. Company is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

You shall be governed by terms and conditions of service during your employment with SUMADHURA INFRACON PRIVATE LIMITED as per the existing HR policies and procedures, which may be amended from time to time. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with SUMADHURA. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. Please indicate your acceptance of this offer and the terms thereof by signing below mentioning the start date of your employment with us. If we do not hear back from you within 3 days of this offer, job offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.

We take great pleasure in welcoming you to our Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the SUMADHURA family.

With best wishes

For **SUMADHURA INFRACON PRIVATE LIMITED**

G. Naveen Kumar

Naveen Kumar G
Director
Date: 23-Sep-20

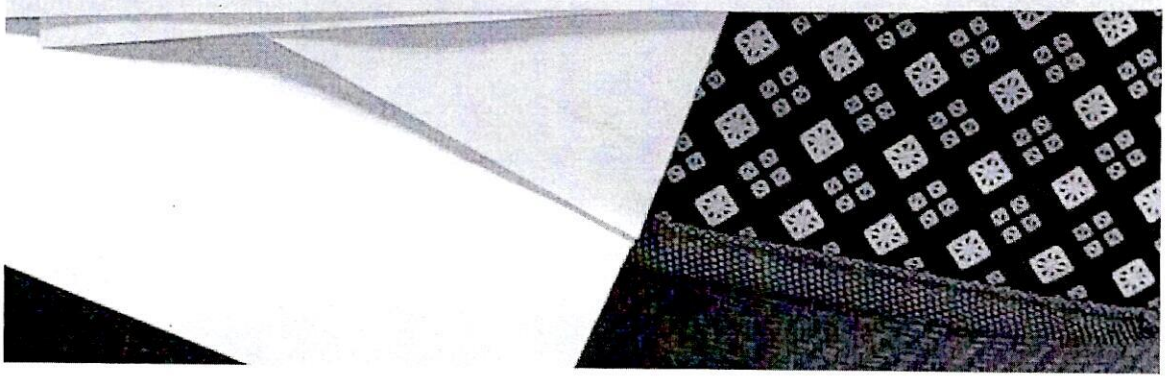
I agree to accept offer of employment on the terms and conditions mentioned above.

Employee Name: **Lankapalli Abhineeth Manuel**

Employee Signature: Manuel

Start Date: _____

S. Vijayalakshmi



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Genius Consultants Ltd.

Regd. & Corporate Office :

Synthesis Business Park Tower,
1C & 3C, 1st Floor & 3rd Floor,
CBD/1 Action Area - II,
New Town, Kolkata - 700157, INDIA
CIN No. U74140WB1993PLC059586
Ph.- 033-6641-5800/ 5801/ 5900/ 5901
E mail : enquiry@geniusconsultant.com
Web : www.geniusconsultant.com

OCTOBER 9, 2020

HARSHIT JAIN
84 Dr Sundari Mohan Avenue, Uma Bhavan, Kolkata-700014 ,
KOLKATA - 700014 ,
WEST BENGAL , INDIA

SUB: EMPLOYMENT OFFER LETTER

Dear Harshit ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **MANAGEMENT TRAINEE - LEGAL (TEAM MEMBER)** in our **HUMAN RESOURCE DIVISION** which is currently based at **KOLKATA** . Remuneration offered to you for the aforesaid position has already been discussed and agreed upon between us.

You are requested to submit a copy of the Resignation Letter duly stamped and accepted by your present employer positively by **10.10.2020** . Please note that this Offer Letter will stand invalid in case you are unable to submit the above document to our office within the specified date.

As discussed and agreed upon, you will join the services of our organization with effect from **12.10.2020** and report to **MR. KAUSHIK MAJUMDAR , PRESIDENT , HR HEAD -KOLKATA** sharp at **9:30AM**.

On the date of your joining, please ensure to submit the following documents to our office:

1. A copy of your letter of appointment from the previous employer.
2. Four recent passport-sized color photographs.
3. Information on your blood group.
4. A copy of your Age Proof Certificate.
5. Educational Certificates (Class Xth and above) - both original & photocopies.
6. Medical Fitness Certificate in original.
7. Copy of Address Proof.
8. Copy of Relieving Letter / Experience Certificate from the previous employer.
9. Copy of Salary Certificate / TDS Certificate / Total earnings of the Financial Year from the previous employer.

The detailed **Letter of Appointment** will be issued only after your joining the services of our organization.
We look forward to your joining our team for a long and successful association.

Yours Sincerely,
For **GENIUS CONSULTANTS LTD.**

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KAUSHIK MAJUMDAR
HR HEAD

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DECLARATION

I, ...(name) s/o..... (father's name) r/o.....(address) do hereby solemnly affirm & undertake that I accept the terms & condition as set out in the offer letter in full satisfaction and undertake to report to the Genius office on ..... (date) at .....(time)

I shall indemnify Genius in case of my failure/refusal to report at Genius Office on the date & time specified above and shall make good of all losses arising out of my default in reporting to duty.

In event I fail/neglect/refuse to report on the date specified, I shall be liable to compensate Genius @ 20% of the proposed salary offered to me as penalty and the offer letter issued to you will become void immediately .

Date:

Place: Deponent

LEGALEASE SOLUTIONS LLC

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 21st August 2021 between LegalEase Solutions India Private Limited [CIN No: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("the Company"), and Ms. K.Jahnavi, (PAN : BBWPJ6197H) with an address HNo.1-2-104, Old MaruthiNagar, Near Swetha Gardens, Kothapet, Hyderabad-500102.India.("The Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein ("Services"), and the Contractor desires to perform the Services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Contractor agrees to work on all projects that are assigned to him/her. The Services can range from legal drafting, documentation, to other miscellaneous legal support tasks on an as needed basis. The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in Exhibit A, which may be amended in writing from time to time or supplemented with subsequent estimates provided by the Company for the Services to be rendered by the Contractor, and which collectively are hereby incorporated by reference.

3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice at the end of every month for the Services rendered by the Contractor to LegalEase in that particular month. Expenses for the time spent by Contractor in traveling to and from Company facilities situated at Puthiya Road, Cochin shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and not plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel/ interact with the team as required to discuss work and provide status updates as required.

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5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by her in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly-owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary ("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in her possession or under her control. The Contractor further agrees that he/she will not disclose her retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts Provided by the Company

The Contractor agrees that any and all use of accounts including but not limited to accounts such as Monday.com, MS Outlook, FastCase, Charles Schwab, LexisNexis, Box, OneDrive, Zoho Suite and Relativity provided by the Company ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files. It shall be the sole responsibility of the Contractor to pay any overages

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incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from salary or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's act, carelessness, negligence, recklessness, or through breach of the Organization's rules or instructions, or any dishonesty on your part.

b) The amount of any accidental overpayment to the Contractor.

c) Any penalty imposed on the Contractor with regard to the terms of this Agreement.

10. Conflicts of Interest

The Contractor represents that her/she is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering her duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he/she does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of her productive time, energy and abilities to the performance of her duties hereunder as is necessary to perform the required duties in a timely and productive manner.

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11. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

12. Termination

This Agreement can be terminated by the Contractor for sufficient cause by giving a minimum of one (1) month prior written notice to the Company. However, the Contractor cannot provide the notice during any Project Committed Period (as defined below). For the purpose of clarity, the Contractor does not have the right to terminate this Agreement or provide notice of termination during the Project Committed Period. However, the Contractor may terminate the Agreement on expiration of any Project Committed Period by providing the Company one (1) month prior notice in writing communicating its intent to terminate the Agreement. If the Contractor decides to terminate the Services before the completion of any Project Committed Period, the Company is entitled to recover as penalty amount equivalent to the service fee of the contractor prorated over the remaining term of the Project Committed Period.

The Company may terminate this Agreement:

(i) for convenience by providing 1 weeks' notice to the Contractor;

(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he/she was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

13. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture

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with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly. The Contractor is and will remain an independent contractor in his/her relationship to the Company. The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

14. Force Majeure

Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party. If an event of force majeure obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any such case of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

15. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

16. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

17. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

18. Assignment

The Contractor shall not assign any of his/her rights under this Agreement or delegate the performance of any of his/her duties hereunder, without the prior written consent of the Company.

19. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

THE ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD
REGISTRAR
(Deemed-to-be University Under Section 3 of the UGC Act, 1956)

If to the Contractor :
K.Jahnavi,
HNo.1-2-104, Old MaruthiNagar, Near Swetha Gardens,
Kothapet, Hyderabad-500102.India.

If to the Company:
LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

20. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

21. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

22. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

23. Effective Date

This Agreement shall be effective as of **24th August 2021**

[Signatures to follow]

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

Ms. Bibi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

REGISTRAR
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(Deemed-to-be-University Under Section 3 of the UGC Act, 1956)
ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

Ms.Jahnavi K.
Independent Contractor

SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.
2. The Contractor shall not misuse or misrepresent the Company's assets. He/She shall only use it for the activities that he/she is duly authorized to perform.
3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.
4. During the term of this Agreement, the Contractor agrees to be available for the entire project period of the respective project (each a "Project Committed Period").
5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.
6. The Contractor shall report directly to the Operations Manager/ Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

The Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date and will continue for a period of six (6) months ('Initial Term') unless otherwise terminated by the Company in accordance with the terms of this Agreement. During the first three months of the Initial Term, the Company will provide training (which may or may not include live project training) ('Training Period'). There will be monthly evaluations at the end of each month of the Initial Term (for purpose of clarity, including the Training Period) where the Company will evaluate the performance of the Contractor on a monthly basis. The Company retains the right to terminate this Agreement or extend the Training Period if the Company is not satisfied with the performance of the Contractor during the monthly evaluations. The Company may renew this Agreement for a further period in a separate agreement.

COMPENSATION:

During the Training Period (or extended Training Period, if any), as stipend for the successful training and as full compensation for the satisfactory Services (if provided), the Company shall pay the Contractor a monthly payment of INR 15000/- (INR Fifteen Thousand Only), for any given month. If the Contractor successfully completes the monthly evaluations during the Training Period, for the remaining term of the Agreement, as full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor a monthly payment of INR 20000/- (INR Twenty Thousand Only), for any given month. The amounts mentioned above will be inclusive of tax deduction at source payable under the Income Tax Act, 1961 as amended from time to time. Such compensation shall be payable within 45 days of receipt of Contractor's invoice for training/Services rendered, supported by reasonable documentation.

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[Signatures to follow]

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

Ms. Bibi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

Ms.Jahnavi K.
Independent Contractor

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LEGALEASE SOLUTIONS LLC

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 21st August 2021 between LegalEase Solutions India Private Limited [CIN No: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("the Company"), and Ms.Yamuna Donthi, (PAN : BUUPD8224J) with an address 2-2 taranagar, Serilingampally, R. R. District, Telangana. 500019. India.("The Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein ("Services"), and the Contractor desires to perform the Services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Contractor agrees to work on all projects that are assigned to him/her. The Services can range from legal drafting, documentation, to other miscellaneous legal support tasks on an as needed basis. The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in Exhibit A, which may be amended in writing from time to time or supplemented with subsequent estimates provided by the Company for the Services to be rendered by the Contractor, and which collectively are hereby incorporated by reference.

3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice at the end of every month for the Services rendered by the Contractor to LegalEase in that particular month. Expenses for the time spent by Contractor in traveling to and from Company facilities situated at Puthiya Road, Cochin shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and non-plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel/ interact with the team as required to discuss work and provide status updates as required.

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5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by her in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly-owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary ("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in her possession or under her control. The Contractor further agrees that he/she will not disclose her retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts Provided by the Company

The Contractor agrees that any and all use of accounts including but not limited to accounts such as Monday.com, MS Outlook, FastCase, Charles Schwab, LexisNexis, Box, OneDrive, Zoho, G-Suite and Relativity provided by the Company ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files. It shall be the sole responsibility of the Contractor to pay any overages

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incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from salary or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's act, carelessness, negligence, recklessness, or through breach of the Organization's rules or instructions, or any dishonesty on your part.

b) The amount of any accidental overpayment to the Contractor.

c) Any penalty imposed on the Contractor with regard to the terms of this Agreement.

10. Conflicts of Interest

The Contractor represents that her/she is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering her duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he/she does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of her productive time, energy and abilities to the performance of her duties hereunder as is necessary to perform the required duties in a timely and productive manner.

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11. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

12. Termination

This Agreement can be terminated by the Contractor for sufficient cause by giving a minimum of one (1) month prior written notice to the Company. However, the Contractor cannot provide the notice during any Project Committed Period (as defined below). For the purpose of clarity, the Contractor does not have the right to terminate this Agreement or provide notice of termination during the Project Committed Period. However, the Contractor may terminate the Agreement on expiration of any Project Committed Period by providing the Company one (1) month prior notice in writing communicating its intent to terminate the Agreement. If the Contractor decides to terminate the Services before the completion of any Project Committed Period, the Company is entitled to recover as penalty amount equivalent to the service fee of the contractor prorated over the remaining term of the Project Committed Period.

The Company may terminate this Agreement:

(i) for convenience by providing 1 weeks' notice to the Contractor;

(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he/she was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

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13. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture

with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly. The Contractor is and will remain an independent contractor in his/her relationship to the Company. The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

14. Force Majeure

Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party. If an event of force majeure obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any such case of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

15. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

16. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

17. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

18. Assignment

The Contractor shall not assign any of his/her rights under this Agreement or delegate the performance of any of his/her duties hereunder, without the prior written consent of the Company.

19. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

THE ICFAI FOUNDATION FOR HIGHER EDUCATION (Deemed-to-be-University Under Section 3 of the UGC ACT,1956) REGISTRAR

ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

If to the Contractor :
Yamuna Donthi,
2-2 taranagar, Serilingampally, R. R. District,
Telangana. 500019.

If to the Company:
LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

20. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

21. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

22. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

23. Effective Date

This Agreement shall be effective as of **24th August 2021**

[Signatures to follow]

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

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THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT,1956)

ICFAI FOUNDATION FOR HIGHER EDUCATION
HYDERABAD

Ms.Yamuna Donthi
Independent Contractor

SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.
2. The Contractor shall not misuse or misrepresent the Company's assets. He/She shall only use it for the activities that he/she is duly authorized to perform.
3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.
4. During the term of this Agreement, the Contractor agrees to be available for the entire project period of the respective project (each a "Project Committed Period").
5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.
6. The Contractor shall report directly to the Operations Manager/ Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

The Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date and will continue for a period of six (6) months ('Initial Term') unless otherwise terminated by the Company in accordance with the terms of this Agreement. During the first three months of the Initial Term, the Company will provide training (which may or may not include live project training) ('Training Period'). There will be monthly evaluations at the end of each month of the Initial Term (for purpose of clarity, including the Training Period) where the Company will evaluate the performance of the Contractor on a monthly basis. The Company retains the right to terminate this Agreement or extend the Training Period if the Company is not satisfied with the performance of the Contractor during the monthly evaluations. The Company may renew this Agreement for a further period in a separate agreement.

COMPENSATION:

During the Training Period (or extended Training Period, if any), as stipend for the successful training and as full compensation for the satisfactory Services (if provided), the Company shall pay the Contractor a monthly payment of INR 15000/- (INR Fifteen Thousand Only), for any given month. If the Contractor successfully completes the monthly evaluations during the Training Period, for the remaining term of the Agreement, as full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor a monthly payment of INR 20000/- (INR Twenty Thousand Only), for any given month. The amounts mentioned above will be inclusive of tax deduction at source payable under the Income Tax Act, 1961 as amended from time to time. Such compensation shall be payable within 45 days of receipt of Contractor's invoice for training/services rendered supported by reasonable documentation.

[Signatures to follow]

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s. Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

Ms.Yamuna Donthi
Independent Contractor

S. Vijayalakshmi

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

ICFAI FOUNDATION FOR HIGHER EDUCATION
HYDERABAD

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 21st August 2021 between LegalEase Solutions India Private Limited [CIN No: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("the Company"), and Ms. Chennuri Sushmitha,(PAN:NYZPS8318R) with an address 5-4-320, Plot No. 4B, Road no.7, Kamalanagar, Vanasthalipuram, Hyderabad- 500070 India.("The Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein ("Services"), and the Contractor desires to perform the Services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Contractor agrees to work on all projects that are assigned to him/her. The Services can range from legal drafting, documentation, to other miscellaneous legal support tasks on an as needed basis. The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in Exhibit A, which may be amended in writing from time to time or supplemented with subsequent estimates provided by the Company for the Services to be rendered by the Contractor, and which collectively are hereby incorporated by reference.

3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice at the end of every month for the Services rendered by the Contractor to LegalEase in that particular month. Expenses for the time spent by Contractor in traveling to and from Company facilities situated at Puthiya Road, Cochin shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and non-plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel, interact with the team as required to discuss work and provide status updates as required.

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5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by her in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly-owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary ("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in her possession or under her control. The Contractor further agrees that he/she will not disclose her retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts Provided by the Company

The Contractor agrees that any and all use of accounts including but not limited to accounts such as Monday.com, MS Outlook, FastCase, Charles Schwab, LexisNexis, Box, OneDrive, Zoho, G-Suite and Relativity provided by the Company ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files. It shall be the sole responsibility of the Contractor to pay any overages.

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incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from salary or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's act, carelessness, negligence, recklessness, or through breach of the Organization's rules or instructions, or any dishonesty on your part.

b) The amount of any accidental overpayment to the Contractor.

c) Any penalty imposed on the Contractor with regard to the terms of this Agreement.

10. Conflicts of Interest

The Contractor represents that her/she is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering her duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he/she does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of her productive time, energy and abilities to the performance of her duties hereunder as is necessary to perform the required duties in a timely and productive manner.

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11. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

12. Termination

This Agreement can be terminated by the Contractor for sufficient cause by giving a minimum of one (1) month prior written notice to the Company. However, the Contractor cannot provide the notice during any Project Committed Period (as defined below). For the purpose of clarity, the Contractor does not have the right to terminate this Agreement or provide notice of termination during the Project Committed Period. However, the Contractor may terminate the Agreement on expiration of any Project Committed Period by providing the Company one (1) month prior notice in writing communicating its intent to terminate the Agreement. If the Contractor decides to terminate the Services before the completion of any Project Committed Period, the Company is entitled to recover as penalty amount equivalent to the service fee of the contractor prorated over the remaining term of the Project Committed Period.

The Company may terminate this Agreement:

(i) for convenience by providing 1 weeks' notice to the Contractor;

(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he/she was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

13. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture

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with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly. The Contractor is and will remain an independent contractor in his/her relationship to the Company. The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

14. Force Majeure

Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party. If an event of force majeure obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any such case of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

15. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

16. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

17. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

18. Assignment

The Contractor shall not assign any of his/her rights under this Agreement or delegate the performance of any of his/her duties hereunder, without the prior written consent of the Company.

19. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

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If to the Contractor :
Ms. Chennuri Sushmitha
5-4-320, Plot No. 4B, Road no.7, Kamalanagar,
Vanasthalipuram, Hyderabad- 500070 India.("The Contractor").

If to the Company:
LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

20. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

21. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

22. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

23. Effective Date

This Agreement shall be effective as of **24th August 2021**

[Signatures to follow]

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

Ms Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

Ms. Chennuri Sushmitha
Independent Contractor

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SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.
2. The Contractor shall not misuse or misrepresent the Company's assets. He/She shall only use it for the activities that he/she is duly authorized to perform.
3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.
4. During the term of this Agreement, the Contractor agrees to be available for the entire project period of the respective project (each a "Project Committed Period").
5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.
6. The Contractor shall report directly to the Operations Manager/ Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

The Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date and will continue for a period of six (6) months ('Initial Term') unless otherwise terminated by the Company in accordance with the terms of this Agreement. During the first three months of the Initial Term, the Company will provide training (which may or may not include live project training) ('Training Period'). There will be monthly evaluations at the end of each month of the Initial Term (for purpose of clarity, including the Training Period) where the Company will evaluate the performance of the Contractor on a monthly basis. The Company retains the right to terminate this Agreement or extend the Training Period if the Company is not satisfied with the performance of the Contractor during the monthly evaluations. The Company may renew this Agreement for a further period in a separate agreement.

COMPENSATION:

During the Training Period (or extended Training Period, if any), as stipend for the successful training and as full compensation for the satisfactory Services (if provided), the Company shall pay the Contractor a monthly payment of INR 15000/- (INR Fifteen Thousand Only), for any given month. If the Contractor successfully completes the monthly evaluations during the Training Period, for the remaining term of the Agreement, as full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor a monthly payment of INR 20000/- (INR Twenty Thousand Only), for any given month. The amounts mentioned above will be inclusive of tax deduction at source payable under the Income Tax Act, 1961 as amended from time to time. Such compensation shall be payable within 45 days of receipt of Contractor's invoice for training/Services rendered supported by reasonable documentation.

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[Signatures to follow]

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s. Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

Ms. Chennuri Sushmitha
Independent Contractor

S. Vijayalakshmi

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LEGALEASE SOLUTIONS LLC

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 16th August 2021 between **LEGALEASE SOLUTIONS INDIA PVT. LTD.** [CIN: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("Company"), and Mr.Racha Madhan (PAN:CFWPR5564K), with an address at H.NO:12-6-95/1, Shivanagar, Siricilla,Telangana-505301 ("Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein, and the Contractor desires to perform the services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Services to be performed by the Contractor can range from contract review and annotation to other miscellaneous legal support tasks on an as needed basis ("Services"). The Contractor agrees to work on all projects that are assigned to his. The Services shall be performed per the Company's requirements.

The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, Services, term of engagement, compensation and provisions for payment thereof shall be as set forth in Schedule A, which may be amended in writing from time to time or supplemented with subsequent estimates for Services to be rendered by the Contractor and agreed to by the Company, and which collectively are hereby incorporated by reference.

S. Vijayalakshmi

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3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice as detailed in Schedule A for the Services rendered by the Contractor to Legalease. Expenses for the time spent by Contractor in traveling to and from Company facilities shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and non-plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel/ interact with the team as required to discuss work and provide status updates as required by the Company personnel.

5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor his eby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by his in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications,

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information, and other items in his possession or under his control. The Contractor further agrees that he will not disclose his retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts/Tools/Platforms

The Contractor agrees that any and all use of accounts, tools, and platforms, including but not limited to accounts such as MS Outlook, Lexis, Pacer, Raval Law, Box, Monday, HRStop, LawStore, client portal, One-Drive, G-Suite And Relativity provided by the Company or Company's clients ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files or ad hoc features. It shall be the sole responsibility of the Contractor to pay any overages incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be

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modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from service fees or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's acts, carelessness, negligence, recklessness, or through breach of the organization's rules or instructions, or any dishonesty on the Contractor's part;

b) The amount of any accidental overpayment to the Contractor;

c) Any penalty imposed on the Contractor for termination of the Agreement prior to the completion of the Initial Term (as defined below).

10. Representations and Warranties

Contractor represents and warrants that:

10.1 Contractor has the right to enter into this Agreement and to provide services under this Agreement.

10.2 Contractor represents that the Contractor has the required skills, expertise, and infrastructure to perform the Services under this Agreement.

10.3 The provisions of this Agreement do not violate any other contracts or agreements that the Contractor has entered into with any third party.

10.4 Contractor will comply with all applicable laws including all laws and regulations governing the right to provide services.

10.5 Contractor shall always act carefully, diligently and always render high quality services and accurate information.

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10.6 Contractor agrees to render services in a timely fashion and to perform work faithfully and industriously to the best of his ability and in accordance with the quality standards and the requirements of LegalEase.

11. Conflicts of Interest

The Contractor represents that he is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering his duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of his productive time, energy and abilities to the performance of his duties hereunder as is necessary to perform the required duties in a timely and productive manner.

12. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

13. Termination

13.1 The Company may terminate this Agreement:

(i) For convenience by providing 1 weeks' notice to the Contractor;

(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable

directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

13.2. The Contractor may terminate this Agreement for sufficient cause by providing one week notice at least 7 working days prior to the last day of the Term;

14. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly. The Contractor is and will remain an independent contractor in his relationship to the Company.

The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind.The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

15. Force Majeure

Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party) If an event of force majeure obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any stop caused of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented

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for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

16. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

17. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

18. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

19. Assignment

The Contractor shall not assign any of his rights under this Agreement or delegate the performance of any of his duties hereunder, without the prior written consent of the Company.

20. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

If to the Contractor:

Racha Madhan
H.NO:12-6-95/1, Shivanagar, Siricilla
Telangana-505301.

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If to the Company:
LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

21. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

22. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

23. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

24. Effective Date

This Agreement shall be effective as of 16th August 2021.

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IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD.

Ms. Bibi Rukhia

Ms. Bibi Rukhia

Authorized Signatory

Mr. Racha Madhan

Independent Contractor

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SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.

2. The Contractor shall not misuse or misrepresent the Company's assets. He shall only use it for the activities that he is duly authorized to perform.

3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.

4. Contractor agrees to be available to perform services for the Company throughout the term of the contract.

5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.

6. The Contractor shall report directly to the Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date of this Agreement and shall continue for a period of three (3) weeks or until completion of the project, whichever is later, unless terminated in accordance with clause 13 of this Agreement. However if the Contractor decides to terminate this Agreement before the completion of the term of this Agreement, the Company retains the right to withhold any payment due and payable to the Contractor.

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SERVICES

During the Term of this Agreement the Contractor agrees to perform contract life cycle management support services which includes but is not limited to annotating and highlighting clauses following the instructions provided by the Company.

Before the start of each Project, the Company shall communicate the minimum number of annotations that the Contractor needs to annotate and highlight on a daily basis ('Target'). The Contractor agrees to annotate and highlight the Target numbers or more.

The Contractor agrees that the payment will be made only for the annotations that are reviewed and tagged correctly. For purpose of clarity, no payment will be made if the term is incorrectly annotated or highlighted.

If the Company personnel notes an error trend in the contracts/annotations reviewed and highlighted, the Contractor agrees to rework on all contracts/annotations reviewed and tagged without any additional cost within the timeline mandated by the Company or within 24 hours, whichever is earlier. For the purpose of clarity, rechecking/rework cannot be billed.

COMPENSATION:

As full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor project-based fees, which will differ from one project to another. Relying on the Contractor's representation stated in Clause 10.2 of this Agreement, Company understands that the Contractor has the required skill and expertise to provide the Services. The Company will be providing initial training to the Contractor if required to understand client specifications and requirements, after which the Contractor should be able to do live work. However, if the Company personnel determines that the Contractor is not ready to go live, the Company shall provide training for an additional period as determined by the Company. Company shall pay service fees to the Contractor only after they start live work. For the purpose of clarity, there will be no service fees paid during the training period. For each project, the Company shall let the Contractor know the rate to review one annotation. The compensation to be paid is based on the number of annotations in a contract under each project that is assigned to the Contractor. The rate to annotations shall be as below:

Contractor will be paid INR 4/- (Four only) per correct annotation. For clarity, if Company's instruction requires the Contractor to annotate three clauses in a document, Contractor will be paid INR 4*3 = INR 12/- for the document. If the document does not include the clause, Contractor will note it as "Not Present" for which the Contractor gets paid INR 4/-.

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On successful completion of the project, the Contractor shall raise an invoice for the projects completed. The invoice shall include details such as: Name of the project; number of annotations reviewed; per annotation rate; and total amount to be paid.

The Company shall have the right to deduct and withhold from the payment due to the Contractor such taxes and other amounts as may be customary or required by law or regulations. The Parties agree that all sums payable under this Agreement shall be subject to tax deduction at source under the Income Tax Act, 1961, amended from time to time. Such compensation shall be payable within 15 days of Company's receipt of Contractor's correct and original invoice for Services rendered, supported by reasonable documentation.

[Signatures to follow]

Ms. Bibi Rukhia

Ms. Bibi Rukhia

Authorized Signatory



Mr. Racha Madhan

Independent Contractor



15FLUHH 006041

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INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 18th August 2021 between **LEGALEASE SOLUTIONS INDIA PVT. LTD.** [CIN: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("Company"), and Mr. Subramanya Kumar (PAN:DWMPB2254N), with an address at D.No. 9-169, Railway station Road, Narayanapuram, Dachepalli (M), Guntur (Dt), Andhra Pradesh-522414 ("Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein, and the Contractor desires to perform the services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Services to be performed by the Contractor can range from contract review and annotation to other miscellaneous legal support tasks on an as needed basis ("Services"). The Contractor agrees to work on all projects that are assigned to his. The Services shall be performed per the Company's requirements.

The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, Services, term of engagement, compensation and provisions for payment thereof shall be as set forth in Schedule A, which may be amended in writing from time to time or supplemented with subsequent estimates for Services to be rendered by the Contractor and agreed to by the Company, and which collectively are hereby incorporated by reference.

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3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice as detailed in Schedule A for the Services rendered by the Contractor to Legalease. Expenses for the time spent by Contractor in traveling to and from Company facilities shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and non-plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel/ interact with the team as required to discuss work and provide status updates as required by the Company personnel.

5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor his eby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by his in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information

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which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company.The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in his possession or under his control. The Contractor further agrees that he will not disclose his retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts/Tools/Platforms

The Contractor agrees that any and all use of accounts, tools, and platforms, including but not limited to accounts such as MS Outlook, Lexis, Pacer, Raval Law, Box, Monday, HRStop, LawStore, client portal, One-Drive, G-Suite And Relativity provided by the Company or Company's clients ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files or ad hoc features. It shall be the sole responsibility of the Contractor to pay any overages incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

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The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor

any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from service fees or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's acts, carelessness, negligence, recklessness, or through breach of the organization's rules or instructions, or any dishonesty on the Contractor's part;

b) The amount of any accidental overpayment to the Contractor;

c) Any penalty imposed on the Contractor for termination of the Agreement prior to the completion of the Initial Term (as defined below).

10. Representations and Warranties

Contractor represents and warrants that:

10.1 Contractor has the right to enter into this Agreement and to provide services under this Agreement.

10.2 Contractor represents that the Contractor has the required skills, expertise, and infrastructure to perform the Services under this Agreement.

10.3 The provisions of this Agreement do not violate any other contracts or agreements that the Contractor has entered into with any third party.

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10.4 Contractor will comply with all applicable laws including all laws and regulations governing the right to provide services.

10.5 Contractor shall always act carefully, diligently and always render high quality services and accurate information.

10.6 Contractor agrees to render services in a timely fashion and to perform work faithfully and industriously to the best of his ability and in accordance with the quality standards and the requirements of LegalEase.

11. Conflicts of Interest

The Contractor represents that he is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering his duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of his productive time, energy and abilities to the performance of his duties hereunder as is necessary to perform the required duties in a timely and productive manner.

12. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

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13. Termination

13.1 The Company may terminate this Agreement:

(i) For convenience by providing 1 weeks' notice to the Contractor;

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(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

13.2. The Contractor may terminate this Agreement for sufficient cause by providing one week notice at least 7 working days prior to the last day of the Term;

14. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly.The Contractor is and will remain an independent contractor in his relationship to the Company.

The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind.The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

15. Force Majeure

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Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party. If an event of force majeure

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obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any such case of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

16. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

17. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

18. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

19. Assignment

The Contractor shall not assign any of his rights under this Agreement or delegate the performance of any of his duties hereunder, without the prior written consent of the Company.

20. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

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If to the Contractor:

Subramanya Kumar
D.No. 9-169, Railway station Road,
Narayanapuram,
Dachepalli (M), Guntur (Dt),
Andhra Pradesh-522414

If to the Company:

LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

21. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

22. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

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23. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

24. Effective Date

This Agreement shall be effective as of 18th August 2021

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD.

Ms. Bibi Rukhia

Ms. Bibi Rukhia

Authorized Signatory

B. Subramanya Kumar

Mr. Subramanya Kumar

Independent Contractor

S. Vijayalakshmi

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SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.

2. The Contractor shall not misuse or misrepresent the Company's assets. He shall only use it for the activities that he is duly authorized to perform.

3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.

4. Contractor agrees to be available to perform services for the Company throughout the term of the contract.

5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.

6. The Contractor shall report directly to the Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date of this Agreement and shall continue for a period of three (3) weeks or until completion of the project, whichever is later, unless terminated in accordance with clause 13 of this Agreement. However if the Contractor decides to terminate this Agreement before the completion of the term of this Agreement, the Company retains the right to withhold any payment due and payable to the Contractor.

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SERVICES

During the Term of this Agreement the Contractor agrees to perform contract life cycle management support services which includes but is not limited to annotating and highlighting clauses following the instructions provided by the Company.

Before the start of each Project, the Company shall communicate the minimum number of annotations that the Contractor needs to annotate and highlight on a daily basis ('Target'). The Contractor agrees to annotate and highlight the Target numbers or more.

The Contractor agrees that the payment will be made only for the annotations that are reviewed and tagged correctly. For purpose of clarity, no payment will be made if the term is incorrectly annotated or highlighted.

If the Company personnel notes an error trend in the contracts/annotations reviewed and highlighted, the Contractor agrees to rework on all contracts/annotations reviewed and tagged without any additional cost within the timeline mandated by the Company or within 24 hours, whichever is earlier. For the purpose of clarity, rechecking/rework cannot be billed.

COMPENSATION:

As full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor project-based fees, which will differ from one project to another. Relying on the Contractor's representation stated in Clause 10.2 of this Agreement, Company understands that the Contractor has the required skill and expertise to provide the Services. The Company will be providing initial training to the Contractor if required to understand client specifications and requirements, after which the Contractor should be able to do live work. However, if the Company personnel determines that the Contractor is not ready to go live, the Company shall provide training for an additional period as determined by the Company. Company shall pay service fees to the Contractor only after they start live work. For the purpose of clarity, there will be no service fees paid during the training period. For each project, the Company shall let the Contractor know the rate to review one annotation. The compensation to be paid is based on the number of annotations in a contract under each project that is assigned to the Contractor. The rate to annotations shall be as below:

Contractor will be paid INR 4/- (Four only) per correct annotation. For clarity, if Company's instruction requires the Contractor to annotate three clauses in a document, Contractor will be paid INR 4*3 = INR 12/- for the document. If the document does not include the clause, Contractor will note it as "Not Present" for which the Contractor gets paid INR 4/-.

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On successful completion of the project, the Contractor shall raise an invoice for the projects completed. The invoice shall include details such as: Name of the project; number of annotations reviewed; per annotation rate; and total amount to be paid.

The Company shall have the right to deduct and withhold from the payment due to the Contractor such taxes and other amounts as may be customary or required by law or regulations. The Parties agree that all sums payable under this Agreement shall be subject to tax deduction at source under the Income Tax Act, 1961, amended from time to time. Such compensation shall be payable within 15 days of Company's receipt of Contractor's correct and original invoice for Services rendered, supported by reasonable documentation.

[Signatures to follow]

Ms. Bibi Rukhia

Ms. Bibi Rukhia

Authorized Signatory

B. Subramanya Kumar

Mr. Subramanya Kumar

Independent Contractor

S.V Jayalakshmi

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QuisLex

(1)

June 14, 2021

Ms. Prathna Vohra

Offer Letter

Dear Prathna,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on June 14,2021. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

S. Vijayalakshmi

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Annexure 1

Name of the Employee:	**Prathna Vohra**
Designation:	**Legal Associate**
Joining Date:	June 14,2021

Salary Break up		**Proposed**	
		Per Month INR	**Per Annum INR**
Basic			
	Basic Pay	8,750	105,000
Choice Pay			
	HRA	3,500	42,000
Special Allowance:			
	Leave Travel Allowance(1)	4,167	50,004
	Statutory Bonus	1,400	16,800
	Other Allowance	5,383	64,596
Benefits Pay			
	Employer's Contribution to PF(2)	1,800	21,600
	Group Mediclaim(3)	1,250	15,000
Gross Salary		**26,250**	**315,000**
Bonus Pay(4)			**75,000**
Total Cost to Company			**390,000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

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4. The Bonus Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Bonus Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Bonus Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Bonus Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Bonus Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

S. Vijayalakshmi

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HYDERABAD

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June 22, 2021

Ms. Basireddy Poojitha

Offer Letter

Dear Poojitha,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **June 30, 2021** your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

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Annexure 1

Name of the Employee:	Basireddy Poojitha
Designation:	Legal Associate
Joining Date:	June 30, 2021

Salary Break up		Proposed	
		Per Month INR	Per Annum INR
Basic			
	Basic Pay	8,750	105,000
Choice Pay			
	HRA	3,500	42,000
Special Allowance:			
	Leave Travel Allowance(1)	4,167	50,004
	Statutory Bonus	1,400	16,800
	Other Allowance	5,383	64,596
Benefits Pay			
	Employer's Contribution to PF(2)	1,800	21,600
	Group Mediclaim(3)	1,250	15,000
Gross Salary		**26,250**	**315,000**
Bonus Pay(4)			**75,000**
Total Cost to Company			**390,000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

S.V. Gayatri

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4. The Bonus Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Bonus Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Bonus Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Bonus Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Bonus Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

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(3)

27th July 2021
Hyderabad

Mr.Abhijeet Parker
Plot 405, Kukde Layout, Near Jai mobile shop, 440027, Nagpur, Maharashtra.

Sub: OFFER CUM APPOINTMENT LETTER – PRIVATE AND CONFIDENTIAL

Dear Abhijeet Parker,

It is with great enthusiasm that we ask you to join **Docskiff India Private Limited** ("Docskiff or the "Company") as a **"Jr. Legal Knowledge Engineer"**. Your knowledge and expertise will be a great fit with the Company and its objectives. This letter will confirm the terms of our offer of employment and supersedes all other prior correspondence. Please note that this offer is contingent upon satisfactory review of your reference checks and the certification of any relevant academic and professional credentials.

The terms are as follows:

1. Position and Responsibilities

Your employment will be based in Hyderabad. You will assume and discharge your responsibilities for which we all believe you are uniquely qualified, given your presentation to us during the interview process. You shall occupy the position of '**Jr. Legal Knowledge Engineer'** in the Company.

2. Commencement of Services

Your employment will commence the services from **2nd August 2021.**

3. Compensation

Your annual CTC is Rs.4,20,000/- (Rupees Four Lakh Twenty Thousand Only per annum) payable in accordance with the Company's standard payroll practices (subject to normal required statutory deductions) that may be applicable to your appointed designation and/or that may be framed from time to time. All forms of payments referred to in this Agreement are subject to such deductions as per law, rules, and/or notifications applicable to you in accordance with the existing law, rules and/or notifications of State and/or Central Government or as may be amended from time to time.

The detailed CTC Stack has been attached as annexure – A.

4. Probation Period

The first 180 days of your employment is designated as a probation period. During that time, the Company shall have an opportunity to assess the performance, attitude, skills and other employment- related attributes and characteristics of the Employee; the Employee shall have an opportunity to learn about both the Company and the position of employment; either party may terminate the employment relationship at any time during the initial 180 day period without advance notice or justifiable reason, in which case there will be no continuing obligations of the parties to each other, financial or otherwise. On completion of your Probation period, your services may be confirmed/ probation period extended for an additional period based on your performance, followed by an in-person meeting with your Reporting Manager or HR.

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(Deemed-to-be-University Under Section 3 of the UGC ACT,1956)

HYDERABAD

DOCSKIFF INDIA PRIVATE LIMITED
[REGD OFFICE: PLOT NO. [illegible] ANTARIKSHA, I.B. SAGAR, HYDERABAD, TELANGANA 500071 | CIN: U72200TG2021PTC142954]
[CORPORATE HEAD QUARTERS: DOCSKIFF INC, 1400, CORPORATE DRIVE, SUITE 242 IRVING, [illegible] DALLAS, TX 75038, USA]
[EMAIL: IN_HR@docskiff.com | WEBSITE: www.docskiff.com]

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5. Benefits

During the tenure of your employment, you will be required to join or continue to be a member of the Staff Provident Fund and be bound by its rules as applicable.

6. Notice Period:

You will provide the Company with one months written notice of your resignation from employment. When an employee resigns, it is up to the sole discretion of management to relieve the employee immediately without any financial obligation or allow employee to serve two months' notice period depending on the need of involvement in the projects.

When management decides to terminate an employee for any reason, one month's notice will be given, or one month's severance pay will be paid to the terminated employee who has completed at least one year of continuous service before termination. Employee whose service is less than one year is not eligible for severance pay and will be terminated without any financial obligation.

Termination of your services by the management without notice would arise in the event of: You are found to have used any fraudulent procedures to gain employment or misrepresented qualification or experience or any contravention of the rules mentioned in standing orders (or) any other proven misconduct as per standing orders.

7. Confidential Information

You will be expected to sign the Company's standard Employee Inventions and Proprietary Rights Assignment Agreement prior to the initiation of your employment and abide by the Company's policy that prohibits any new employee from using or bringing with him or her from any previous employer any confidential information, trade secrets, or proprietary materials or processes of such former employer. In addition, you will be expected to agree to follow the Company's policy that employees must not disclose any information regarding salary bonuses allocations to other employees, either directly or indirectly.

8. Leaves & Holidays

You will be entitled to leaves; holidays as applicable in accordance with the policies of the Company which will be detailed to you during the HR Induction.

9. Expectation of Privacy

You acknowledge that in consideration of the use of the Company's communication and information technology assets in the course and scope of your employment, the Company shall have the right to monitor and inspect any and all documents and communication contained therein or made thereon. In that regard, you acknowledge and accept that you have no reasonable expectation of privacy with respect to the use of the Company's communication and information technology assets.

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10. Business Travel

If required, from time to time, you may be assigned to domestic or international projects at stations outside of Hyderabad. In addition, your services may be transferred at any time to another office of the Company or its associate organizations in India or abroad. In the event that you are asked to travel abroad, you will procure the necessary travel documents and produce them sufficiently prior to such travel. The reasonable costs associated with procuring such documentation will be borne by the Company.

11. Conflicting Employment

Prior to receiving this offer of employment from the Company, you may have been engaged in another employment, occupation, consulting of other business activity related to the business in which the Company is now involved or may become involved during the term of your employment. You acknowledge that your involvement in such business activity or any other related activity shall no longer continue after your employment by the Company. You further agree that, during the term of your employment with the Company, you will not engage, directly or indirectly, without the prior written permission of the Company, either alone or in partnership or concerned with a principal agent 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 term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company.

12. Care and Return of Company Materials

Employee shall use the assets of the Company provided at the time of joining and during the course of the employment with due care as per Company guidelines provided from time to time. Company assets include but not limited to documents, articles, training materials, legal drafts, Purchase orders, manuals, specifications, designs, drawings, and laptops, hard disks, ID card, internet dongles, mobiles, and any other materials with any media containing Company confidential information. In the event of any loss, damage, misuse of any Company property, the same will be recovered from the employee. All the Company assets are to be returned in the good condition to the Company on termination of employment notwithstanding the cause of the termination.

13. Non-competition

As a condition to your commencement of employment, you agree to endorse into the agreement of Non-Compete and Non-Disclosure agreements, which restricts you from competing, soliciting customers or employees, or disclosing confidential information.

14.Law and Language

This Letter/Agreement constitutes the entire terms and conditions of your employment with the Company, besides any prevailing company policy as may be applicable. It is understood and agreed by you that your employment with the company and any ensuing relations and obligations shall be governed by the laws of India, and venue for any disputes arising from your employment will be Hyderabad, Telangana.

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15. Arbitration Agreement

You agree that any and all claims or controversies between the Company and you, relating to your employment with the Company, or termination thereof, shall be resolved by arbitration in accordance with The Arbitration and Conciliation Act, 1996 at Hyderabad. You further understand and agree that the Company and you shall equally share the fees and costs of the arbitrator. Each party shall pay for its own costs and attorney's fees, if any. However, if any party prevails on a statutory claim, which affords the prevailing party attorney's fees, or if the arbitrator decides that fees should be awarded to the prevailing party, then the arbitrator may award reasonable attorney's fees and costs to the prevailing party. You understand and agree that this agreement to arbitrate constitutes a waiver of your right to file a suit before the Civil Courts of any matters subject to arbitration under this agreement.

16. Miscellaneous

In and all matters not covered above, you will be governed by the applicable legislation, regulations and/or other provisions as applicable or the laws of the Company applicable to your position which may be framed from time to time and notified to you. Further, as a Company employee, you will be expected to abide by Company rules and standards set out in the Employee Handbook, a copy of which will be provided to you on your request. This agreement may not be altered or modified, unless an authorized representative of the Company effects such modification in writing. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me. A duplicate original is enclosed for your records. You will be required to sign an Employee Inventions and Proprietary Rights Assignment Agreement as a condition of your employment. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

We are looking forward to having you as an employee of Docskiff and enthusiastically believe that your contribution will be significant and material to the Company. Please acknowledge and confirm your acceptance.

With best wishes,
For DOCSKIFF INDIA PRIVATE LIMITED,

Laxmikanth Kantheragandla
Head - Delivery

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ACCEPTED:
I hereby accept the terms and conditions of the Employment mentioned in this order.

Signature:_____

Full Name:_____

Date: _____

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OWNERSHIP INTERESTS IN INTELLECTUAL PROPERTY RIGHTS & DECLARATION AND UNDERTAKING

I, **Abhijeet Parker** being appointed as Employee for **Docskiff India Private Limited** and may be deputed to work with its client, hereinafter referred to as 'The Company and/or its client', as the case may be, hereby undertake as follows:

1. Ownership: The software, concepts, designs, processes, product samples & specification being conceived, invented, or being developed by me is for the sole and exclusive use of the Company and/or its client and all the right, title and interest in and to the Software and the source cod- thereof will be with the Company and/or its client.
2. Materials & Documentation: Ownership of all materials, including but not limited to the detailed specification and source code, will automatically revert to the Company and/or its client free and clear of any claim, and I assign to the Company and/or its client any and all proprietary interests it may have therein, including specifically all copyrights. I shall execute such documents to evidence such transfer as the Company and/or its client may request.
3. Conclusion of service: I shall deliver to the Company and/or its client all materials generated while rendering the services including source code, flowcharts, notes, media and anything developed during the course of the services.
4. Copyright: Copyright and all other proprietary or intellectual property rights in the Software, the source code and related documentation developed or conceived during the course of the service shall be vested in the Company and/or its client. Where registration or other formal requirement is necessary to perfect such vesting, I shall render to the Company and/or its client reasonable assistance including execution of documents, to enable the Company and/or its client to affect such registration and comply with such requirements.
5. Copies of the Software: Subject as aforesaid, I shall not make copy of any software belonging to the Company and/or its client except as may be strictly necessary for the performance of the Services, and all copies of the Company and/or its client software shall on termination of service, be handed over to the Company and/or its client, or delivered to such a person as the Company and/or its client may nominate in writing for that purpose or erased or destroyed, if so directed by the Company and/or its client, in writing.
6. Prohibition against sale: I shall not give, sell, rent, transfer, license or in any way make available any part of the software belonging to the Company and/or its client or copies thereof to any third party, unless authorized to do so by the Company and/or its client in writing.

I agree further, to indemnify and hold the Company and/or its client harmless against all claims, demands, liabilities, losses, deficiencies, costs and expenses including legal fees on a solicitor and client basis, suffered, incurred or sustained by the Company and/or its client in consequence of or in relation to any breach of any obligation hereunder. My obligations hereunder shall continue notwithstanding the termination of my service with the Company and/or its client. I also agree to provide copies of all relevant certificates. I understand that employment with DOCSKIFF INDIA PRIVATE LIMITED is governed by their employment policies as applicable, including satisfactory information from background checks. I hereby certify that all information provided herein, is true and complete to the best of my knowledge and belief. I authorize DOCSKIFF INDIA PRIVATE LIMITED and its representative to authenticate information I have provided in my resume and to HR to conduct enquiries as may be necessary at the company's discretion, I authorize all who may have information relevant to this enquiry to disclose it to DOCSKIFF INDIA PRIVATE LIMITED and/or its representative. I release all concerned from any liability on account of such disclosures.

I also declare that the information provided by me in my resume and application for employment to **DOCSKIFF INDIA PRIVATE LIMITED** and its representative is authentic, and I am liable for all inaccuracies and omissions. I promise to extend total co-operation and provide relevant documents required. **I hereby agree to abide by the hereinabove undertakings and make myself responsible and liable for any breach of it.**

Yours truly,

Abhijeet Parker

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Annexure - A

(Private & Confidential)

COMPENSATION STRUCTURE		
EMPLOYEE NAME	MR. ABHIJEET PARKER	
WORK LOCATION	HYDERABAD	
DESIGNATION	JR. LEGAL KNOWLEDGE ENGINEER	
JOINING DATE	2ND AUGUST 2021	
COMPONENTS	**CTC**	
DETAILS	**YEARLY**	**MONTHLY**
BASIC	1,26,000	10,500
HRA	50,400	4,200
MEDICAL ALLOWANCE	15,000	1,250
CONVEYANCE ALLOWANCE	19,200	1,600
SPECIAL ALLOWANCE	1,87,800	15,650
Total Gross Earnings - (A)	**3,98,400**	**33,200**
PF CONTRIBUTION	21,600	1,800
ESIC CONTRIBUTION	-	-
Employer Contributions (B)	**21,600**	**1,800**
Total CTC (A + B) (C)	**4,20,000**	**35,000**
Variable Pay / Bonus	-	-
	-	
LESS:		
PROFESSIONAL TAX	2,400	200
EMPLOYEE PF	21,600	1,800
EMPLOYEE ESIC	-	-
TAX DEDUCTED AT SOURCE (TDS)	AS PER INCOME TAX NORMS	
Deductions (D)	**24,000**	**2,000**
Net Pay (A) - (D)	**3,74,400**	**31,200**
TOTAL COST TO COMPANY CTC (In Rs.)	**420000**	
TOTAL COST TO COMPANY CTC (In Words.)	Rupees Four Lakhs Twenty Thousand Only	

Note:

- Applicable Taxes on Income shall be deducted as per the provisions of Income Tax Act, 1961, which are in force at the prevailing time of payment.
- Any taxes other than Income tax, shall be deducted from the earnings and paid to respective statutory authority.
- CTC includes all other benefits provided by the employer during the course of employement and deductions shall be made according to the Policy in force as and when applicable.
- Reimbursements (If any) are subjected to bills submission for the prevailing financial year.
- Variable Pay / Bonus (If any) : As per Company's performance bonus policy.
-Group Medical Insurance when availed shall be part of the above CTC.

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HUMAN RESOURCES DEPT - DOCSKIFF INDIA PRIVATE LIMITED

HYDERABAD

16FLUHH0010005I

(4)

Fwd: Offer of Appointment @ Abhyaas Edu Technologies Pvt Ltd ; Role: Product Legal/GK Associate

External
Inbox

HR - Abhyaas Educorp 4:13 PM (33 minutes ago)

to me

--
Regards,

Manager - HR
Abhyaas Edu Technologies Pvt. Ltd
(www.abhyaas.in)

---------- Forwarded message ---------
From: **HR - Abhyaas Educorp** <hr@abhyaas.in>
Date: Mon, May 17, 2021 at 4:29 PM
Subject: Offer of Appointment @ Abhyaas Edu Technologies Pvt Ltd ; Role: Product Legal/GK Associate
To: <harshithanayudu98@gmail.com>
Cc: Naresh Dubbudu <naresh@abhyaas.in>, padma parupudi <padma.parupudi@abhyaas.in>, Sangeeta Narayan <sangeeta@abhyaas.in>, Sirisha Dubbudu <sirisha@abhyaas.in>

Dear Ms.Harshita Nayudu,

We are pleased to inform you that you have been selected for the role of **Product- Legal/GK Associate** at Abhyaas Edu Technologies Pvt Ltd.

You will be responsible for :

- Class delivery according to the session plan and center schedules in Legal Aptitude and GK/Current Affairs across our courses conducted at our centers located in Kukatpally (HO) and Pragathi Nagar (Gyanville Academy).
- Online class delivery for Legal Aptitude and GK/Current Affairs for our courses.
- Development/Review/Categorization of content in Legal Aptitude and GK/Current Affairs as required by the organization as part of books, class exercises and mock exams.
- Mentoring the students through interactions, discussion forums, webinars, as needed.
- Creation of Presentations for class delivery/training as needed.
- Coordinate with Abhyaas Tech Labs/Knowledge Center for uploading relevant content related to Legal Aptitude and GK/Current Affairs.
- Any special roles/tasks as and when needed and demanded by Abhyaas Edu Technologies Pvt Ltd .

S. Vijayalakshmi

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You are required to join us from **Tuesday,01st June 2021.** and you will be in probation period for **two months d**uring probation period you will be entitled to a remuneration of **Rs.22,000/- per month** (which indicates cost to company) ,On successful completion of the probation period, your performance will be reviewed and there after your revised CTC would be **Rs.25,000/- per month.**

Apart from this you will be eligible for Health insurance provided by Star Health Insurance after completion of 6 months of service with the organization.

You will primarily work at our office at Pragathi Nagar (Nizampet).
Your regular work timings will be from **09:30 AM to 06:30 PM.**

Second Saturdays and Sundays are generally observed as holidays. If worked on holiday you will be entitled for a comp off which you can avail in the following after approval from your reporting manager.

Since we are recruiting you in a very crucial role, we would need a long term commitment from your side. You are required to serve the organization for a minimum duration of **one financial year** at least and you are required to give at least **four weeks** advance notice, and complete all your prior commitments in case you decide to leave the organization .You need to submit your **original educational certificates** for bond purpose within a week time. Please understand that this is a necessary formality, keeping in mind the nature of your role in Abhyaas Edu Technologies Pvt Ltd.

Kindly acknowledge this offer of appointment and also give us a confirmation regarding your acceptance of the same latest by EOD today.

We see you as someone with great potential and look forward to having a long lasting relation with you.

Please feel free to get in touch with us for any further queries.

--
Regards,
Ponna Krishna
Manager - HR
Ph:8019325555
Abhyaas Edu Technologies Pvt. Ltd
(www.abhyaas.in)

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HYDERABAD

16FLUH11 01C0167

(5)

Fwd: Offer of Appointment @ Abhyaas Edu Technologies Pvt Ltd ; Role: Product Legal/GK Associate

External

Inbox

HR - Abhyaas Educorp 4:47 PM (1 minute ago)

to me

---------- Forwarded message ---------
From: **HR - Abhyaas Educorp** <hr@abhyaas.in>
Date: Mon, May 17, 2021 at 4:29 PM
Subject: Offer of Appointment @ Abhyaas Edu Technologies Pvt Ltd ; Role: Product Legal/GK Associate
To: <sreyapanda15@gmail.com>
Cc: Sangeeta Narayan <sangeeta@abhyaas.in>, padma parupudi <padma.parupudi@abhyaas.in>, Naresh Dubbudu <naresh@abhyaas.in>, Sirisha Dubbudu <sirisha@abhyaas.in>

Dear Ms.Sreya Panda,

We are pleased to inform you that you have been selected for the role of **Product- Legal/GK Associate** at Abhyaas Edu Technologies Pvt Ltd.

You will be responsible for :

- Class delivery according to the session plan and center schedules in Legal Aptitude and GK/Current Affairs across our courses conducted at our centers located in Kukatpally (HO) and Pragathi Nagar (Gyanville Academy).
- Online class delivery for Legal Aptitude and GK/Current Affairs for our courses.
- Development/Review/Categorization of content in Legal Aptitude and GK/Current Affairs as required by the organization as part of books, class exercises and mock exams.
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- Creation of Presentations for class delivery/training as needed.
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- Any special roles/tasks as and when needed and demanded by Abhyaas Edu Technologies Pvt Ltd .

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Since we are recruiting you in a very crucial role, we would need a long term commitment from your side. You are required to serve the organization for a minimum duration of **one financial year** at least and you are required to give at least **four weeks** advance notice, and complete all your prior commitments in case you decide to leave the organization .You need to submit your **original educational certificates** for bond purpose within a week time. Please understand that this is a necessary formality, keeping in mind the nature of your role in Abhyaas Edu Technologies Pvt Ltd.

Kindly acknowledge this offer of appointment and also give us a confirmation regarding your acceptance of the same latest by EOD today.

We see you as someone with great potential and look forward to having a long lasting relation with you.

Please feel free to get in touch with us for any further queries.

--
Regards,
Ponna Krishna
Manager - HR
Ph:8019325555
Abhyaas Edu Technologies Pvt. Ltd
(www.abhyaas.in)

--
Regards,

Manager - HR
Abhyaas Edu Technologies Pvt. Ltd
(www.abhyaas.in)

S Vijayalakshmi

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INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 21st August 2021 between LegalEase Solutions India Private Limited [CIN No: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("the Company"), and Mr. Hemanshu Tekriwal, (PAN : BCAPT7898G) with an address 164/D/12/1A, Lake gardens, kolkata 700045,India (The Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein ("Services"), and the Contractor desires to perform the Services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Contractor agrees to work on all projects that are assigned to him/her. The Services can range from legal drafting, documentation, to other miscellaneous legal support tasks on an as needed basis. The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in Exhibit A, which may be amended in writing from time to time or supplemented with subsequent estimates provided by the Company for the Services to be rendered by the Contractor, and which collectively are hereby incorporated by reference.

3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice at the end of every month for the Services rendered by the Contractor to LegalEase in that particular month. Expenses for the time spent by Contractor in traveling to and from Company facilities situated at Puthiya Road, Cochin shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and non-plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel/ interact with the team as required to discuss work and provide status updates as required.

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5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by him / her in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly-owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary ("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in his/her possession or under his/ her control. The Contractor further agrees that he/she will not disclose his/ her retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of his/ her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts Provided by the Company

The Contractor agrees that any and all use of accounts including but not limited to accounts such as Monday.com, MS Outlook, FastCase, Charles Schwab, LexisNexis, Box, OneDrive, Zoho, G-Suite and Relativity provided by the Company ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files. It shall be the sole responsibility of the Contractor to pay any overages

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incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from salary or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's act, carelessness, negligence, recklessness, or through breach of the Organization's rules or instructions, or any dishonesty on your part.

b) The amount of any accidental overpayment to the Contractor.

c) Any penalty imposed on the Contractor with regard to the terms of this Agreement.

10. Conflicts of Interest

The Contractor represents that he /she is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering his/ her duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret to which he/she does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of his/ her productive time, energy and abilities to the performance of his/ her duties hereunder as is necessary to perform the required duties in a timely and productive manner.

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11. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

12. Termination

This Agreement can be terminated by the Contractor for sufficient cause by giving a minimum of one (1) month prior written notice to the Company. However, the Contractor cannot provide the notice during any Project Committed Period (as defined below). For the purpose of clarity, the Contractor does not have the right to terminate this Agreement or provide notice of termination during the Project Committed Period. However, the Contractor may terminate the Agreement on expiration of any Project Committed Period by providing the Company one (1) month prior notice in writing communicating its intent to terminate the Agreement. If the Contractor decides to terminate the Services before the completion of any Project Committed Period, the Company is entitled to recover as penalty amount equivalent to the service fee of the contractor prorated over the remaining term of the Project Committed Period.

The Company may terminate this Agreement:

(i) for convenience by providing 1 weeks' notice to the Contractor;

(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he/she was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

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13. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture

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with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly. The Contractor is and will remain an independent contractor in his/her relationship to the Company. The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

14. Force Majeure

Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party. If an event of force majeure obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any such case of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

15. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

16. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

17. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

18. Assignment

The Contractor shall not assign any of his/her rights under this Agreement or delegate the performance of any of his/her duties hereunder, without the prior written consent of the Company.

19. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

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If to the Contractor :
Mr. Hemanshu Tekriwal,
164/D/12/1A, Lake gardens, kolkata 700045,India.

If to the Company:
LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

20. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

21. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

22. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

23. Effective Date

This Agreement shall be effective as of **24th August 2021**

[Signatures to follow]

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s. Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

S. Vijayalakshmi

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Mr. Hemanshu Tekriwal
Independent Contractor

SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.
2. The Contractor shall not misuse or misrepresent the Company's assets. He/She shall only use it for the activities that he/she is duly authorized to perform.
3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.
4. During the term of this Agreement, the Contractor agrees to be available for the entire project period of the respective project (each a "Project Committed Period").
5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.
6. The Contractor shall report directly to the Operations Manager/ Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

The Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date and will continue for a period of six (6) months ('Initial Term') unless otherwise terminated by the Company in accordance with the terms of this Agreement. During the first three months of the Initial Term, the Company will provide training (which may or may not include live project training) ('Training Period'). There will be monthly evaluations at the end of each month of the Initial Term (for purpose of clarity, including the Training Period) where the Company will evaluate the performance of the Contractor on a monthly basis. The Company retains the right to terminate this Agreement or extend the Training Period if the Company is not satisfied with the performance of the Contractor during the monthly evaluations. The Company may renew this Agreement for a further period in a separate agreement.

COMPENSATION:

During the Training Period (or extended Training Period, if any), as stipend for the successful training and as full compensation for the satisfactory Services (if provided), the Company shall pay the Contractor a monthly payment of INR 15000/- (INR Fifteen Thousand Only), for any given month. If the Contractor successfully completes the monthly evaluations during the Training Period, for the remaining term of the Agreement, as full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor a monthly payment of INR 20000/- (INR Twenty Thousand Only), for any given month. The amounts mentioned above will be inclusive of tax deduction at source payable under the Income Tax Act, 1961 as amended from time to time. Such compensation shall be payable within 45 days of receipt of Contractor's invoice for training/Services rendered supported by reasonable documentation.

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[Signatures to follow]

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

Mr. Hemanshu Tekriwal
Independent Contractor

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27th July 2021
Hyderabad

Ms. Galla Venkata Sai Lakshmi Roy
10/296, SVMS Compound, Adimurthy Nagar.,Anantapur, 515001.

Sub: OFFER CUM APPOINTMENT LETTER – PRIVATE AND CONFIDENTIAL

Dear Venkata Sai Lakshmi Roy,

It is with great enthusiasm that we ask you to join **Docskiff India Private Limited** ("Docskiff or the "Company") as a **"Jr. Legal Knowledge Engineer"**. Your knowledge and expertise will be a great fit with the Company and its objectives. This letter will confirm the terms of our offer of employment and supersedes all other prior correspondence. Please note that this offer is contingent upon satisfactory review of your reference checks and the certification of any relevant academic and professional credentials.

The terms are as follows:

1. Position and Responsibilities

Your employment will be based in Hyderabad. You will assume and discharge your responsibilities for which we all believe you are uniquely qualified, given your presentation to us during the interview process. You shall occupy the position of **'Jr. Legal Knowledge Engineer'** in the Company.

2. Commencement of Services

Your employment will commence the services from **2nd August 2021.**

3. Compensation

Your annual CTC is Rs.4,40,000/- (Rupees Four Lakh Forty Thousand Only per annum) payable in accordance with the Company's standard payroll practices (subject to normal required statutory deductions) that may be applicable to your appointed designation and/or that may be framed from time to time. All forms of payments referred to in this Agreement are subject to such deductions as per law, rules, and/or notifications applicable to you in accordance with the existing law, rules and/or notifications of State and/or Central Government or as may be amended from time to time.

The detailed CTC Stack has been attached as annexure – A.

4. Probation Period

The first 180 days of your employment is designated as a probation period. During that time, the Company shall have an opportunity to assess the performance, attitude, skills and other employment- related attributes and characteristics of the Employee; the Employee shall have an opportunity to learn about both the Company and the position of employment; either party may terminate the employment relationship at any time during the initial 180 day period without advance notice or justifiable reason, in which case there will be no continuing obligations of the parties to each other, financial or otherwise. On completion of your Probation period, your services may be confirmed, probation period extended for an additional period based on your performance, followed by an in-person meeting with your Reporting Manager or HR.

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HYDERABAD

DOCSKIFF INDIA PRIVATE LIMITED
[REGD. OFFICE: PLOT NO.85, RTC COLONY, CHINTALKUNTA, LB NAGAR, HYDERABAD, TELANGANA, INDIA
[CORPORATE HEAD QUARTERS: DOCSKIFF INC, 1400, CORPORATE DRIVE, SUITE 182 IRVING, DALLAS, TX
[EMAIL: IN_HR@docskiff.c | WEBSITE: www.docskiff.com

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5. Benefits

During the tenure of your employment, you will be required to join or continue to be a member of the Staff Provident Fund and be bound by its rules as applicable.

6. Notice Period:

You will provide the Company with one months written notice of your resignation from employment. When an employee resigns, it is up to the sole discretion of management to relieve the employee immediately without any financial obligation or allow employee to serve two months' notice period depending on the need of involvement in the projects.

When management decides to terminate an employee for any reason, one month's notice will be given, or one month's severance pay will be paid to the terminated employee who has completed at least one year of continuous service before termination. Employee whose service is less than one year is not eligible for severance pay and will be terminated without any financial obligation.

Termination of your services by the management without notice would arise in the event of: You are found to have used any fraudulent procedures to gain employment or misrepresented qualification or experience or any contravention of the rules mentioned in standing orders (or) any other proven misconduct as per standing orders.

7. Confidential Information

You will be expected to sign the Company's standard Employee Inventions and Proprietary Rights Assignment Agreement prior to the initiation of your employment and abide by the Company's policy that prohibits any new employee from using or bringing with him or her from any previous employer any confidential information, trade secrets, or proprietary materials or processes of such former employer. In addition, you will be expected to agree to follow the Company's policy that employees must not disclose any information regarding salary bonuses allocations to other employees, either directly or indirectly.

8. Leaves & Holidays

You will be entitled to leaves; holidays as applicable in accordance with the policies of the Company which will be detailed to you during the HR Induction.

9. Expectation of Privacy

You acknowledge that in consideration of the use of the Company's communication and information technology assets in the course and scope of your employment, the Company shall have the right to monitor and inspect any and all documents and communication contained therein or made thereon. In that regard, you acknowledge and accept that you have no reasonable expectation of privacy with respect to the use of the Company's communication and information technology assets.

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10. Business Travel

If required, from time to time, you may be assigned to domestic or international projects at stations outside of Hyderabad. In addition, your services may be transferred at any time to another office of the Company or its associate organizations in India or abroad. In the event that you are asked to travel abroad, you will procure the necessary travel documents and produce them sufficiently prior to such travel. The reasonable costs associated with procuring such documentation will be borne by the Company.

11. Conflicting Employment

Prior to receiving this offer of employment from the Company, you may have been engaged in another employment, occupation, consulting of other business activity related to the business in which the Company is now involved or may become involved during the term of your employment. You acknowledge that your involvement in such business activity or any other related activity shall no longer continue after your employment by the Company. You further agree that, during the term of your employment with the Company, you will not engage, directly or indirectly, without the prior written permission of the Company, either alone or in partnership or concerned with a principal agent 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 term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company.

12. Care and Return of Company Materials

Employee shall use the assets of the Company provided at the time of joining and during the course of the employment with due care as per Company guidelines provided from time to time. Company assets include but not limited to documents, articles, training materials, legal drafts, Purchase orders, manuals, specifications, designs, drawings, and laptops, hard disks, ID card, internet dongles, mobiles, and any other materials with any media containing Company confidential information. In the event of any loss, damage, misuse of any Company property, the same will be recovered from the employee. All the Company assets are to be returned in the good condition to the Company on termination of employment notwithstanding the cause of the termination.

13. Non-competition

As a condition to your commencement of employment, you agree to endorse into the agreement of Non-Compete and Non-Disclosure agreements, which restricts you from competing, soliciting customers or employees, or disclosing confidential information.

14.Law and Language

This Letter/Agreement constitutes the entire terms and conditions of your employment with the Company, besides any prevailing company policy as may be applicable. It is understood and agreed by you that your employment with the company and any ensuing relations and obligations shall be governed by the laws of India, and venue for any disputes arising from your employment will be Hyderabad, Telangana.

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15. Arbitration Agreement

You agree that any and all claims or controversies between the Company and you, relating to your employment with the Company, or termination thereof, shall be resolved by arbitration in accordance with The Arbitration and Conciliation Act, 1996 at Hyderabad. You further understand and agree that the Company and you shall equally share the fees and costs of the arbitrator. Each party shall pay for its own costs and attorney's fees, if any. However, if any party prevails on a statutory claim, which affords the prevailing party attorney's fees, or if the arbitrator decides that fees should be awarded to the prevailing party, then the arbitrator may award reasonable attorney's fees and costs to the prevailing party. You understand and agree that this agreement to arbitrate constitutes a waiver of your right to file a suit before the Civil Courts of any matters subject to arbitration under this agreement.

16. Miscellaneous

In and all matters not covered above, you will be governed by the applicable legislation, regulations and/or other provisions as applicable or the laws of the Company applicable to your position which may be framed from time to time and notified to you. Further, as a Company employee, you will be expected to abide by Company rules and standards set out in the Employee Handbook, a copy of which will be provided to you on your request. This agreement may not be altered or modified, unless an authorized representative of the Company effects such modification in writing. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me. A duplicate original is enclosed for your records. You will be required to sign an Employee Inventions and Proprietary Rights Assignment Agreement as a condition of your employment. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

We are looking forward to having you as an employee of Docskiff and enthusiastically believe that your contribution will be significant and material to the Company. Please acknowledge and confirm your acceptance.

With best wishes,
For DOCSKIFF INDIA PRIVATE LIMITED,

Laxmikanth Kantheragandla
Head - Delivery

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ACCEPTED:
I hereby accept the terms and conditions of the Employment mentioned in this order.

Signature: _____

Full Name: _____

Date: _____

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OWNERSHIP INTERESTS IN INTELLECTUAL PROPERTY RIGHTS & DECLARATION AND UNDERTAKING

I, **Venkata Sai Lakshmi Roy Galla** being appointed as Employee for **Docskiff India Private Limited** and may be deputed to work with its client, hereinafter referred to as 'The Company and/or its client', as the case may be, hereby undertake as follows:

1. Ownership: The software, concepts, designs, processes, product samples & specification being conceived, invented, or being developed by me is for the sole and exclusive use of the Company and/or its client and all the right, title and interest in and to the Software and the source cod- thereof will be with the Company and/or its client.
2. Materials & Documentation: Ownership of all materials, including but not limited to the detailed specification and source code, will automatically revert to the Company and/or its client free and clear of any claim, and I assign to the Company and/or its client any and all proprietary interests it may have therein, including specifically all copyrights. I shall execute such documents to evidence such transfer as the Company and/or its client may request.
3. Conclusion of service: I shall deliver to the Company and/or its client all materials generated while rendering the services including source code, flowcharts, notes, media and anything developed during the course of the services.
4. Copyright: Copyright and all other proprietary or intellectual property rights in the Software, the source code and related documentation developed or conceived during the course of the service shall be vested in the Company and/or its client. Where registration or other formal requirement is necessary to perfect such vesting, I shall render to the Company and/or its client reasonable assistance including execution of documents, to enable the Company and/or its client to affect such registration and comply with such requirements.
5. Copies of the Software: Subject as aforesaid, I shall not make copy of any software belonging to the Company and/or its client except as may be strictly necessary for the performance of the Services, and all copies of the Company and/or its client software shall on termination of service, be handed over to the Company and/or its client, or delivered to such a person as the Company and/or its client may nominate in writing for that purpose or erased or destroyed, if so directed by the Company and/or its client, in writing.
6. Prohibition against sale: I shall not give, sell, rent, transfer, license or in any way make available any part of the software belonging to the Company and/or its client or copies thereof to any third party, unless authorized to do so by the Company and/or its client in writing.

I agree further, to indemnify and hold the Company and/or its client harmless against all claims, demands, liabilities, losses, deficiencies, costs and expenses including legal fees on a solicitor and client basis, suffered, incurred or sustained by the Company and/or its client in consequence of or in relation to any breach of any obligation hereunder. My obligations hereunder shall continue notwithstanding the termination of my service with the Company and/or its client. I also agree to provide copies of all relevant certificates. I understand that employment with DOCSKIFF INDIA PRIVATE LIMITED is governed by their employment policies as applicable, including satisfactory information from background checks. I hereby certify that all information provided herein, is true and complete to the best of my knowledge and belief. I authorize DOCSKIFF INDIA PRIVATE LIMITED and its representative to authenticate information I have provided in my resume and to HR to conduct enquiries as may be necessary at the company's discretion, I authorize all who may have information relevant to this enquiry to disclose it to DOCSKIFF INDIA PRIVATE LIMITED and/or its representative. I release all concerned from any liability on account of such disclosures.

I also declare that the information provided by me in my resume and application for employment to **DOCSKIFF INDIA PRIVATE LIMITED** and its representative is authentic, and I am liable for all inaccuracies and omissions. I promise to extend total co-operation and provide relevant documents required. **I hereby agree to abide by the hereinabove undertakings and make myself responsible and liable for any breach of it.**

Yours truly,

Venkata Sai Lakshmi Roy

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Annexure - A

(Private & Confidential)

COMPENSATION STRUCTURE		
EMPLOYEE NAME	MS. VENKATA SAI LAKSHMI ROY GALLA	
WORK LOCATION	HYDERABAD	
DESIGNATION	JR. LEGAL KNOWLEDGE ENGINEER	
JOINING DATE	2ND AUGUST 2021	
COMPONENTS	**CTC**	
DETAILS	**YEARLY**	**MONTHLY**
BASIC	1,32,000	11,000
HRA	52,800	4,400
MEDICAL ALLOWANCE	15,000	1,250
CONVEYANCE ALLOWANCE	19,200	1,600
SPECIAL ALLOWANCE	1,99,400	16,617
Total Gross Earnings - (A)	**4,18,400**	**34,867**
PF CONTRIBUTION	21,600	1,800
ESIC CONTRIBUTION	-	-
Employer Contributions (B)	**21,600**	**1,800**
Total CTC (A + B) (C)	**4,40,000**	**36,667**
Variable Pay / Bonus	-	-
	-	
LESS:		
PROFESSIONAL TAX	2,400	200
EMPLOYEE PF	21,600	1,800
EMPLOYEE ESIC	-	-
TAX DEDUCTED AT SOURCE (TDS)	AS PER INCOME TAX NORMS	
Deductions (D)	**24,000**	**2,000**
Net Pay (A) - (D)	**3,94,400**	**32,867**
TOTAL COST TO COMPANY CTC (In Rs.)	**440000**	
TOTAL COST TO COMPANY CTC (In Words.)	Rupees Four Lakhs Forty Thousand Only	

Note:

- Applicable Taxes on Income shall be deducted as per the provisions of Income Tax Act, 1961, which are in force at the prevailing time of payment.
- Any taxes other than Income tax, shall be deducted from the earnings and paid to respective statutory authority.
- CTC includes all other benefits provided by the employer during the course of employement and deductions shall be made according to the Policy in force as and when applicable.
- Reimbursements (If any) are subjected to bills submission for the prevailing financial year.
- Variable Pay / Bonus (If any) : As per Company's performance bonus policy.
-Group Medical Insurance when availed shall be part of the above CTC.

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HUMAN RESOURCES DEPT - DOCSKIFF INDIA PRIVATE LIMITED

EZLAW TECHNOLOGIES PRIVATE LIMITED

ezLAW
7718 77 77 77

CIN: U72900TG2021PTC151531

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Private & Confidential
19th August 2021

Sub: Letter of Offer for Employment

To,

TURLAPATI SHIVANI

Dear TURLAPATI SHIVANI

With reference to your last interview on 18th August 2021 at **ezLAW Technologies Pvt Ltd**, we are pleased to inform you that your candidature has been accepted by the management and offer you the position of **Jr. Legal Associate** in our organization. The terms and conditions related to your employment are as mentioned below:

Designation: Jr. Legal Associate
Reporting to: Legal Team Head
Date of joining: On or Before 31st August 2021
CTC: Fixed Pay of 3,60,000 per annum + Variable pay of INR 40,000 paid annually

This job offer has been made based on information furnished by you. However, if there is any discrepancy in the copies of documents, certificates given by you as a proof of above right to retain the review offer of employment.

You are requested to accept the offer and return a copy of this letter duly signed by you as token of your acceptance.

We congratulate you on your selection with **ezLAW Technologies Pvt Ltd** and wish you a long and successful career with us.

You are requested to produce the following documents at the time of your joining -

1. All Photocopies of your Education**2.** Experience Certificates **3.** Address & ID Proof, **4.** PAN Card, **5.** Five Self Passport Size Photos **6.** Any other document as advised by HR.

Please note that this offer stands valid till **31st August 2021** and also subject to documents or reference check. Any changes to it shall be informed and subject to approval of the undersigned.

Yours Truly,

For **ezLAW Technologies Pvt Ltd**

N Vamsi Krishna

Authorized Signatory

Accepted and agreed by

Date:

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Plot No:98-A,99-A
Sri Ram Nagar, Laxmi Nagar
Kondapur, Telangana 500084

+91 77 18 777777
hello@ezlaw.legal
www.ezlaw.legal

LEGALEASE
SOLUTIONS LLC

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement ("Agreement") is entered into as of 21st August 2021 between LegalEase Solutions India Private Limited [CIN No: U74140TN2005PTC057975] with registered office at 9A, Gee Gee Minar, 47 College Road, Chennai 600006, INDIA ("the Company"), and Ms. Shriya Varma, (PAN :BRPPV0090N) with an address 196 Olive Ruchi Lifescapes, Postal Address: 462026 Bhopal, M.P, India (The Contractor").

The Company and the Contractor are hereinafter referred to as a 'Party' in the singular and the 'Parties' in the collective as the context may require.

Whereas the Company wishes to engage the Contractor as an independent contractor to perform the services set forth herein ("Services"), and the Contractor desires to perform the Services, now, therefore, in consideration of the mutual promises set forth herein, the Company and the Contractor agrees as follows:

1. Description of Services

The Contractor agrees to work on all projects that are assigned to him/her. The Services can range from legal drafting, documentation, to other miscellaneous legal support tasks on an as needed basis. The Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the instructions provided.

2. Duties, Term, and Compensation

The Contractor's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in Exhibit A, which may be amended in writing from time to time or supplemented with subsequent estimates provided by the Company for the Services to be rendered by the Contractor, and which collectively are hereby incorporated by reference.

3. Expenses

During the term of this Agreement, the Contractor shall raise an invoice at the end of every month for the Services rendered by the Contractor to LegalEase in that particular month. Expenses for the time spent by Contractor in traveling to and from Company facilities situated at Puthiya Road, Cochin shall not be reimbursable.

4. Deliverables

The Contractor shall provide the deliverables in a professional manner and within the timeline requested. The Contractor shall clarify all queries relating to the work assigned and will be responsible to provide an accurate and error free work product. Completeness of work product shall be determined by Company in its sole discretion, and Contractor agrees to make all revisions, additions, deletions or alterations as requested by Company without any additional charges. The Contractor shall deliver work products that are original content and non-plagiarized. Any penalties or liabilities that may arise from the use of plagiarized content shall be borne by the Contractor. The Contractor shall meet with the designated Company personnel/ interact with the team as required to discuss work and provide status updates as required.

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5. Inventions

Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by her in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive and may be assigned without the Contractor's prior written approval by the Company to a wholly-owned subsidiary of the Company.

6. Confidentiality

The Contractor acknowledges and agrees that all financial and accounting records, client, and customer lists, and other Company data and information related to its business, all legal work products, whether in final or draft form, and all information and communications (in any medium) entrusted with and/or passed on to the Company by its clients or passed on to the clients by the Company, whether or not it be marked as confidential or proprietary ("Confidential Information") are valuable assets of the Company. Except for disclosures required to be made to advance the business of the Company and information which is a matter of public record, Contractor shall not, during the term of this Agreement or after the termination of this Agreement disclose any Confidential Information to any person or use any Confidential Information for the benefit of Contractor or any other person, except with the prior written consent of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in her possession or under her control. The Contractor further agrees that he/she will not disclose her retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of her relationship to the Company and of the Services hereunder.

Any breach or threatened breach of this confidentiality clause also constitutes a breach of this Agreement. The Company retains the right to terminate the Contractor with immediate effect in case of such breach. The Company can also resort to legal action against the Contractor for breach of confidentiality without prior notice and without necessity of proving actual damages.

7. Use of Accounts Provided by the Company

The Contractor agrees that any and all use of accounts including but not limited to accounts such as Monday.com, MS Outlook, FastCase, Charles Schwab, LexisNexis, Box, OneDrive, Zoho, G-Suite and Relativity provided by the Company ("Accounts") will be limited to work purposes. The Contractor under no circumstances will assign, transfer, or otherwise share such Accounts with any third party, nor use such Accounts for any purpose unrelated to work being performed at the request of the Company. The Contractor shall work on the assigned Accounts with utmost care and ensure that they do not access any out of plan documents/files. It shall be the sole responsibility of the Contractor to pay any overages

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incurred on account of the out of plan usage. The Contractor will cease using these Accounts upon the Company's request or upon termination of this Agreement.

8. Non-Compete Covenant

During the term of this Agreement and for a period of three (3) months from the date of termination hereof, the Contractor shall not participate directly or indirectly, in any capacity, in any business or activity that is in direct competition with the Company's business in any geographical areas in which the Company shall be doing business.

The Contractor shall not in any way, directly or indirectly, (i) solicit or attempt to solicit any customers or clients of the Company; (ii) solicit or attempt to solicit for any business endeavor any employee of the Company; or (iii) otherwise divert or attempt to divert from the Company any business whatsoever or interfere with any business relationship between the Company and any other person.

In the event that any portion of this non-compete covenant is deemed not to be enforceable by a court of competent jurisdiction because it is deemed overly broad in terms of time or the geographic area covered, this non-compete covenant Agreement shall not be void but shall be modified to the extent through a reasonable time period and/or geographic area. The Company retains the right to resort to legal action against the Contractor without prior notice and without necessity of proving actual damages in any court of competent jurisdiction in case of breach of this provision. If the breach occurs during the term of this Agreement, the Company has the right to terminate the Contractor with immediate effect.

9. Deductions

9.1. The Company may deduct from salary or other sums due to the Contractor:

a) Losses or damages sustained in relation to the property or money of the Company, client, visitors, or other employees, during the course of this Agreement caused through the Contractor's act, carelessness, negligence, recklessness, or through breach of the Organization's rules or instructions, or any dishonesty on your part.

b) The amount of any accidental overpayment to the Contractor.

c) Any penalty imposed on the Contractor with regard to the terms of this Agreement.

10. Conflicts of Interest

The Contractor represents that her/she is free to enter into this Agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering her duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he/she does not have a proprietary interest. During the term of this Agreement, the Contractor shall devote as much of her productive time, energy and abilities to the performance of her duties hereunder as is necessary to perform the required duties in a timely and productive manner.

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11. Right to Injunction

The parties hereto acknowledge that the Services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

12. Termination

This Agreement can be terminated by the Contractor for sufficient cause by giving a minimum of one (1) month prior written notice to the Company. However, the Contractor cannot provide the notice during any Project Committed Period (as defined below). For the purpose of clarity, the Contractor does not have the right to terminate this Agreement or provide notice of termination during the Project Committed Period. However, the Contractor may terminate the Agreement on expiration of any Project Committed Period by providing the Company one (1) month prior notice in writing communicating its intent to terminate the Agreement. If the Contractor decides to terminate the Services before the completion of any Project Committed Period, the Company is entitled to recover as penalty amount equivalent to the service fee of the contractor prorated over the remaining term of the Project Committed Period.

The Company may terminate this Agreement:

(i) for convenience by providing 1 weeks' notice to the Contractor;

(ii) with immediate effect without prior written notice to the Contractor: (a) if the Company is not satisfied with the quality of Services provided; (b) if the purpose for which the Contractor is engaged has become obsolete or no more relevant to the Company; (c) if the Contractor is convicted of any crime or offense; (d) if the Contractor fails or refuses to comply with the written policies or reasonable directive of the Company; (e) if the Contractor is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement.

Upon termination or in case of early termination of the Agreement, the Contractor shall provide the Company complete documentation including relevant details of all work he/she was handling and also ensure smooth transition of all work to any other personnel designated by the Company. The Contractor shall be relieved from work and all dues will be cleared by the Company only after the Company is satisfied with the documentation and transition process.

13. Independent Contractor

This Agreement shall not render the Contractor an employee, partner, agent of, or joint venture

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with the Company for any purpose. An employer-employee or principal-agent relationship is not created merely because: a) the Company retains the right to supervise/check for quality or check for work progress in order to ensure that the Services are performed in compliance with the terms of the Agreement; b) Company has the right to stop the work not done correctly. The Contractor is and will remain an independent contractor in his/her relationship to the Company. The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, provident fund benefits, gratuity, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. The Contractor does not have the right to act as an agent of the Company and has an obligation to notify any involved parties that it is not an agent of the Company.

14. Force Majeure

Neither Party hereto will be liable for any failure to perform its obligations under this Agreement if such failure is caused by acts of God, earthquake, war, attack, strikes, revolutions, lack or failure of transportation facilities, laws, or governmental regulations or other causes that are beyond the reasonable control of such Party. If an event of force majeure obstructs performance of this Agreement for more than five (5) business days, the Parties will consult with each other to determine whether this Agreement should be modified or terminated. The Party facing an event of force majeure will use reasonable efforts to minimize its effects and will promptly notify the other Party of any such case of force majeure. If, as a consequence of such cause, performance by a Party under this Agreement shall be prevented for a period longer than by one month, then the other Party shall have the right to terminate this Agreement.

15. Choice of Law

The laws of the state of Kerala shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

16. Headings

Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

17. Waiver

Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

18. Assignment

The Contractor shall not assign any of his/her rights under this Agreement or delegate the performance of any of his/her duties hereunder, without the prior written consent of the Company.

19. Notices

Any notice or other communication to be made under this Agreement shall be made in writing by personal delivery or courier delivery addressed to the recipient at the address set out in this Agreement.

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If to the Contractor :
Ms. Shriya Varma,
196, Olive Ruchi Lifescapes, P.O : 462026,
Bhopal, M.P, India.

If to the Company:
LEGALEASE SOLUTIONS INDIA PVT. LTD.
Madathiparambil Buildings,
Puthiya Road, Vennala P.O.,
Kochi, Kerala -682028
Phone: 09072399909

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

20. Modification or Amendment

No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

21. Entire Understanding

This document and any exhibit attached constitute the entire understanding and Agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

22. Unenforceability of Provisions

If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

23. Effective Date

This Agreement shall be effective as of **24th August 2021**

[Signatures to follow]

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

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Ms. Shriya Varma
Independent Contractor

SCHEDULE A

DUTIES, TERM, AND COMPENSATION

DUTIES:

1. The Contractor shall act with professionalism, integrity, honesty, and discipline.
2. The Contractor shall not misuse or misrepresent the Company's assets. He/She shall only use it for the activities that he/she is duly authorized to perform.
3. The Contractor shall not use the Company's assets for personal financial gains. The assets include tangible property such as external drives, best practices or any literature created by the Company for rendering the work and intangible property such as proprietary information and relationship with the Company clients and vendors.
4. During the term of this Agreement, the Contractor agrees to be available for the entire project period of the respective project (each a "Project Committed Period").
5. The compensation details are strictly confidential between the Company and the Contractor, and such confidentiality shall be maintained at all times.
6. The Contractor shall report directly to the Operations Manager/ Team Lead and to any other party designated by the Company in connection with the performance of the duties under this Agreement and shall fulfil any other duties reasonably requested by the Company and agreed to by the Contractor.

TERM:

The Parties hereto acknowledge that the term of this Agreement shall start on the Effective Date and will continue for a period of six (6) months ('Initial Term') unless otherwise terminated by the Company in accordance with the terms of this Agreement. During the first three months of the Initial Term, the Company will provide training (which may or may not include live project training) ('Training Period'). There will be monthly evaluations at the end of each month of the Initial Term (for purpose of clarity, including the Training Period) where the Company will evaluate the performance of the Contractor on a monthly basis. The Company retains the right to terminate this Agreement or extend the Training Period if the Company is not satisfied with the performance of the Contractor during the monthly evaluations. The Company may renew this Agreement for a further period in a separate agreement.

COMPENSATION:

During the Training Period (or extended Training Period, if any), as stipend for the successful training and as full compensation for the satisfactory Services (if provided), the Company shall pay the Contractor a monthly payment of INR 15000/- (INR Fifteen Thousand Only), for any given month. If the Contractor successfully completes the monthly evaluations during the Training Period, for the remaining term of the Agreement, as full compensation for the satisfactory Services rendered pursuant to this Agreement, the Company shall pay the Contractor a monthly payment of INR 20000/- (INR Twenty Thousand Only), for any given month. The amounts mentioned above will be inclusive of tax deduction at source payable under the Income Tax Act, 1961 as amended from time to time. Such compensation shall be payable within 45 days of receipt of Contractor's invoice for training/Services rendered supported by reasonable documentation.

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[Signatures to follow]

For and on behalf of LEGALEASE SOLUTIONS INDIA PVT. LTD

M.s Bi Bi Rukhia

Ms. Bibi Rukhia
Authorized Signatory

Ms. Shriya Varma
Independent Contractor

S. Vijayalakshmi

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SRL PROFESSIONAL SERVICES
PRIVATE LIMITED

10

EMPLOYMENT OFFER

October 10, 2021

Name: Shruthik MATURI

Dear Mr. Shruthik,

With reference to your job application and subsequent interview you had with us, we are pleased to offer you the position of **"Immigration Executive"** in our organization.

Start Date: November 08, 2021. Your Annual Total Cost to Company will be **Rs. 3,00,000/- (Rupees Three Lakh only)**.

Probation and Allegiance: You will be on a probation period of Six (6) months from your date of joining and you must serve a notice of Three (3) months to leave the company after completion of TWO (2) years' service. You must work with us for a period of not less than TWO (2) years. Breach of these terms will make you liable for the damages and loss incurred to the company in any means and company will have the right to recover at least Six (6) months' CTC in case of breach. Any emergencies/exceptional scenarios can be exempted like health issues, family issues which must be supported with a proof and if the cause to leave the company is proved false and you are leaving the company for other job opportunity then you are liable to pay ONE (1) year CTC incurred on you.

Work Timings: 6.30 PM to 3.30 AM IST (Night Shift), you must be flexible to work in shifts as per the company's requirement.

Transport: No transport facility is provided, and the employee needs to arrange their own commute. We might have the facility in future which will be updated accordingly.

Performance Appraisal: As per the company policy; the appraisals are done in the month of April every year and you will be eligible for the first appraisal in the month of April 2023. Company may give an appraisal even before at the management's discretion.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you, we retain the right to review our offer of employment. Please sign and return a copy of this letter as a token of your acceptance.

We welcome you to SRL family. We congratulate and wish you a long and successful career with us.

Yours Sincerely,

For SRL Professional Services Pvt Ltd

Srikanth D

Srikanth D,
HR Manager

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Employee Signature: _____

Date: _____

SRL PROFESSIONAL SERVICES PRIVATE LIMITED

ANNEXURE – A

ELEMENT	MONTHLY	YEARLY
Basic Pay	15000.00	180000.00
House Rent Allowance (HRA)	6000.00	72000.00
Employer Contribution to PF	1800.00	21600.00
Transport Allowance	1600.00	19200.00
Medical Allowance	600.00	7200.00
TOTAL	**25,000.00**	**3,00,000.00**
Less Deductions		
Employee PF	1800.00	21600.00
Employer Contribution to PF	1800.00	21600.00
Profession Tax	200.00	2400.00
*TDS (As applicable)		
Total Deductions	**3800.00**	**45600.00**
NET SALARY	**21,200.00**	**2,54,400.00**

On the date of your joining, you are requested to bring Original and photocopies of following documents:

1. All Educational, Address & ID Proof (like Driving license, PAN Card, Passport, Voter ID Card, Ration Card etc) docs.
2. Previous employment documents
3. Three (3) Passport Size Photographs

Employee Name: _____

Signature: _____

Date: _____

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11

EMPLOYMENT OFFER

October 10, 2021

Name: Eesha DAS

Dear Ms. Eesha,

With reference to your job application and subsequent interview you had with us, we are pleased to offer you the position of **"Immigration Executive"** in our organization.

Start Date: November 08, 2021. Your Annual Total Cost to Company will be **Rs. 3,00,000/- (Rupees Three Lakh only)**.

Probation and Allegiance: You will be on a probation period of Six (6) months from your date of joining and you must serve a notice of Three (3) months to leave the company after completion of TWO (2) years' service. You must work with us for a period of not less than TWO (2) years. Breach of these terms will make you liable for the damages and loss incurred to the company in any means and company will have the right to recover at least Six (6) months' CTC in case of breach. Any emergencies/exceptional scenarios can be exempted like health issues, family issues which must be supported with a proof and if the cause to leave the company is proved false and you are leaving the company for other job opportunity then you are liable to pay ONE (1) year CTC incurred on you.

Work Timings: 6.30 PM to 3.30 AM IST (Night Shift), you must be flexible to work in shifts as per the company's requirement.

Transport: No transport facility is provided, and the employee needs to arrange their own commute. We might have the facility in future which will be updated accordingly.

Performance Appraisal: As per the company policy; the appraisals are done in the month of April every year and you will be eligible for the first appraisal in the month of April 2023. Company may give an appraisal even before at the management's discretion.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you, we retain the right to review our offer of employment. Please sign and return a copy of this letter as a token of your acceptance.

We welcome you to SRL family. We congratulate and wish you a long and successful career with us.

Yours Sincerely,

For SRL Professional Services Pvt Ltd

Srikanth D

Srikanth D,
HR Manager

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Employee Signature: _____

Date: _____

SRL PROFESSIONAL SERVICES PRIVATE LIMITED

ANNEXURE – A

ELEMENT	MONTHLY	YEARLY
Basic Pay	15000.00	180000.00
House Rent Allowance (HRA)	6000.00	72000.00
Employer Contribution to PF	1800.00	21600.00
Transport Allowance	1600.00	19200.00
Medical Allowance	600.00	7200.00
TOTAL	**25,000.00**	**3,00,000.00**
Less Deductions		
Employee PF	1800.00	21600.00
Employer Contribution to PF	1800.00	21600.00
Profession Tax	200.00	2400.00
*TDS (As applicable)		
Total Deductions	**3800.00**	**45600.00**
NET SALARY	**21,200.00**	**2,54,400.00**

On the date of your joining, you are requested to bring Original and photocopies of following documents:

1. All Educational, Address & ID Proof (like Driving license, PAN Card, Passport, Voter ID Card, Ration Card etc) docs.
2. Previous employment documents
3. Three (3) Passport Size Photographs

Employee Name: _____

Signature: _____

Date: _____

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12

Knoah
A 24-7 Intouch Company

Ref. No: KSPL/NHOL/10_21
Date: October 01st, 2021

Dear Charanpreet Kaur,

Sub: **Offer of Employment**

Congratulations and Welcome to Knoah Solutions Pvt Ltd, a 24-7Intouch Company! We are pleased to extend the Offer of Employment and will be delighted to have you as part of our Team.

Employment Offer Terms & Conditions:

Your business title will be **Executive, HR Compliance** with Organization Band **S** & Sub-band **S - 1**

1. Your annual Total Cost to the Company (TCC) will be **INR 4,00,400 PA (Rupees Four Lakhs Four Hundred Only)** at the time of appointment. For a detailed TCC break-up and other additional Benefits, please refer to Annexure E.

2. Joining details:
   - Work Location: **Hyderabad**
   - Date of Joining: **04th October 2021**
   - Reporting Time: **02:30 PM**

3. You shall be required to provide the Company all documents and information as set forth in **Annexure I** of this Offer of Employment

4. Knoah Solutions operates 7 days a week, 24 hours a day. You will be expected to attend office as assigned to you. As a Full-time employee, you will be eligible for 2 weekly offs, any two days of the week based on business operations.

5. If any information furnished by you is found to be incorrect or false pertaining to your resume/application for employment or during the selection process or at any time during your employment, and/or if you have suppressed material information regarding your qualification and experience, the clauses pertaining to notice period in the terms of employment will cease and services shall be terminated with immediate effect.

6. The Company has the discretion to conduct background verification if and when required, or as mandated by the Program/Client/Management.

Sincerely,
For Knoah Solutions Pvt Ltd

V. Narendra Kumar
Vice President, Human Resources

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ANNEXURE – E

Knoah Solutions Total Reward Statement

Name: Charanpreet Kaur
Band: S
Sub Band: S - 1
Department: Human Resources

We are pleased to provide you with the below Knoah Solutions, a 24-7Intouch Company Total Rewards Statement for the fiscal period 2021-22. In addition to the compensation you receive, Knoah Solutions, a 24-7Intouch Company provides you with a competitive benefits package.

A. Gross Salary	P.A (INR)	P.M (INR)
Basic	195479	16290
HRA	78192	6516
Medical	15000	1250
Adv. Statutory Bonus	39096	3258
Conveyance Allowance	19200	1600
Customer Engagement Allowance	20533	1711
Sub Total A. Gross Salary	**367500**	**30625**
B. Social Security Benefits		
PF Employer	23457	1955
Gratuity	9422	785
Sub Total B. Total Contributions Social Security	**32879**	**2740**
Total Cost to Company (INR) (A+B) (Rounded off)	**400400**	**33400**

Note: Below are statutory Employee Contributions:

a. Employee contribution of 12% on Basic Salary towards Provident Fund (PF) monthly.
b. ESIC contribution of 0.75% of Gross Salary per month wherever applicable.

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Knoah
A 24-7 Intouch Company

Other Benefits and Employee Contributions

Employee Benefit	Description	Benefit Details
EMPLOYEE PERFORMANCE LINKED INCENTIVE PROGRAM	Employees under Band 'S' in Operations will be covered under performance linked incentive based on the eligibility defined by respective Program/Account	Performance linked incentive is program specific and as defined by the Client Incentive Programs may not apply across every Program
GROUP MEDICAL INSURANCE	Employees who are not covered under ESIC Act are eligible to avail this benefit	Employees will require to contribute 50% of the premium amount towards the Group Medical Insurance Scheme. This benefit is applicable in the event of in-patient hospitalization for a minimum of 24 hours. **Insurance Provider: The Oriental Insurance Co. Ltd.** **Coverage Details basis Organization Band:** *Band* — *Coverage* — *Members Covered* *S* — 200000 — Self *T* — 300000 — Self *B* — 400000 — Self, Spouse and Two Children *I* — 500000 — Self, Spouse and Two Children *E* — 500000 — Self, Spouse and Two Children
GROUP PERSONAL ACCIDENT INSURANCE	All employees are covered under this scheme	Employees will require to contribute 50% of the premium amount towards the Group Personal Accident Insurance Scheme **Insurance Provider: The Oriental Insurance Co. Ltd.** **Coverage Details basis Organization Band:** *Band* — *Coverage* — *Members Covered* *S* — 500000 — Self *T* — 700000 — Self *B* — 900000 — Self *I* — 1200000 — Self *E* — 1200000 — Self
GROUP TERM LIFE INSURANCE	All employees are covered under this scheme	Employees will require to contribute 75% of the premium amount towards Group Term Life Insurance scheme which covers risk against sudden demise of self (Employee) **Insurance Provider: Exide Life Insurance Co. Ltd.** **Coverage Details basis Organization Band:** *Band* — *Coverage* — *Members Covered* *T* — 1.25 times of Annual CTC — Self *B* — 1.25 times of Annual CTC — Self *I* — 1 time of Annual CTC — Self *E* — 1 time of Annual CTC — Self

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WORKMEN COMPENSATION SCHEME	Inclusion: All Active employees are covered under this scheme Exclusion: Inactive employees i.e. Employees separated from the organization are exempt and not covered	Employee will require to contribute 50% of the premium amount towards Workmen Compensation Scheme. **Insurance Company: Tata AIG General Insurance Company Ltd** • No of Members covered: Only Self • Coverage: Accidental coverage while on duty as per the definition of the Act
STATUTORY SOCIAL SECURITY BENEFITS	Social Security Benefits coverage	• Provident Fund: It is a contributory scheme, where employer contribution is 12% of the basic salary and same will be contributed by the employee month on month • Gratuity: Would be paid as per Gratuity Act to employees on resignation, superannuation, retirement, and demise upon the completion of 5 continuous years of service from the date of joining. • ESI: Employee(s) with monthly salary less than INR 21,000 qualifies for ESI where Employee contribution is @ 0.75% and Employer is @ 3.25% of the Gross Salary
EMPLOYEE WELLBEING PROGRAMS	Applicable to all employees	• Employee Assistance Program (AAP): Counseling services to ensure emotional wellbeing of the employee • Employee Health Care Program (AHCP): To assist and educate employees on health-related challenges • Vaccination Program: Specific Immunization against seasonal diseases on an annual basis. Employee(s) participating in the scheme have to contribute 100% toward the cost of vaccination program
LEAVE	Covers Active Employees	• Earned Leave: 24 working days per annum • Maternity Leave: Maximum of 26 weeks, in accordance with the provisions of the Maternity Benefit Act 1961. • Paternity Leave: 3 working days paid Paternity Leave • Bereavement Leave: 3 working days paid leave

REGISTRAR
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ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

SRL PROFESSIONAL SERVICES
PRIVATE LIMITED

EMPLOYMENT OFFER

October 10, 2021

Name: Ishika SINHA

Dear Ms. Ishika,

With reference to your job application and subsequent interview you had with us, we are pleased to offer you the position of **"Immigration Executive"** in our organization.

Start Date: November 08, 2021. Your Annual Total Cost to Company will be **Rs. 3,00,000/- (Rupees Three Lakh only**).

Probation and Allegiance: You will be on a probation period of Six (6) months from your date of joining and you must serve a notice of Three (3) months to leave the company after completion of TWO (2) years' service. You must work with us for a period of not less than TWO (2) years. Breach of these terms will make you liable for the damages and loss incurred to the company in any means and company will have the right to recover at least Six (6) months' CTC in case of breach. Any emergencies/exceptional scenarios can be exempted like health issues, family issues which must be supported with a proof and if the cause to leave the company is proved false and you are leaving the company for other job opportunity then you are liable to pay ONE (1) year CTC incurred on you.

Work Timings: 6.30 PM to 3.30 AM IST (Night Shift), you must be flexible to work in shifts as per the company's requirement.

Transport: No transport facility is provided, and the employee needs to arrange their own commute. We might have the facility in future which will be updated accordingly.

Performance Appraisal: As per the company policy; the appraisals are done in the month of April every year and you will be eligible for the first appraisal in the month of April 2023. Company may give an appraisal even before at the management's discretion.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you, we retain the right to review our offer of employment. Please sign and return a copy of this letter as a token of your acceptance.

We welcome you to SRL family. We congratulate and wish you a long and successful career with us.

Yours Sincerely,

For SRL Professional Services Pvt Ltd

Srikanth D

Srikanth D,
HR Manager

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Employee Signature: _____

Date: _____

SRL PROFESSIONAL SERVICES
PRIVATE LIMITED

ANNEXURE – A

ELEMENT	MONTHLY	YEARLY
Basic Pay	15000.00	180000.00
House Rent Allowance (HRA)	6000.00	72000.00
Employer Contribution to PF	1800.00	21600.00
Transport Allowance	1600.00	19200.00
Medical Allowance	600.00	7200.00
TOTAL	**25,000.00**	**3,00,000.00**
Less Deductions		
Employee PF	1800.00	21600.00
Employer Contribution to PF	1800.00	21600.00
Profession Tax	200.00	2400.00
***TDS (As applicable)**		
Total Deductions	**3800.00**	**45600.00**
NET SALARY	**21,200.00**	**2,54,400.00**

On the date of your joining, you are requested to bring Original and photocopies of following documents:

1. All Educational, Address & ID Proof (like Driving license, PAN Card, Passport, Voter ID Card, Ration Card etc) docs.
2. Previous employment documents
3. Three (3) Passport Size Photographs

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ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

Employee Name: _____

Signature: _____

Date: _____

SAFE
INTERNATIONAL INSOLVENCY PROFESSIONALS LLP

25th May 2021

To
KRISHNA BHARGAVI
Krishnabhargavi1999@gmail.com
7993775622

Sir,

Sub: Legal Advisor- trainee-Appointment letter - Reg.

Ref: Your Application, Telephonic talk, and Virtual Interview.

With reference to your application and subsequent VIRTUAL interview you had with the undersigned we are pleased to appoint you as Legal Advisor in our organisation on the following terms and conditions:

Commencement of Service	Within a maximum of two weeks from offer.
Designation	Legal Advisor
Placement	You will be placed in our office at Kothapet to support in all the assignments of the Group assignments.
Functions	You are expected to take care of the COC/ SCC meetings, legal work relating to filings at NCLT/NCLAT.
Remuneration	Rs. 35,000 /- per month (Thirty-Five Thousand only)
Allowances	You are not entitled for any other allowance/s
Hours of works	You will follow the working hours, holidays as applicable at SAFE Group.
Notice	Your services are liable to be terminated without any notice during probation. Your services will be confirmed within three months and after confirmation notice period of one-month notice is required if either party for valid reason prefers to withdraw. Notice or by paying one month's salary in lieu of notice if at the management decides to terminate you. The Company need not assign or disclose the reasons, except for reasons other than

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ICFAI FOUNDATION FOR HIGHER EDUCATION HYDERABAD

+91704607
+919[illegible]82236
[illegible]intip.com

	disciplinary action or for any proved misconduct/s. Your performance will be reviewed after three months, and remuneration and role will be fixed suitably. Please note you committed to serve for a minimum period of one year.
Secrecy	You shall maintain absolute secrecy and shall not divulge any information to any person/s or firm/s or Company/s connected with or in respect of the process or any other information relating to the Company or its Associates either during the Currency of your employment with this company or after termination. Similarly, you will also keep Information relating to your pay roll strictly Confidential. All the data, notes, drawings, Information, or the improvements made in the prices, if any, that might have been made by You or come into your possession by virtue of Your employment shall be the property of the Firm.
General Terms & Conditions	a) During your employment with this firm, you Will devote your full time and attention to this Company's business, and you shall not supplement Your remuneration by professional practice, part- Time employment, specialised advice etc., b) If you abstain from duty without prior, written permission or sanctioned leave continuously for 8 days you shall be deemed to have left the service on your own accord and legal action as applicable may be initiated. c) You shall fill up the prescribed forms before commencement of service giving true and correct information and furnish any further information that may be required by the company from time to time including change of your residential address or civil status. If the

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	information given by you is found to be false, or incorrect the appointment order shall be void. d) You shall follow and comply with the instructions given to you by your superior's work in any section, department or place of work from time to time or any other or similar nature of work without adversely affecting your remuneration. e) You shall be responsible for safe keeping and return in good condition and order of all the company property which may be in your use, custody, and charge. f) You will be governed by the rules, regulations and conditions of service that are in operation now or amended or may be brought into force from time to time.

*You are advised to communicate your acceptance by reply mail.

Vijay Lakshmi
Authorized Representative
SAFEINTIP LLP
SAFE International Insolvency Processional LLP
SAFE International Legal Professionals LLP
Insolvency Professional.

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QuisLex

November 15, 2021

Mr Vignesh Jishnu

Offer Letter

Dear Vignesh,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on November 17, 2021. Your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

QuisLex

Annexure 1

Name of the Employee:	**Vignesh Jishnu**
Designation:	**Legal Associate**
Joining Date:	November 17, 2021

Salary Break up		**Proposed**	
		Per Month INR	**Per Annum INR**
Basic	Basic Pay	8,750	105,000
Choice Pay	HRA	3,500	42,000
Special Allowance:			
	Leave Travel Allowance(1)	4,167	50,004
	Statutory Bonus	1,400	16,800
	Other Allowance	5,383	64,596
Benefits Pay			
	Employer's Contribution to PF(2)	1,800	21,600
	Group Mediclaim(3)	1,250	15,000
Gross Salary		**26,250**	**315,000**
Bonus Pay(4)			**75,000**
Total Cost to Company			**390,000**

QuisLex

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

4. The Bonus Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Bonus Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Bonus Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Bonus Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Bonus Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

16

16FLUHH01C0165

JURIS PRIME
LAW SERVICES

CONFIDENTIAL

May 24, 2021

Mr. Jayakrishna Vadlamudi
Hyderabad, Telangana

Dear Mr. Jayakrishna Vadlamudi,

This has reference to your application and discussions we had on May 21, 2021, we are pleased to welcome you into Juris Prime Law Services (Firm) as an " Associate Trainee Associate", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm on May 24, 2021 or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 25, 000/-(Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 5th of every month for the preceding month;

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a financial year from your date of joining;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall Cconfirm you as "Associate".

(ix) This letter of offer is valid till date of joining, as agreed. In the event of non-joining in the firm within the time limit, this offer shall stand terminate without any further Notice.

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**



V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated:

16FLUHH01C0161

JURIS PRIME
LAW SERVICES

CONFIDENTIAL

May 24, 2021

Ms. N Ashwini
Hyderabad, Telangana, India.

Dear Ms. N Ashwini,

This has reference to your application and discussions we had on May 21, 2021, we are pleased to welcome you into Juris Prime Law Services (Firm) as an "Associate Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm on May 24, 2021 or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 25, 000/- (Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 1st of every month for the preceding month; unless reports submitted Retainer fee will not be processed.

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

(iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining ;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm. No notice period required from firm for termination.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate "and Your monthly base compensation will be increased Rs. 25, 000/- (Rupees Twenty-Five Thousand only) per month subject to Tax deductions at source as applicable.

(ix) This letter of offer is valid till date of joining, as agreed. In the event of non-joining in the firm within the time limit, this offer shall stand terminate without any further Notice.

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**

V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated:

19

rad & partners

16FLUHH01C0155

To
Abhipsa Mohanty

Subject-Offer Letter

Dear Candidate,
We would like to confirm that after the interview, your mail application for Job as a Junior Associate with RAD & Partners, Law Firm, has been accepted.

You are expected to follow all the rules, guidelines and undertakings. You will keep all the information confidential under the attorney client privilege. Also, in case of past and future work assignments, you are required to disclose any conflict of interest and keep all information confidential.

Destroy/keep all client files and litigation strategies confidential. You cannot forward/share/disclose in any way the emails, documents, discussions of the matters assigned to u or being discussed in the firm. You will not record any virtual meeting/s, court hearing (voice and video). You will not disclose/forward/ or share in any way any record of cases or any drafts shared with you in any manner whatsoever.

Any person approaching you for any information during your tenure or in future course, you are required to disclose the same to the firm immediately and will not in any manner directly or indirectly disclose the same. As many sensitive information, client files etc will be shared you are required to follow extreme caution.

We hereby absolve ourselves from any action taken arising out of your conduct. Therefore, maintain the decorum and follow the law and hope you enrich yourself from the learning experience.

Commencement of the Job- 1st September, 2021

Hope you get the maximum learning during the said period.

Good luck.

Deepak Jain

RAD & Partners
Founded by:
DEEPAK JAIN
Advocate, Supreme Court and Delhi High Court

LL.M. (Comml Laws, P.U.),
LL.M. (I.E.L., Warwick, U.K.), PIL (Harvard, USA)

Senior Panel Counsel, Ministry of Railways, Delhi High Court
Panel: PFC, PTC, GAIL, NHPC, NTPC, ONGC, REC, PFCCL
Former Additional Advocate General, St. Of Hry, Supreme Court and Central Government Counsel (Panel A), Supreme Court.

NEW FRIENDS COLONY NEW DELHI-110025 ★ C-623
RAD & PARTNERS ADVOCATES TEL: 011 - 41060739

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20

4G 6:23 3.70 KB/s ...

Vo)) LTE 39

Welcome to Ecom Express - Madhav

Inbox

NEELABH/IHQ/HR/... 5:16 PM

to me, PRACHI



Dear Madhav,

A journey of a thousand miles begins with one step. We at Ecom Express strive to live with this idea. We wish to see you get closer to your dreams with this one step in your career. We would like to formally offer you the internship position in **Legal** team.

We would request you to join on/before **6th Sept 2021**.

Please share signed acceptance to this offer by **4th Sept 2021** by replying to this email, further which the offer stands cancelled.

For any query, please contact by replying on this mail.

QuisLex

21

June 22, 2021

Ms. SAI LIKHITA

Offer Letter

Dear SAI LIKHITA,

Congratulations!

We are happy to offer you the position of a **Legal Associate** with QuisLex Legal Services Private Limited. You will be based out of Hyderabad, India.

The date of commencement of your employment will be on **June 30, 2021** your employment would be subject to terms and conditions mentioned in your appointment letter, which will be issued to you on your date of joining.

You will be entitled to receive compensation and benefits as listed in Annexure 1.

The terms of this offer shall remain confidential and are not to be disclosed to any third party.

We wish you a long, rewarding and fulfilling career with us.

Sincerely,
For QuisLex Legal Services Private Limited

HR Department

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
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ICFAI FOUNDATION FOR HIGHER EDUCATION
HYDERABAD

QuisLex

Annexure 1

Name of the Employee:	SAI LIKHITA
Designation:	Legal Associate
Joining Date:	June 30, 2021

Salary Break up		Proposed	
		Per Month INR	Per Annum INR
Basic			
	Basic Pay	8,750	105,000
Choice Pay			
	HRA	3,500	42,000
Special Allowance:			
	Leave Travel Allowance(1)	4,167	50,004
	Statutory Bonus	1,400	16,800
	Other Allowance	5,383	64,596
Benefits Pay			
	Employer's Contribution to PF(2)	1,800	21,600
	Group Mediclaim(3)	1,250	15,000
Gross Salary		**26,250**	**315,000**
Bonus Pay(4)			**75,000**
Total Cost to Company			**390,000**

Notes:

1. Leave Travel Allowance (LTA) is paid on a monthly basis subject to Income Tax deductions. You can avail the tax benefit on LTA according to the Income Tax rules upon submission of original travel expense proofs incurred by you, for self, spouse and children.

2. Medical Allowance is paid on a monthly basis and will be exempt from Income Tax to the extent of submission of original bills for self and immediate family (Spouse, children and parents).

3. Premium paid towards Group Medical Insurance for self and dependents upto Rs.2, 00,000 per annum and Personal accident cover upto Rs.10, 00,000. The premium amount is subject to change every year.

S. Vijayalakshmi
REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION

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4. The Bonus Pay is indicative and the actual amount may vary, primarily based on your performance and the performance of the Organization. The disbursement of the Bonus Pay is subject to you being active on the rolls of the Organization (should not be serving notice period) on the disbursement date. The Bonus Pay will not be paid in the event of termination of employment for any reason on or before the disbursement date. The Organization may amend or terminate the Bonus Pay at any time and all decisions of the Organization relating to the nature, amount, timing or payment of such Bonus Pay is at the Organization's sole discretion and is final.

Please note that applicable statutory deductions such as Income Tax, Provident Fund, etc., will be deducted on a monthly basis. Original bills towards the above components, wherever applicable, should be submitted during the financial year evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax. Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

S. Vijayalakshmi

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ICFAI FOUNDATION FOR HIGHER EDUCATION ★ HYDERABAD

SAFE
INTERNATIONAL LEGAL PROFESSIONALS LLP

25th May 2021

To
TEJESH SREEKANTH REDDY
tejeshsreddy@gmail.com
9971273288
Sir,

Sub: Legal Advisor- trainee-Appointment letter - Reg.

Ref: Your Application,Telephonic talk and Virtual Interview.

With reference to your application and subsequent VIRTUAL interview you had with the undersigned we are pleased to appoint you as Legal Advisor in our organisation on the following terms and conditions:

Commencement of Service	Within a maximum of two weeks from offer.
Designation	Legal Advisor
Placement	You will be placed in our office at Kothapet to support in all the assignments of the Group assignments.
Functions	You are expected to take care of the COC/ SCC meetings, legal work relating to filings at NCLT/NCLAT.
Remuneration	Rs. 35,000 /- per month (Thirty-Five Thousand only)
Allowances	You are not entitled for any other allowance/s
Hours of works	You will follow the working hours, holidays as applicable at SAFE Group.
Notice	Your services are liable to be terminated without any notice during probation. Your services will be confirmed within three months and after confirmation notice period of one-month notice is required if either party for valid reason prefers to withdraw. Notice or by paying one month's salary in lieu of notice if at the management decides to terminate you. The Company need not assign or disclose the reason/s except reasons other than disciplinary action or for any proved

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	misconduct/s. Your performance will be reviewed after three months, and remuneration and role will be fixed suitably. Please note you committed to serve for a minimum period of one year.
Secrecy	You shall maintain absolute secrecy and shall not divulge any information to any person/s or firm/s or Company/s connected with or in respect of the process or any other information relating to the Company or its Associates either during the Currency of your employment with this company or after termination. Similarly, you will also keep Information relating to your pay roll strictly Confidential. All the data, notes, drawings, Information, or the improvements made in the prices, if any, that might have been made by You or come into your possession by virtue of Your employment shall be the property of the Firm.
General Terms & Conditions	a) During your employment with this firm, you Will devote your full time and attention to this Company's business, and you shall not supplement Your remuneration by professional practice, part- Time employment, specialised advice etc., b) If you abstain from duty without prior, written permission or sanctioned leave continuously for 8 days you shall be deemed to have left the service on your own accord and legal action as applicable may be initiated. c) You shall fill up the prescribed forms before commencement of service giving true and correct information and furnish any further information that may be required by the company from time to time including change of your residential address or civil status. If the information given by you is found to be false, or

	incorrect the appointment order shall be void. d) You shall follow and comply with the instructions given to you by your superior's work in any section, department or place of work from time to time or any other or similar nature of work without adversely affecting your remuneration. e) You shall be responsible for safe keeping and return in good condition and order of all the company property which may be in your use, custody, and charge. f) You will be governed by the rules, regulations and conditions of service that are in operation now or amended or may be brought into force from time to time.

*You are advised to communicate your acceptance by reply mail.

Vijayalaksh.
Authorized Representative
SAFEINTIP LLP
SAFE International Insolvency Processional LLP
SAFE International Legal Professionals LLP
Insolvency Professional.

S. Vijayalakshmi

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THE ICFAI FOUNDATION FOR HIGHER EDUCATION
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INDIA - 500035

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+919849082236
info@safeintip.com

25th May 2021

To
V AMRUTH
Amruthkrishna41@gmail.com
8897775779

Sir,

Sub: Legal Advisor- trainee-Appointment letter - Reg.

Ref: Your Application, Telephonic talk, and Virtual Interview.

With reference to your application and subsequent VIRTUAL interview you had with the undersigned we are pleased to appoint you as Legal Advisor in our organisation on the following terms and conditions:

Commencement of Service	Within a maximum of two weeks from offer.
Designation	Legal Advisor
Placement	You will be placed in our office at Kothapet to support in all the assignments of the Group assignments.
Functions	You are expected to take care of the COC/ SCC meetings, legal work relating to filings at NCLT/NCLAT.
Remuneration	Rs. 35,000 /- per month (Thirty-Five Thousand only)
Allowances	You are not entitled for any other allowance/s
Hours of works	You will follow the working hours, holidays as applicable at SAFE Group.
Notice	Your services are liable to be terminated without any notice during probation. Your services will be confirmed within three months and after confirmation notice period of one-month notice is required if either party for valid reason prefers to withdraw. Notice or by paying one month's salary in lieu of notice if at the management decides to terminate you. The Company need not assign or disclose the reasons except for reasons other than disciplinary action or for any proved misconduct/

#16(11-20-18) SHOP CUM FLAT
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HYDERABAD, TELANGANA
INDIA - 500035

+914029704602 | +914024[illegible]
+9198490[illegible]
tsnraja@safeintip.com
tsnraja@gmail.com

REGISTRAR
THE ICFAI FOUNDATION FOR HIGHER EDUCATION
(Deemed-to-be-University under Section 3 of the UGC Act, 1956)
HYDERABAD
ICFAI FOUNDATION FOR HIGHER EDUCATION

	Your performance will be reviewed after three months, and remuneration and role will be fixed suitably. Please note you committed to serve for a minimum period of one year.
Secrecy	You shall maintain absolute secrecy and shall not divulge any information to any person/s or firm/s or Company/s connected with or in respect of the process or any other information relating to the Company or its Associates either during the Currency of your employment with this company or after termination. Similarly, you will also keep Information relating to your pay roll strictly Confidential. All the data, notes, drawings, Information, or the improvements made in the prices, if any, that might have been made by You or come into your possession by virtue of Your employment shall be the property of the Firm.
General Terms & Conditions	a) During your employment with this firm, you Will devote your full time and attention to this Company's business, and you shall not supplement Your remuneration by professional practice, part- Time employment, specialised advice etc., b) If you abstain from duty without prior, written permission or sanctioned leave continuously for 8 days you shall be deemed to have left the service on your own accord and legal action as applicable may be initiated. c) You shall fill up the prescribed forms before commencement of service giving true and correct information and furnish any further information that may be required by the Company from time to time including change in your residential address or civil status. If the information given by you is found to be false or incorrect the appointment order shall be void.

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+919849082236
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tsnraja@gmail.com

	d) You shall follow and comply with the instructions given to you by your superior's work in any section, department or place of work from time to time or any other or similar nature of work without adversely affecting your remuneration. e) You shall be responsible for safe keeping and return in good condition and order of all the company property which may be in your use, custody, and charge. f) You will be governed by the rules, regulations and conditions of service that are in operation now or amended or may be brought into force from time to time.

*You are advised to communicate your acceptance by reply mail.

Vijayalaksh

Authorised Representative
SAFEINTIP LLP
SAFE International Insolvency Processional LLP
SAFE International Legal Professionals LLP
Insolvency Professional.

S Vijayalakshmi

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WORDICT-IP®

16FLUHH02C0016

A Boutique IP Law Firm established in 1992

2nd June, 2021

To

Mr.Harshit Mishra,
Hyderabad.

Sub: Offer Letter

Dear Harshit Mishra,

Congratulations!!

In continuation to our discussions, we are pleased to confirm the offer and engage you as a **Trainee Associate** in our Firm **WoRDicT-IP, Hyderabad Office** on the below terms:

1. Your Annual compensation shall be Rs.3, 60,000.00 only (Rupees Three Lakhs Sixty Thousand Only).
2. Your date of joining shall be 02.06.2021.
3. You will be under probation for 6 (Six) months and based on your efficient performance you will be confirmed in the present position.
4. We would expect you to join as early as possible as but not later than June 2nd 2021, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.
5. Please submit the copies of Education Qualifications, Experience Certificates/ Relieving/Appointment letter from the previous employer(s), Passport size photograph, and proof of last salary drawn, PAN Card, and Address Proof for our record on the date of joining.
6. You are required to sign a Confidentiality and Non-Disclosure Agreement on your joining as part of your joining process.
7. Your duties will be governed by the rules and regulations and Code of Conduct of the firm.
8. Please confirm your acceptance of this offer by return duly signed.
9. While working for the Firm, if you desire to leave your position, you must give adequate notice to enable a smooth transition of your works, so the Firm can reassign the works. You may be held responsible for any issues that may arise if you fail to give adequate notice before leaving, or by stopping your work with the Firm abruptly. Further, your compensation may be withheld if adequate notice is not given, and a proper transition of the works is not made.

Expectations from WoRDicT-IP

You shall be handling all works assigned, lead assignments with clients, interface with clients and ensure work flow, execution and closures, take initiative to discuss with the partners and put in place Good Practice in office and to work together to grow the firm. If you prove your commitment, performance and take initiates, we look forward to working together and grow the professional services and the consequential growth.

We look forward to a mutually beneficial, and long-term and rewarding relationship. Please sign and email the same.

With Best Wishes,

WoRDicT-IP
Hyderabad

Signature of the Candidate:

Flat No. 101, Plot No. 361, Road No. 24, Jyothi Senate, Jubilee Hills, Hyderabad, Telangana, INDIA - 500 033
Contact us at +91 98496 74599, or +91 40 23546737
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Visit our website at www.wordictip.com

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16FLUHH02L6018

A Boutique IP Law Firm established in 1992

2nd June, 2021

To

Ms.Ishika Ingle
Hyderabad.

Sub: Offer Letter

Dear Ishika Ingle,

Congratulations!!

In continuation to our discussions, we are pleased to confirm the offer and engage you as a **Trainee Associate** in our Firm **WoRDicT-IP, Hyderabad Office** on the below terms:

1. Your Annual compensation shall be Rs.3, 60,000.00 only (Rupees Three Lakhs Sixty Thousand Only).
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5. Please submit the copies of Education Qualifications, Experience Certificates/ Relieving/Appointment letter from the previous employer(s), Passport size photograph, and proof of last salary drawn, PAN Card, and Address Proof for our record on the date of joining.
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Expectations from WoRDicT-IP

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We look forward to a mutually beneficial, and long-term and rewarding relationship. Please sign and email the same.

With Best Wishes,

WoRDicT-IP
Hyderabad

Signature of the Candidate:

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16FLUHH02C0001

2nd June, 2021

To

Mr.Aahan Rawat,
Hyderabad.

Sub: Offer Letter

Dear Aahan Rawat,

Congratulations!!

In continuation to our discussions, we are pleased to confirm the offer and engage you as a **Trainee Associate** in our Firm **WoRDicT-IP, Hyderabad Office** on the below terms:

1. Your Annual compensation shall be Rs.3, 60,000.00 only (Rupees Three Lakhs Sixty Thousand Only).
2. Your date of joining shall be 02.06.2021.
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5. Please submit the copies of Education Qualifications, Experience Certificates/ Relieving/Appointment letter from the previous employer(s), Passport size photograph, and proof of last salary drawn, PAN Card, and Address Proof for our record on the date of joining.
6. You are required to sign a Confidentiality and Non-Disclosure Agreement on your joining as part of your joining process.
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Expectations from WoRDicT-IP

You shall be handling all works assigned, lead assignments with clients, interface with clients and ensure work flow, execution and closures, take initiative to discuss with the partners and put in place Good Practice in office and to work together to grow the firm. If you prove your commitment, performance and take initiates, we look forward to working together and grow the professional services and the consequential growth.

We look forward to a mutually beneficial, and long-term and rewarding relationship. Please sign and email the same.

With Best Wishes,

WoRDicT-IP
Hyderabad

Signature of the Candidate:

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16PLUHH02C0017

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2nd June, 2021

To

Mr.Himanshu Mittal,
Hyderabad.

Sub: Offer Letter

Dear Himanshu Mittal,

Congratulations!!

In continuation to our discussions, we are pleased to confirm the offer and engage you as a **Trainee Associate** in our Firm **WoRDicT-IP, Hyderabad Office** on the below terms:

1. Your Annual compensation shall be Rs.3, 60,000.00 only (Rupees Three Lakhs Sixty Thousand Only).
2. Your date of joining shall be 02.06.2021.
3. You will be under probation for 6 (Six) months and based on your efficient performance you will be confirmed in the present position.
4. We would expect you to join as early as possible as but not later than June 2nd 2021, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.
5. Please submit the copies of Education Qualifications, Experience Certificates/ Relieving/Appointment letter from the previous employer(s), Passport size photograph, and proof of last salary drawn, PAN Card, and Address Proof for our record on the date of joining.
6. You are required to sign a Confidentiality and Non-Disclosure Agreement on your joining as part of your joining process.
7. Your duties will be governed by the rules and regulations and Code of Conduct of the firm.
8. Please confirm your acceptance of this offer by return duly signed.
9. While working for the Firm, if you desire to leave your position, you must give adequate notice to enable a smooth transition of your works, so the Firm can reassign the works. You may be held responsible for any issues that may arise if you fail to give adequate notice before leaving, or by stopping your work with the Firm abruptly. Further, your compensation may be withheld if adequate notice is not given, and a proper transition of the works is not made.

Expectations from WoRDicT-IP

You shall be handling all works assigned, lead assignments with clients, interface with clients and ensure work flow, execution and closures, take initiative to discuss with the partners and put in place Good Practice in office and to work together to grow the firm. If you prove your commitment, performance and take initiates, we look forward to working together and grow the professional services and the consequential growth.

We look forward to a mutually beneficial, and long-term and rewarding relationship. Please sign and email the same.

With Best Wishes,

WoRDicT-IP
Hyderabad

Signature of the Candidate:

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Visit our website at www.wordictip.com

Acknowledged by aasthasoni1998@gmail.com (Aastha Soni on 11/11/2021 12:33:46 PM)

16PCU17H02C0003

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Aastha Soni
555 Royal Krishna Bunglows, A.B. Road, Rau
Indore – 453331
MP
IN

Dear Aastha,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **Investigation Specialist** at **Bangalore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on **22-Nov-2021** and shall end as per the provisions contained in Section 14 herein below.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion,

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

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either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Investigation Specialist.** Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

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The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**320,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your salary will compensate you for all hours worked.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or

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breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies , or your failure to return Amazon India's property.

6.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.

7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

8. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

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(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

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(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

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(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

(1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in

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writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the employee or Company may hereafter make or develop;

(3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

(4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

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(5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

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11. Non-Solicitation

11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

12.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

13. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

14. Termination of Employment

14.1 Your employment with Amazon India shall automatically end on **22-Nov-2022** unless terminated earlier as per the provisions of this Section.

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14.2 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

14.3 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India

14.4 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such

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excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

16. New Hire Background Investigation

16.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

16.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

16.4 In case your exams have been postponed due to Covid 19 situation, your continued employment will be contingent to your appearing for the exam and passing the same within a period of 6 months from the date of joining. Amazon India reserves the right to take action including termination of your employment without notice in case of failure to produce proof of passing within the said period.

17. Foreign Nationals

17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

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17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

18. Representations and Warranties

You hereby represent and warrant to the Company that:

18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;

18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer);

18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and

18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;

18.6 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.

18.7 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations

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specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

19. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

20. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

21. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

22. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with

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the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

23. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

24. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

25. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

26. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

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27. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

28. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

29. Survival

Your obligations under Sections 8, 9, 11, 13, 19, 20, 21, 23, 24, 25 and this Section 28 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:Himanshu Ojha
Date: 2021.11.11 10:07:48 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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JURIS PRIME
LAW SERVICES

CONFIDENTIAL

May 24, 2021

Mr. Anirudh Reddy
Hyderabad,
Telangana.

Dear Mr. Mr. Anirudh Reddy,

This has reference to your application and discussions we had on May 21, 2021 , we are pleased to welcome you into Juris Prime Law Services (Firm) as an "Associate Trainee", on full-time exclusive consultant basis, in our office at Hyderabad. Based on our discussions, you will be joining the Firm on May 24, 2021 or such other date as may be decided mutually, on the terms and conditions mentioned below:

1. **Compensation:**

   (i) Your monthly base compensation will be Rs. 25, 000/-(Rupees Twenty Thousand only) per month subject to Tax deductions at source as applicable.

   (ii) You will be entitled to referral fee (10% of first year; 6% of second year, 4% of third year) for any work referred by you on receipt of fee from the client referred.

2. **FIRM's Policies and Regulations:**

   (i) You are required to sign an Agreement of Engagement, Confidentiality and Ethics Agreement with the Firm;

   (ii) You are required to submit the monthly work done report to Managing Partner on or before 5th of every month for the preceding month;

   (iii) You shall always put in your best efforts to promote the Firm's interest. You shall work with a complete sense of professionalism and demonstrate highest quality standards of the Firm;

   (iv) During the period of your engagement with the Firm, you will not engage directly or indirectly, in any other occupation, engagement or employment whatsoever and you shall devote all your professional time, attention and abilities towards performance of your duties towards the Firm;

Juris Prime Law Services
Advocates & Legal Consultants
Plot No.33, 1st Floor, J K Enclave. Rao and Raju Colony,
Near Lucid Diagnostics, Road No.2, Banjara Hills, Hyderabad-500034
☎ : +91 40 23551101 ✉ : contact@jurisprime.com 🌐 www.jurisprime.com

(v) You are required to report directly to Partner/ Managing Partner.

(vi) You shall be due for an appraisal at the end of a calendar year from your date of joining;

(vii) You shall provide 60 (Sixty) days mandatory prior notice for termination of contract with Firm.

(viii) You will be under training for a period of 6 (Six) months from the date of joining the Firm. Upon completion of 6 months, your performance will be assessed and if the performance is satisfactory, the Firm shall confirm you as "Associate".

(ix) This letter of offer is valid till date of joining, as agreed. In the event of non-joining in the firm within the time limit, this offer shall stand terminate without any further Notice.

We welcome you into the firm and look forward to a very long lasting and mutually rewarding relationship with you.

Yours faithfully

For **JURIS PRIME LAW SERVICES**



V V S N RAJU
Managing Partner

I have read and understood the terms of engagement and same are hereby accepted by me.

Accepted & Signed

Dated:

16FLUHH01C0001

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: A. RithVika

Advocate

Place : High Court

Date of Birth : 2/4/1998

This Card is valid till 1/3/2022

THE BAR COUNCIL OF THE STATE OF TELANGANA
HYDERABAD

Roll No. TS/ 1655 /2021

This is to certify that Mr/Ms A. RithVika

Whose photograph is affixed here with has been enrolled a advocate on 2/9/2021 and that his / her name is ente on the Roll of Advocates maintained by that Bar Council of State of Telangana under section 17 of the Advocates Act, 19

Rithvika Alladi
5th September 2021
A. RITHVIKA

V. Nagalakshmi
SECRETARY
Bar Council of the sState of Telan

(9)

16 FLUTH 0IC 0016

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Ankita Mehta

Advocate

Place : Hyderabad

Date of Birth : 16/04/1998

This Card is valid till 12/02/2025

(37)

Roll No. TS/ 1587 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Anuj Raj

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the Thirteenth *day of* August 2021

Self Attested
Anuj Raj
14/08/2021
ANUJ Raj

V. Nagalakshmi
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto 12-02-2022 or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

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BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD

Name: Cheerala Prathyusha

Advocate

Place : Hyderabad

Date of Birth : 21/04/1999

This Card is valid till 08/03/2022

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BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Disha Agarwal

Advocate

Place : Hyderabad

Date of Birth : 06/07/1998

This Card is valid till ...12/02/2022

THE BAR COUNC

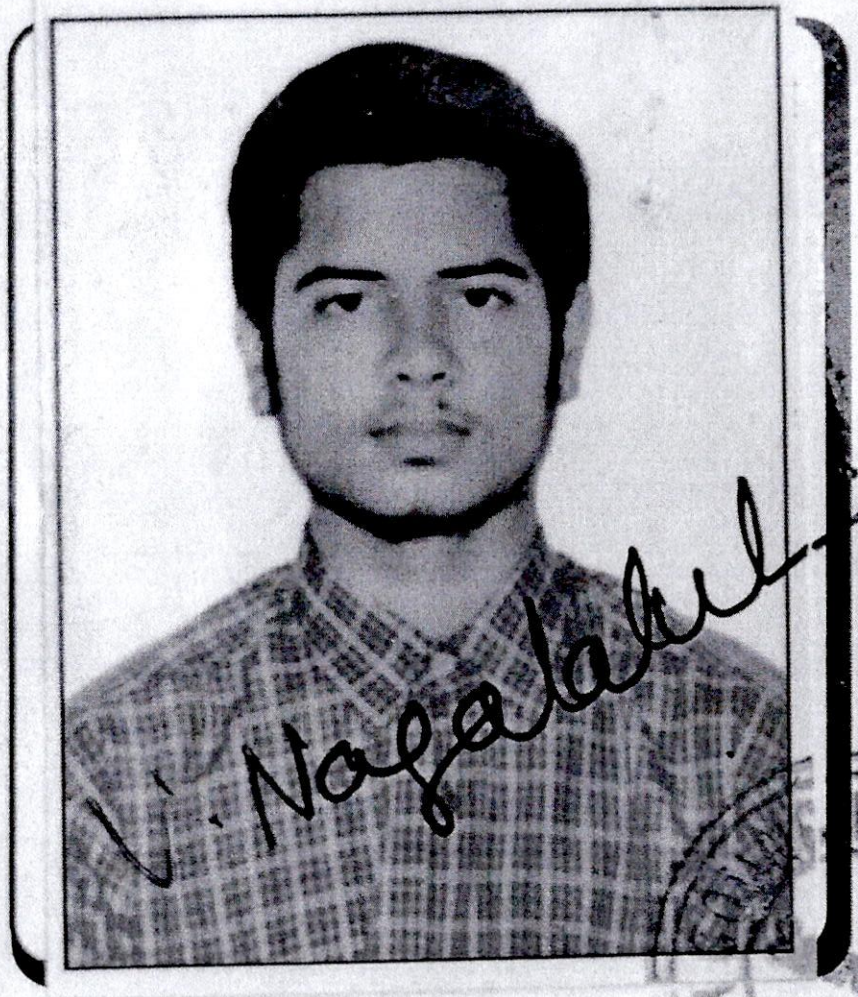
Roll No. TS/ 1597

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Whose photograph is
advocate on...13/08/2
on the Roll of Advocat
State of Telangana und

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BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: E. Sai Sanjay Kartha

Advocate

Place : Hyderabad

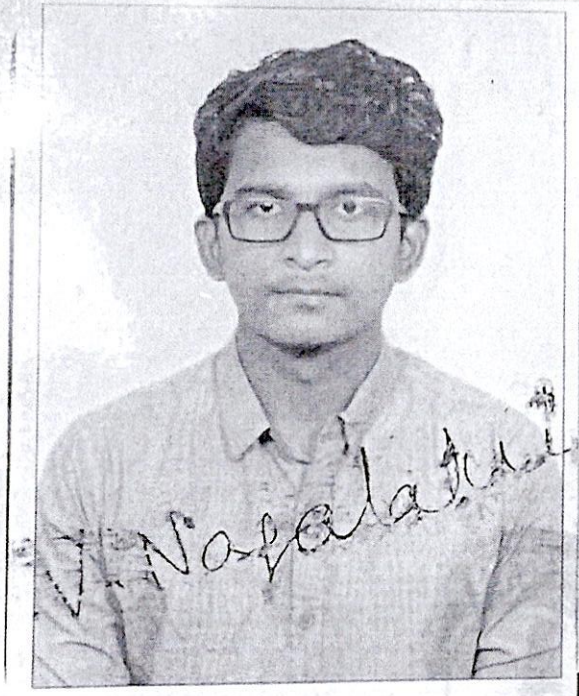
Date of Birth : 20/05/1998

This Card is valid till 31/03/2022

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(4)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: G. Pratham Reddy

Advocate

Place : Hyderabad

Date of Birth : 08/11/1998

This Card is valid till 08/03/2022

/6FLUHH01C0038

Roll No. TS/ 1765 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Gadde Athma Ram

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the ninth *day of* September 2021

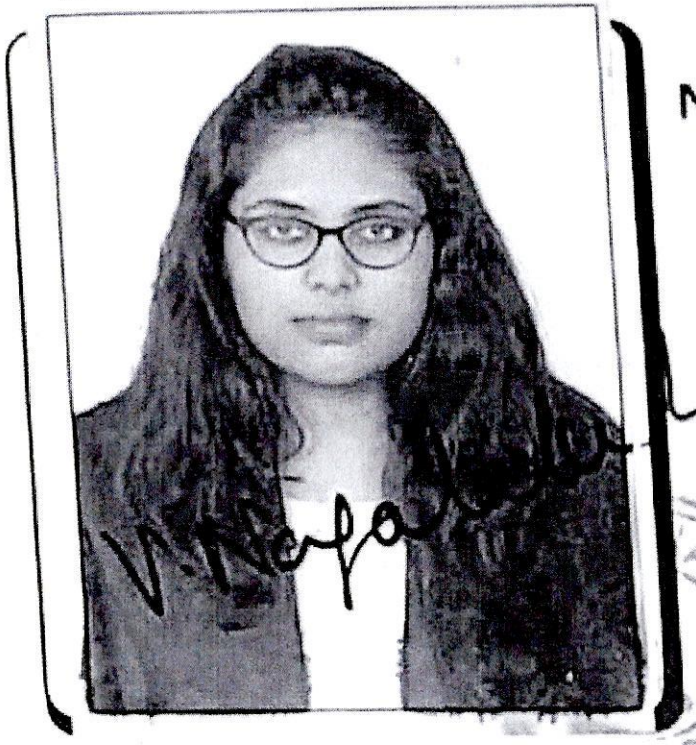
V. Nagalakshmi
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto 08.03.2022 or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

(21)

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BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Gangidi Santhosha

Advocate

Place : Hyderabad

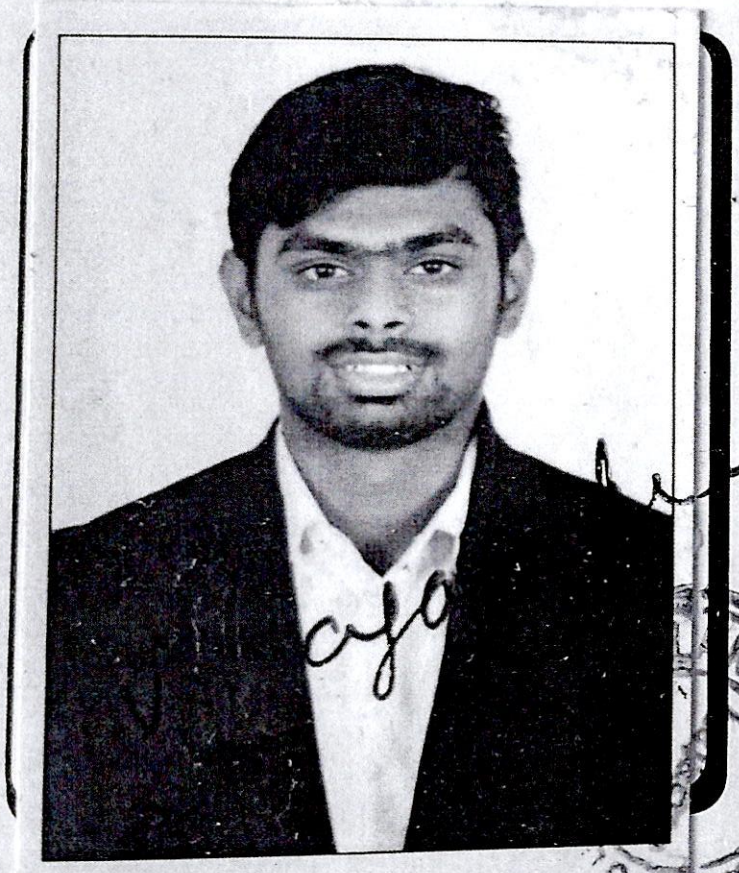
Date of Birth : 25/04/1998

This Card is valid till 08/03/2022

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BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Gopireddy Saiphanindra Reddy
Advocate

Place : Hyderabad

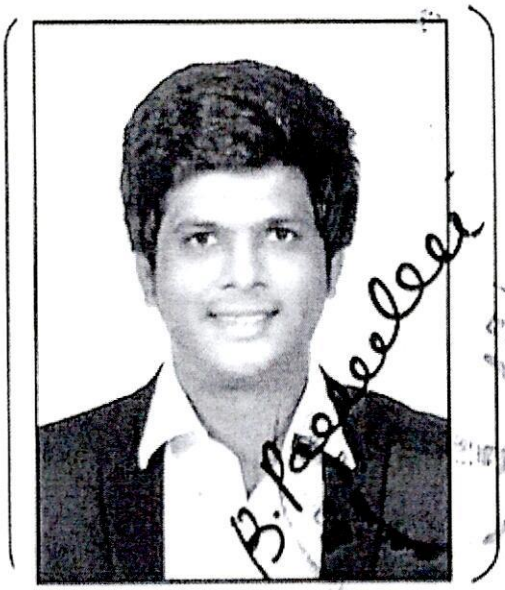
Date of Birth : 03-07-1999

This Card is valid till 08-03-2022

16FLUHH01C 0045

(6)

BAR COUNCIL OF ANDHRA PRADESH
PROVISIONAL ID CARD



Name G1 Aneesh varma

Advocate

Place : A.P. High court

Date of Birth : 25/09/1999

This Card is valid till 16/02/2022

THE BAR COUNCIL OF THE STATE OF ANDHRA PRADESH, AMARAVATI

Roll No. AP/ 1311 /2021

This is to certify that Mr/Ms. Gottumukkula Aneesh varma Whose photograph is affixed here with has been enrolled as an advocate on 17/08/2021. and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of the State of Andhra Pradesh under section 17 of the Advocates Act, 1961.

B. Padmalatha

Secretary,

Bar Council of the State of Andhra Pradesh

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(2)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Gurmitkal Vaish

Advocate

Place : Nampally Criminal

Date of Birth : 30/08/1999

This Card is valid till 12/08/202

16FLUHH07C0060

स्टेट बार कौंसिल आफ मध्यप्रदेश,जबलपुर

प्राविधिक नामांकन प्रमाण पत्र

(दिनांक 31/Aug/2021 से दिनांक 30/Aug/2023 तक)

नामांकन क्रमांक MP/3309/2021 नामांकन दिनांक 31/08/21

वृत्तिस्थल JABALPUR

प्रति



Ku. JENNIFER ANTONY
D/O Shri JOY ANTONY
48A PINK CITY JOY VILLA GATE NO 05 BILHA
RI
JABALPUR Distt JABALPUR
Cont 7997076131

महोदय / महोदया,

एतद् सूचित किया जाता है कि स्टेट बार कौंसिल आफ मध्यप्रदेश की नामांकन समिति द्वारा नामांकन क्रमांक MP/3309/2021 दिनांक 31/Aug/21के द्वारा आपको एडवोकेट घोषित कर दिया गया है एंव आपका नाम स्टेट बार कौंसिल आफ म.प्र. की अधिवक्ता नामावली पंजी मे अंकित कर लिया गया है ।

चूंकि आपके द्वारा विधि स्नातक की उपाधि शैक्षणिक सत्र 2009–2010 मे अथवा उसके बाद उत्तीर्ण की गई , अतः आपको एडवोकेट एक्ट की धारा 49(1) (ए एच) के अंतर्गत बार कौंसिल आफ इंडिया द्वारा बनाये गये नियमों के अधीन अखिल भारतीय बार परीक्षा उत्तीर्ण कर विधि व्यवसाय का प्रमाण–पत्र प्राप्त करना आवश्यक है।

बार कौंसिल आफ इंडिया की अखिल भारतीय बार परीक्षा समिति कि बैठक दिनांक 26 अगस्त 2012 मे पारित प्रस्ताव के अनुसार यह प्राविधिक नामांकन प्रमाण–पत्र आपके नामांकन दिनांक 31/Aug/2021 से दिनांक 30/Aug/2023 तक मात्र दो वर्ष की अवधि हेतु वैध होगा उक्त दो साल की अवधि में यदि आपके द्वारा अखिल भारतीय बार परीक्षा उत्तीर्ण नही की जाती है तो उस स्थिति मे आपको परिषद द्वारा पुनः प्राविधिक नामांकन प्रमाण–पत्र जारी नही किया जायेगा एवं आपके अधिवक्ता व्यवसाय करने पर तब तक प्रतिबंध रहेगा जब तक की आप अखिल भारतीय बार परीक्षा उत्तीर्ण नहीं कर लेते है । यदि आपके द्वारा दो साल की अवधि के अंदर अखिल भारतीय बार परीक्षा उत्तीर्ण कर ली जाती है तो ऐसी स्थिती में आपको प्राविधिक नामांकन प्रमाण–पत्र परिषद में वापिस जमा करना होगा तदुपरांत ही बार कौंसिल आफ इंडिया द्वारा प्रदत्त किये जाने वाले Certificate of Practice के आधार पर आपको परिषद द्वारा अधिवक्ता नामांकन की मूल सनद एवं परिचय पत्र जारी किया जाऐगा ।

अखिल भारतीय बार परीक्षा से संबंधित समस्त जानकारी हेतु आप बार कौंसिल आफ इंडिया , नई दिल्ली से निम्न पते एवं वेबसाईट पर संपर्क कर सकते है। :–

THE SECRETARY
Bar Council of India
21, Rouse Avenue, Institutional Area,
Near Bal Bhawan, New Dehli ,Pin 110002
Telephone No 011-49225000,32402082
Telefax-011 41036283
Email: info@barcouncilofindia.org.
Website : www.barcouncilofindia.org

भवदीय

सचिव
म.प्र. राज्य अधिवक्ता परिषद
जबलपुर

नोट – प्राविधिक प्रमाण पत्र के आधार पर आप अपने व्यवसाय स्थल के अधिवक्ता संघ में सदस्यता प्राप्त कर सकते हैं, जो 2 वर्ष कि अवधि हेतु [illegible] होगी । प्रमाण पत्र मिलने के 15 दिवस बाद अधिवक्ता [illegible] फार्म [illegible] ऑनलाइन के माध्यम से [illegible] ।

(कृपया पृष्ठ पलट कर देखें)

Self Attested
Jennifer Antony
11/09/2021
JENNIFER ANTONY

36

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Kale Laharika

Advocate

Place : Hyderabad

Date of Birth : 08-10-1998

This Card is valid till 08-03-2022

Nagalaku

BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

. TS/ 1755 /2021

o certify that Mr/Ms K. Laharika

photograph is affixed here with has been enrolled as an

te on 09/09/2021 and that his / her name is entered

Roll of Advocates maintained by that Bar Council of The

f Telangana under section 17 of the Advocates Act, 1961.

V. Nagalaku

SECRETARY

Bar Council of the sState of Telangana

Laharikakale 10/09/2021

16FLUHH01C0066

16FLUHH01C0072

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Koka Sreeshmi

Advocate

Place : High Court

Date of Birth : 21/1/1999

This Card is valid till 1/3/2022

Scanned with CamScanner

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1678 /2021

This is to certify that Mr/Ms ..... K. Greeshmi .....
Whose photograph is affixed here with has been enrolled as an advocate on... 21/1/2021 .... and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

BAR COUNCIL OF THE STATE OF TELANGANA HYDERABAD

V. Nagalakshmi

SECRETARY
Bar Council of the sState of Telangana

Scanned with CamScanner

(96)

BAR COUNCIL OF ANDHRA PRADESH
PROVISIONAL ID CARD



Name... M Madaalasa.....

Advocate

Place :... Guntur.....

Date of Birth :... 03/02/1999.....

This Card is valid till 13/03/2022.

THE BAR COUNCIL OF THE STATE OF ANDHRA PRADESH,
AMARAVATI

Roll No. AP/1713/2021

This is to certify that Mr/Ms... M Madaalasa.....
Whose photograph is affixed here with has been enrolled as an advocate on 14/09/2021. and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of the State of Andhra Pradesh under section 17 of the Advocates Act, 1961.

B. Padmalatha
Secretary,
Bar Council of the State of Andhra Pradesh

Self attested
M. Madaalasa
14th Sep 2021
M. Madaalasa

16FLUHH01C0078

(3)

Roll No. AP/1289/2021

The Bar Council of the State of Andhra Pradesh, Amaravati

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. ***Majeti Sai Swarup Rohith***

is admitted as Advocate on the Rolls of the Bar Council of the State of Andhra Pradesh under the Advocates Act of 1961 (Act 25 of 1961) on this the ***Seventeenth*** day of ***August*** ***2021***

I/c Secretary,
Bar Council of the State of Andhra Pradesh

Note : This certificate is valid upto ***16-02-2022*** or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

16FLUHA0TC0081

16FLUHH01C0086

स्टेट बार कौंसिल आफ मध्यप्रदेश,जबलपुर

प्राविधिक नामांकन प्रमाण पत्र

(वैधता दिनांक 11/09/2021 से दिनांक 10/09/2023 तक)

नामांकन क्रमांक MP/3701/2021 नामांकन दिनांक 11/Sep/2021

वृतिकरस्थल GWALIOR

प्रति,



Shri MUKUL DAVID RODRIGUES
S/O SUNNY RODRIGUES
21,KRISHNA VIHAR COLONY BEHIND NEW GOVINDPURI THATIPUR GWALIOR

महोदय / महोदया,

एतद् सूचित किया जाता है कि स्टेट बार कौसिंल आफ मध्यप्रदेश की नामांकन समिति द्वारा नामांकन क्रमांक MP/3701/2021 दिनांक 11/Sep/2021 के द्वारा आपको एडवोकेट घोषित कर दिया गया है एंव आपका नाम स्टेट बार कौंसिल आफ म.प्र. की अधिवक्ता नामावली पंजी में अंकित कर लिया गया हैं ।

चूंकि आपके द्वारा विधि स्नातक की उपाधि शैक्षणिक सत्र 2009–2010 मे अथवा उसके बाद उत्तीर्ण की गई , अतः आपको एडवोकेट एक्ट की धारा 49(1) (ए एच) के अंतर्गत बार कौंसिल आफ इंडिया द्वारा बनाये गये नियमों के अधीन अखिल भारतीय बार परीक्षा उत्तीर्ण कर विधि व्यवसाय का प्रमाण–पत्र प्राप्त करना आवश्यक है।

बार कौंसिल आफ इंडिया की अखिल भारतीय बार परीक्षा समिति कि बैठक दिनांक 26 अगस्त 2012 में पारित प्रस्ताव के अनुसार यह प्राविधिक नामांकन प्रमाण पत्र आपके नामांकन दिनांक 11/09/2021 से दिनांक 10/09/2023 तक मात्र दो वर्ष की अवधि हेतु वैध होगा उक्त दो साल की अवधि में यदि आपके द्वारा अखिल भारतीय बार परीक्षा उत्तीर्ण नहीं की जाती है तो उस स्थिति में आपको परिषद द्वारा पुनः प्राविधिक नामांकन प्रमाण पत्र जारी नहीं किया जायेगा एवं आपके अधिवक्ता व्यवसाय करने पर तब तक प्रतिबंध रहेगा जब तक की आप अखिल भारतीय बार परीक्षा उत्तीर्ण नहीं कर लेते है । यदि आपके द्वारा दो साल की अवधि के अंदर अखिल भारतीय बार परीक्षा उत्तीर्ण कर ली जाती है तो ऐसी स्थिती में आपको प्राविधिक नामांकन प्रमाण पत्र परिषद में वापिस जमा करना होगा तदुपरांत ही बार कौंसिल आफ इंडिया द्वारा प्रदत्त किये जाने वाले Certificate of Practice के आधार पर आपको परिषद द्वारा अधिवक्ता नामांकन की मूल सनद एवं परिचय पत्र जारी किया जाऐगा ।

अखिल भारतीय बार परीक्षा से संबंधित समस्त जानकारी हेतु आप बार कौंसिल आफ इंडिया , नई दिल्ली से निम्न पते एवं वेबसाईट पर संपर्क कर सकते है। :–

THE SECRETARY
Bar Council of India
21, Rouse Avenue, Institutional Area,
Near Bal Bhawan, New Dehli ,Pin 110002
Telephone No 011-49225000,32402082
Telefax-011 41036283
Email: info@barcouniclofindia.org,
Website : www.barcouncilofindia.org

भवदीय

प्रशांत दुबे
सचिव

(10)

16FLUHH01C0694

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Nikhila Pinapala

Advocate

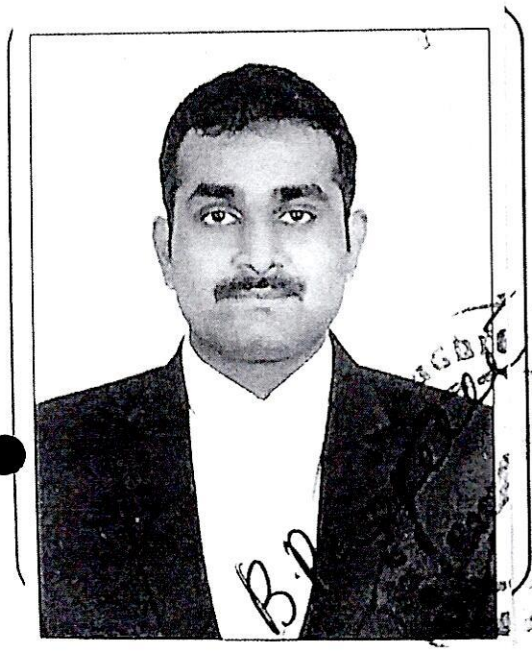
Place : Hyderabad

Date of Birth : 31/12/1998

This Card is valid till 12/02/2022

32

BAR COUNCIL OF ANDHRA PRADESH
PROVISIONAL ID CARD



Name.... P. Akhileswar .....

Advocate

Place : A.P. High Court

Date of Birth : 07-11-1997

This Card is valid till.. 11-03-2022

THE BAR COUNCIL OF THE STATE OF ANDHRA PRADESH, AMARAVATI

Roll No. AP/ 1544 /2021

This is to certify that Mr/~~Ms~~..... P. Akhileswar .....
Whose photograph is affixed here with has been enrolled as an advocate on 12-09-2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of the State of Andhra Pradesh under section 17 of the Advocates Act, 1961.

B. Padmalatha
Secretary,
Bar Council of the State of Andhra Pradesh

16F2U14H07C0095

(12)

16 FLUHH 01C 0097

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Pasupula Govinda Raj

Advocate

Place : High Court

Date of Birth : 3/7/1998

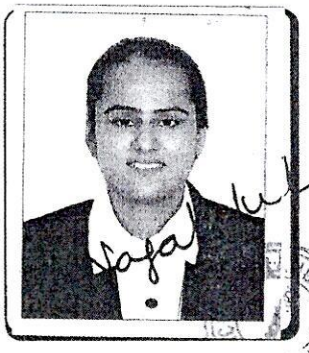
This Card is valid till 1/3/2022

P. Govinda

(14)

16FLUHH01C0100

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Pooja Navandar

Advocate

Place : 27/10/1998

Date of Birth : Hyderabad

This Card is valid till 08/03/2021

Pooja
14th September 2021
POOJA NAVANDAR.

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1756 /2021

This is to certify that Mr/Ms Pooja Navandar Whose photograph is affixed here with has been enrolled as an advocate on 9/9/2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

V. Nagalaksh

SECRETARY
Bar Council of the sState of Telangana

16FLUHH01C0104

Roll No. TS/ 1763 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. ....Priyanka Baheti.....

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the.....ninth..... *day of* September...2021

V. Nagalakshmi
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto ..08.03.2022..... or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

29

16F-LUITHOIC 0115

Roll No. TS/ 1676 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Sai Kiran Vemana

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the Second day of September 2021

9th September 2021
Sai Kiran Vemana

V. Nagalakshmi
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto 01-03-2022 * or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

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16FLUAH01C0116

(2)

4G

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1592 /2021

This is to certify that Mr/Ms ..... Saima .....

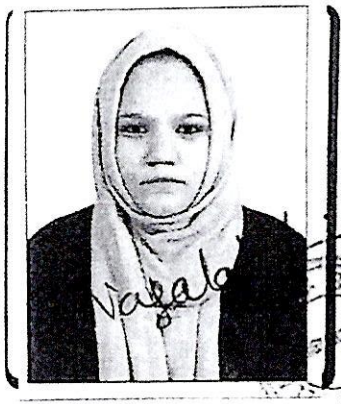
Whose photograph is affixed here with has been enrolled as an advocate on 13/08/2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

V. Nagalakshmi

SECRETARY

Bar Council of the sState of Telangana

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: ..... Saima .....

Advocate

Place : ..... Hyderabad .....

Date of Birth : ..... 27/11/1998 .....

This Card is valid till ..... 12/02/2022 .....

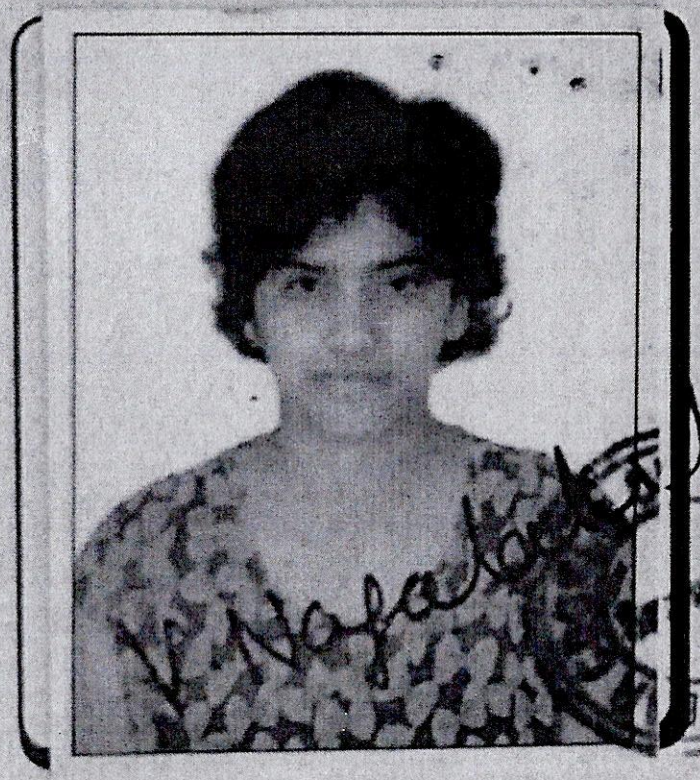
13.08.2021
(SAIMA)

7:19
Search

16FLUITHOIC0118

(23)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Samhita Matcha

Advocate

Place : High Court

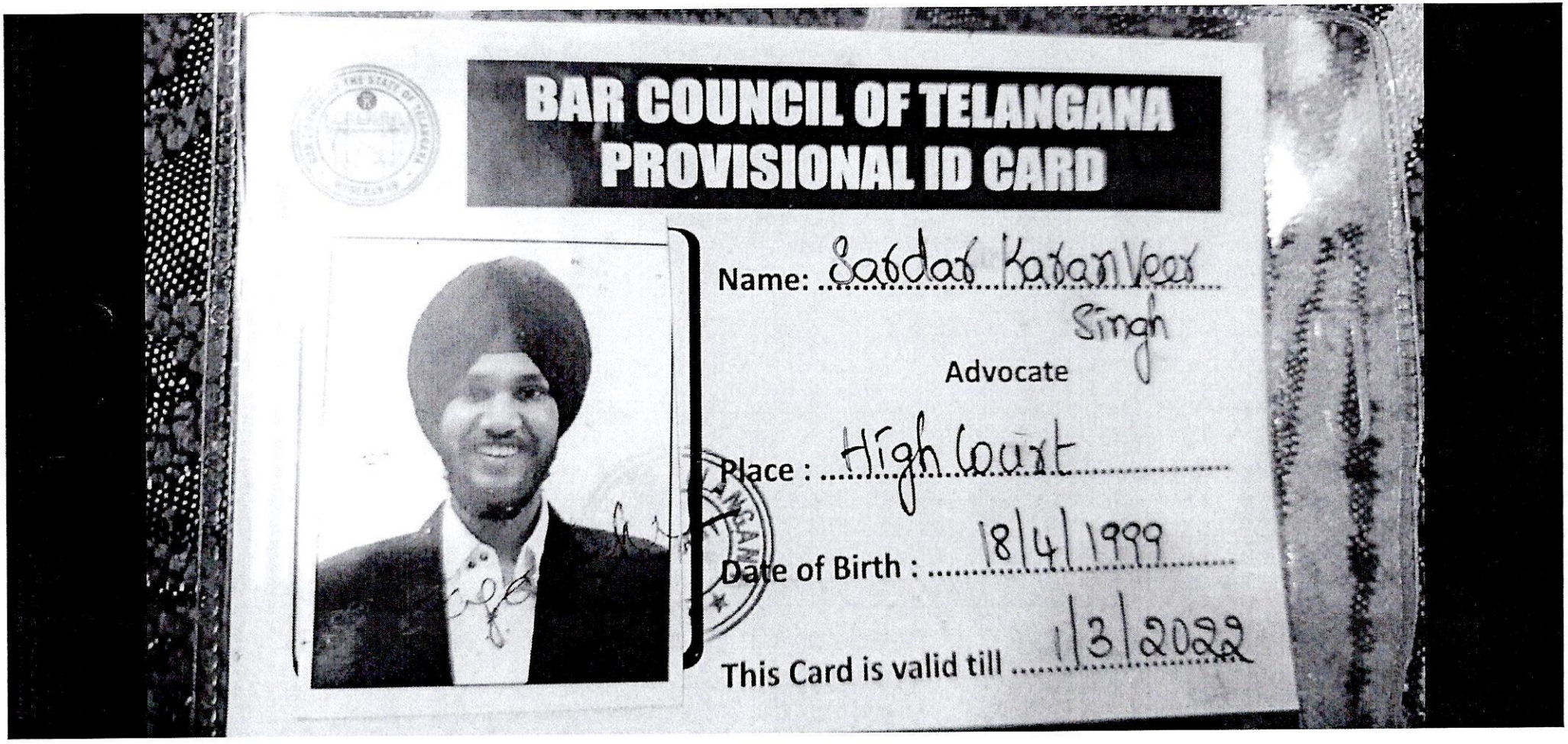
Date of Birth : 4/11/1998

This Card is valid till 1/3/2022

Scanned by TapScanner

28

16FLUH170IC0120



BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD

Name: Sardar Karan Veer Singh

Advocate

Place : High Court

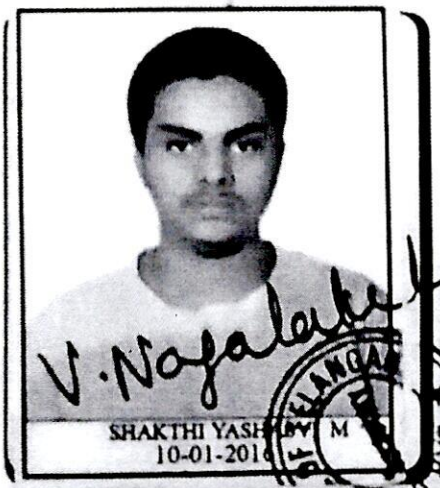
Date of Birth : 18/4/1999

This Card is valid till 1/3/2022

16FLU17H 01C 0122

(27)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Shakthi Yashasvi Mani Konda.

Advocate

Place : Hyderabad

Date of Birth : 19-03-1998

This Card is valid till 08-03-2022

Self attested
Shakthi
10/09/21

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1748 /2021

This is to certify that Mr/Ms Shakthi Yashasvi. M.

Whose photograph is affixed here with has been enrolled as an advocate on 09.09.2021. and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

V. Nagalakshmi

SECRETARY

Bar Council of the sState of Telangana

16FLVHH01(6)27

Enrolment Intimation Letter

To,

Ms. Shruti Santosh Pandey, Advocate
A12/1 Ashirwad Residency, New City Light Road,
Althan,Dist. Surat - 395007
Mob: 7997263402

MADAM,

I have the honour to intimate to you that your name has been entered as an advocate on the State Roll. Particulars regarding your Enrolment and date of Enrolment are as under:-

Enrollment No.	**G/4835/2021**
Date of Enrollment	**01-12-2021**

I have further to inform you that as per STBC (Cir.) No. 16/2010 dated 21/06/2010, the State Bar Councils should continue to enroll applicants as usual if they fulfill all the conditions laid down by the State Bar Council's Rules as well as Rules of the Bar Council of India, but in terms of Rules relating to the All India Bar Examination, they will not appear and argue cases in any of the Courts in India. They cannot wear Advocate's gowns and bands until they are admitted to the practice of law.

Accordingly, you will not appear and argue cases in any of the courts or Tribunals etc., in India or cannot wear Advocate's robe in any manner until you obtain "Certificate of Practice".

I have further to inform you that your enrolment certificate along with your original certificates, if any, will be sent to you in due course.

Thanking you,
Yours sincerely,

[P. M. Parmar]
I/c. Secretary,
Bar Council of Gujarat

16FLUHH01C0129

(8)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Sofia Fatima

Advocate

Place : Telangana High Court

Date of Birth : 21/7/1998

This Card is valid till ...13/2022

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1665 /2021

This is to certify that Mr/Ms ..... Sofia Fatima .....
Whose photograph is affixed here with has been enrolled as an advocate on... 29/2021 ..... and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

V. Nagalakshmi

SECRETARY
Bar Council of the sState of Telangana

Sofia Fatima

16FLUHH01C0130

Roll No. TS/ 1677 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. ....Sri....Sai...Naveen...Dass...Dasari.....

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the.....Second..... *day of* .September.2021.

Naveen Da

5th September 2021

SRI SAINAVEEN DASS DASARI

V. Nagalakshmi
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto ..01-03-2022.... or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

Scanned with CamScanner

(52)

Roll No. TS/ 1657 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. ....Kappunam....Sujith.....

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the.....Second..... *day of* September...2021

V. Nayalakel.
Secretary,
Bar Council of the State of Telangana

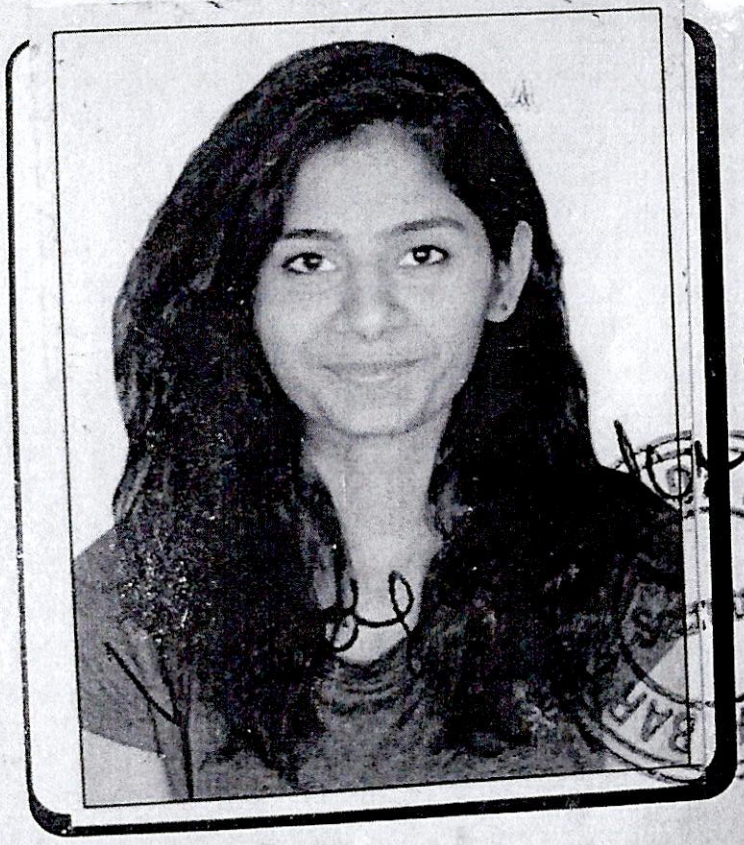
Note : This certificate is valid upto ..01-03-2022.... or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

16FLUHH[illegible]C0732

16

16FLUHH01C0138

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Thakur Sushmita Singh

Advocate

Place : Telangana High Court

Date of Birth : 27/6/1998

This Card is valid till 1/3/2022

16FLUHH01C0147

(22)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Rapolu Abhinav

Advocate

Court: High Court

Date of Birth : 20/3/1998

This Card is valid till 1/3/2022

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1654/2021

This is to certify that Mr/Ms R. Abhinav

Whose photograph is affixed here with has been enrolled as an advocate on 21/9/2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

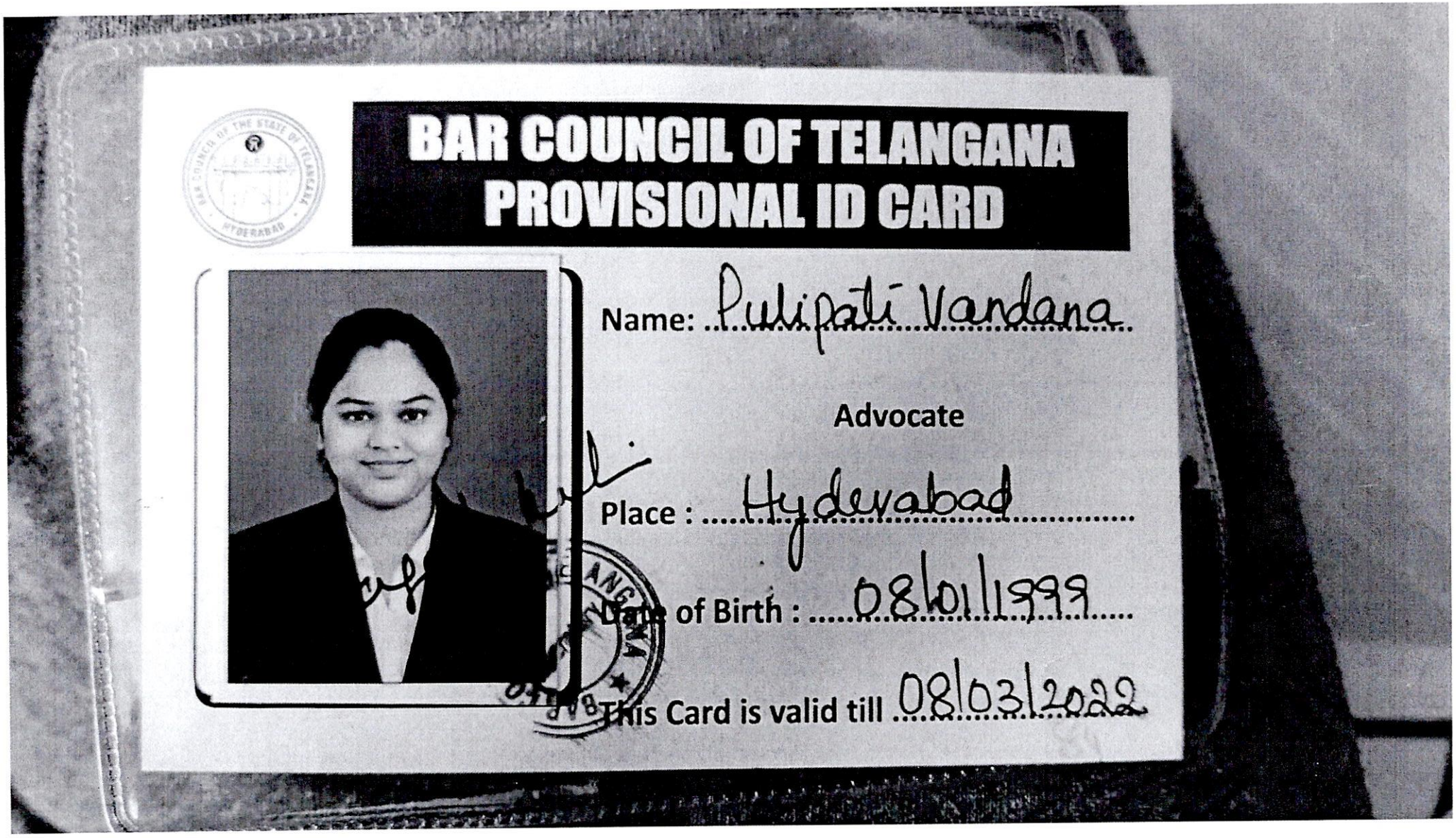
V. Nagalakshmi

SECRETARY
Bar Council of the State of Telangana

R. Abhinav

(31)

16FLUHH 07C0149



BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD

Name: Pulipati Vandana

Advocate

Place : Hyderabad

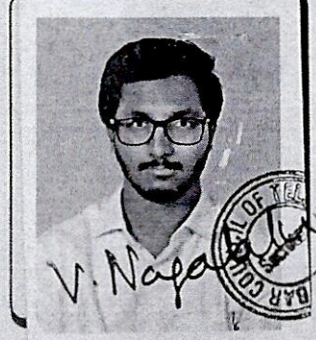
Date of Birth : 08/01/1999

This Card is valid till 08/03/2022

(8)

16FLUHH 01C0151

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Kothapalli Kamal Kalyan

Advocate

Place : High Court

Date of Birth : 31/5/1999

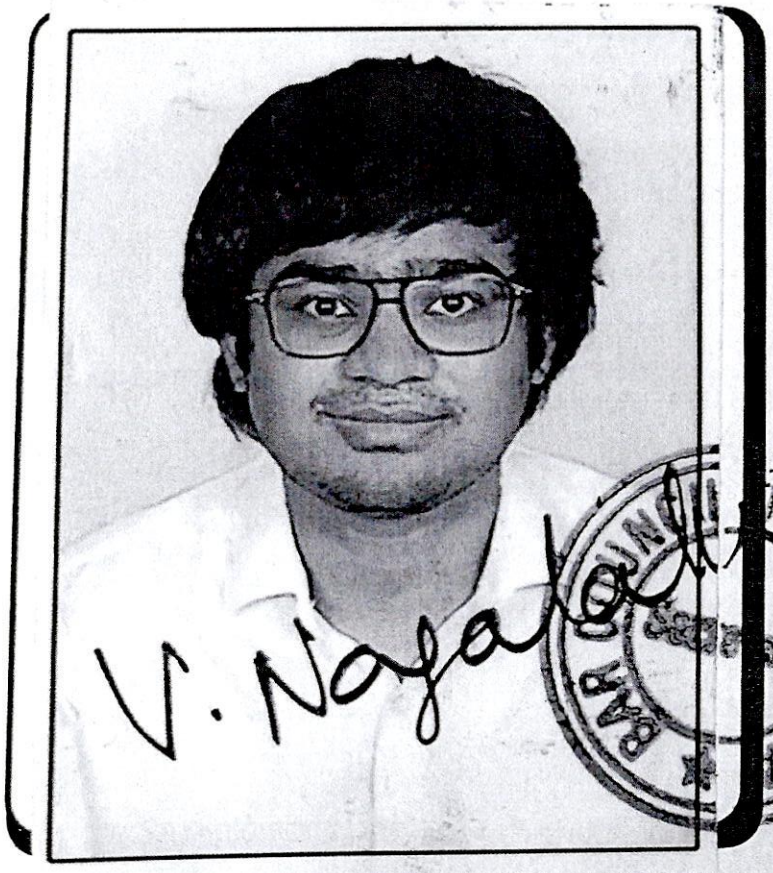
This Card is valid till 1/3/2022



16FLUHH 01C 0154

(3)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Aitha Prem Sai

Advocate

Place : High Court

Date of Birth : 13/12/1997

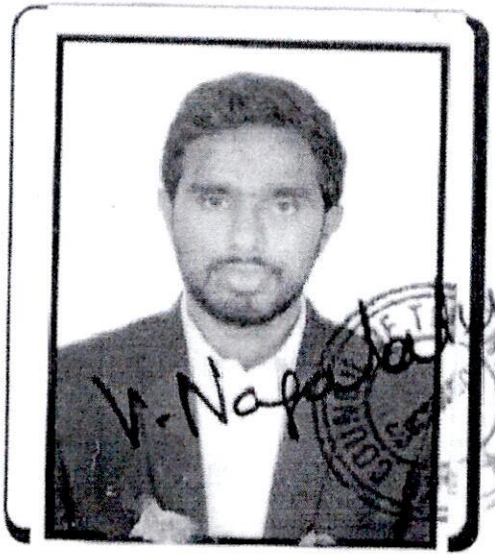
This Card is valid till 13/2022

59

19

16PLUHH01C0157

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Vakiti Shiva Shankar

Advocate

Place : High Court

Date of Birth : 13/8/1999

This Card is valid till 1/3/2022

16FLUHH01C0162

Roll No. TS/ 1950 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Tanya kanwar

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the First *day of* October 2021

V. Nagalakshmi
Secretary,
Bar Council of the State of Telangana

Note : This certificate is valid upto 31.03.2022 or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.

16FLUHH01C0163

(23)

Ajayinder Sangwan
ADVOCATE
Hony. Secretary
Bar Council of Delhi

Mob. : 9811164628
Phone : +91-11-26498356, 41752340, 45603795, 45603739, 43559586
E-mail : ajayindersangwan@gmail.com
barcouncilofdelhi@rediffmail.com
Web. : www.delhibarcouncil.com

दिल्ली विधिज्ञ परिषद्
BAR COUNCIL OF DELHI

(Statutory Body Constituted under the Advocates Act, 1961)
2/6, Siri Fort Institutional Area, Khel Gaon Marg, New Delhi-110 049

Ref. No. : BCI-IL-8769-8723/SF/2021 Dated : 07 Oct, 2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Ashutosh Srivastava, S/o Mr. Umesh Chandra Srivastava,** has been admitted on **07th October, 2021** to be an Advocate, with Bar Council of Delhi vide Enrolment No. **D/8769/2021** and that his name has been entered provisionally on the Roll of Advocates maintained by this Council.

Provisional Enrolment Certificate and Provisional Identity Card will be issued to him in due course of time, most probably, on or after **30th October, 2021**.

Thanking you,

Yours sincerely,

(Ajayinder Sangwan)
Hony. Secretary

Prepared & Checked by
(Jagdish Yadav)

(5)

16FLUTH01C0166

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: S. Venkata Nitesh

Advocate

Place : Hyderabad

Date of Birth : 10/01/1998

This Card is valid till 01/03/2022

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1652/2021

This is to certify that Mr/Ms S. Venkata Nitesh

Whose photograph is affixed here with has been enrolled as an advocate on 02/09/2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

BAR COUNCIL OF THE STATE OF TELANGANA HYDERABAD

V. Nagalakshmi

SECRETARY

Bar Council of the sState of Telangana

(40)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Banavath Anusha

Advocate

Place : Hyderabad

Date of Birth : 29/03/1998

This Card is valid till 12/02/2022

Scanned with CamScanner

16FLUHH02C[illegible]2

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1576 /2021

This is to certify that Mr/Ms ..... Banavath Anusha .....

Whose photograph is affixed here with has been enrolled as an advocate on..... 13/08/2021 ... and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

BAR COUNCIL OF THE STATE OF TELANGANA HYDERABAD

V. Nagaladi

SECRETARY

Bar Council of the sState of Telangana

Scanned with CamScanner

16FLUHH02C0013

No. 28026

ODISHA STATE BAR COUNCIL

KACHERI ROAD, CUTTACK-753002

Received the following documents from

Name.....Debabrata Dash.....

Place.....Jeypore.....

1. Enrolment Form No. 35558
2. High School Examination Certificate Original with copy.
3. LL. B. Original / Provisional Certificate with copy.
4. Conduct Certificate of LL. B. Degree in Original.
5. (a) Degree Examination Original Mark Sheet with copy.
   (b) +2 Mark Sheet (Original with Copy)
6. Two P. P. size attested Photographs.
7. Caste Certificate Original with True copy.
8. Relieve Order with copy.
9. Resumption Fee : (a) OSBC (b) BCI
10. Pension Application Form : Group (A) (B) (C) (D)
11. Bank Draft / Challan.

(i) No. 949646 Date 27.8.17 Rs. 1200/-

(ii) No. T-2 Date Rs. 5000/-

(iii) No. T-3 Date Rs. 3600/-

(iv) No. T-4 Date Rs. 100000/-

(v) No. T-5 Date Rs. 5000/-

(vi) No. T-6 Date Rs. 3300/-
12000/-

Sl. No. 994

Date.....27.8.17.....

Signature

No. 136667

ADVOCATES' WELFARE FUND TRUST
ODISHA STATE BAR COUNCIL

HIGH COURT BUILDING, CUTTACK - 753002

Name Debabrata Dash
Tripathy

M.S. No. O

Sl. No.	PARTICULARS	AMOUNT Rs.	P.
1.	Admission Fee (Form No.-III)		
2.	Membership Fee for the year		
3.	Late Fee		
4.	A.W.F Stamp		
5.	Booklet 1 nos	50	00
6.	Duplicate Certificate Fee		
7.	Life Membership Fee		
8.	Nominee Change		
9.	Miscellaneous Receipt		
	(i)		
	(ii)		
	TOTAL	50	00

Received Rupees fifty only

vide D.D. No. ..... *Date* .....

Name of the Bank .....

or Challan No. 91 *Date* 26/8/2021

Corporation Bank, OSBC, Cuttack.

Date 26/8/2021

R. Dash
Signature

Under Rs. 50 (Rupees fifty only)

QUADRUPLICATE (For the Depositer)
CASH

UNION BANK OF INDIA

O.S.B.C. Ex. Branch, Cuttack - 2
SAVINGS ACCOUNT PAY IN SLIP
FOR NOTES AND COINS ONLY

A/C No. 520101053307281 Date 26/08/2021

Particulars of Cash

Notes	Rs.	P.
Rs 2000 X		
500 X		
200 X		
100 X		
50 X		
20 X		
10 X		
5 X		
1 X		
Rupees - Small Coins		
TOTAL		

यूनियन बैंक ऑफ इंडिया UNION BANK OF INDIA (IND) 26 AUG 2021 CASH-12 नकद प्राप्त किया/CASH RECEIVED

Paid into the CREDIT of **Advocates Welfare Fund Trust Account.**

Rs.(In figure) 50

(In words) fifty only

as per particulars given in the margin.

Teller No. 91 Deposited by D. Dash

Scroll No. .....

Cash Officer ..... Manager .....

16FLUHH 02C 0024 (25)

Ajayinder Sangwan
ADVOCATE
Hony. Secretary
Bar Council of Delhi

Mob : 9811164628
Phone : +91-11-26498356, 41752340, 45603795, 45603739, 43559586
E-mail : ajayindersangwan@gmail.com
barcounciloldelhi@rediffmail.com
Web : www.delhibarcouncil.com

दिल्ली विधिज्ञ परिषद्
BAR COUNCIL OF DELHI

(Statutory Body Constituted under the Advocates Act, 1961)
2/6, Siri Fort Institutional Area, Khel Gaon Marg, New Delhi-110 049

Ref. No. BCI-IL-9141-9095/SF/2021 Dated : 25 Oct, 2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Masoom Raj Singh, D/o Mr. Priya Brat Singh,** has been admitted on **25th October, 2021** to be an Advocate, with Bar Council of Delhi vide Enrolment No. **D/9141/2021** and that her name has been entered provisionally on the Roll of Advocates maintained by this Council.

Provisional Enrolment Certificate and Provisional Identity Card will be issued to her in due course of time, most probably, on or after **30th November, 2021**.

Thanking you,

Yours sincerely,

(Ajayinder Sangwan)
Hony. Secretary

Prepared & Checked by
(Jagdish Yadav)

16 FLUH1702C0039

(2)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Shreya Nigam

Advocate

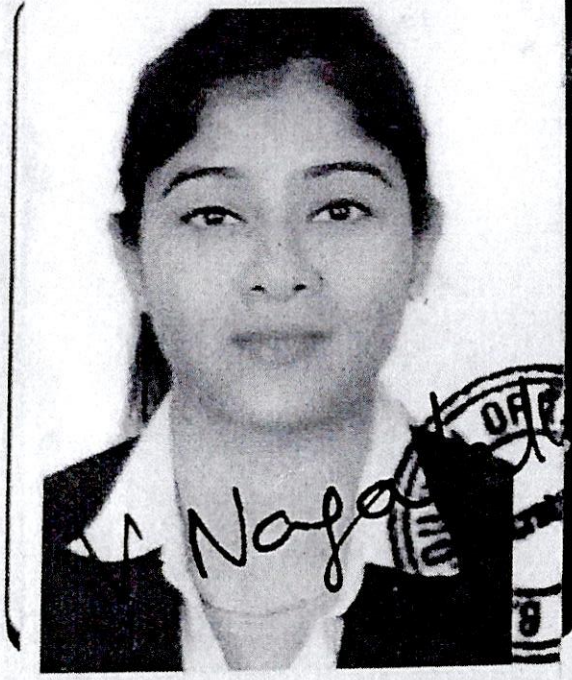
Place : Hyderabad

Date of Birth : 29/11/1998

This Card is valid till ..08/03/2022

(1)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: P. Vaishnavi

Advocate

Place : High Court

Date of Birth : 1/10/1998

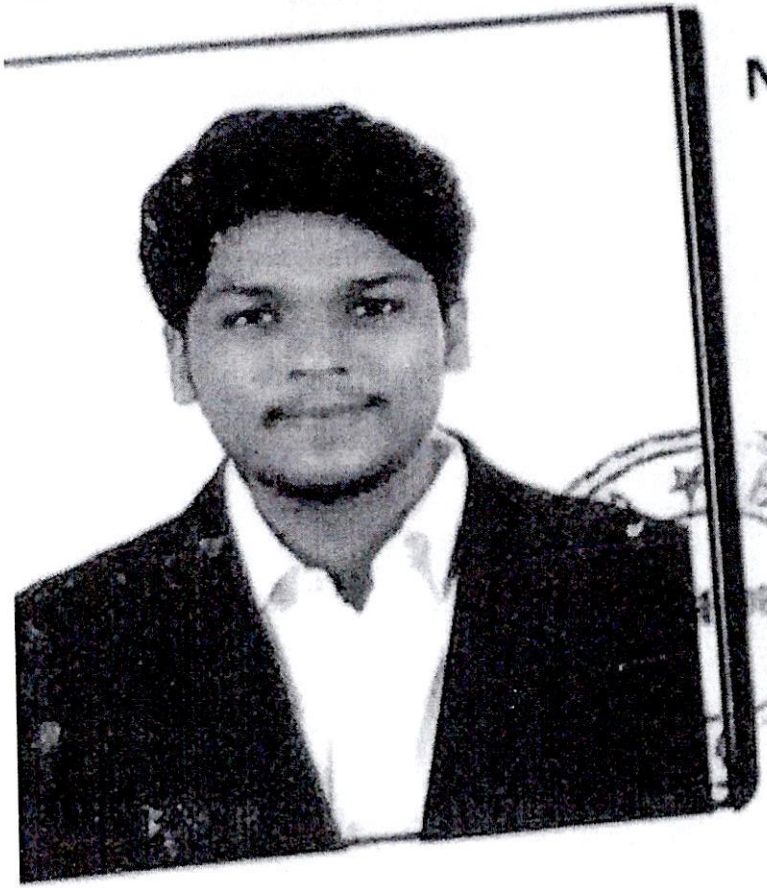
This Card is valid till 1/3/2022

16FLUHH02C0055

16FLUHA02C00057

(1)

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Konda Sai Prakash

Advocate

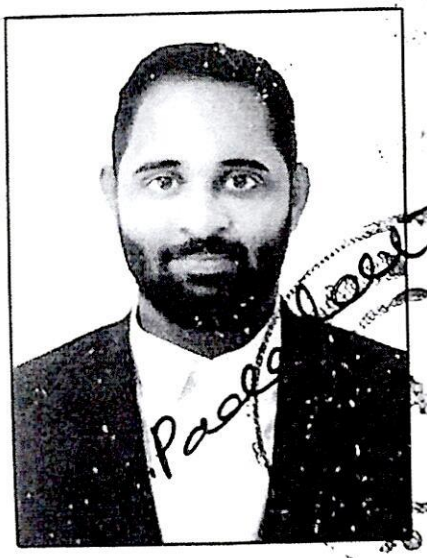
Place : Nampally Criminal Court

Date of Birth : 05/03/1999

This Card is valid till 12/02/2022

(34)

BAR COUNCIL OF ANDHRA PRADESH
PROVISIONAL ID CARD



Name. KPS. Sailesh Reddy

Advocate

Place : A.P. High Court

Date of Birth : 11-12-1998

This Card is valid till... 11-03-2022

THE BAR COUNCIL OF THE STATE OF ANDHRA PRADESH, AMARAVATI

Roll No. AP/ 1586 /2021

This is to certify that Mr/~~Ms~~.... KPS. Sailesh Reddy.....
Whose photograph is affixed here with has been enrolled as an advocate on 12-9-2021. and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of the State of Andhra Pradesh under section 17 of the Advocates Act, 1961.

B. Padmalatha
Secretary,
Bar Council of the State of Andhra Pradesh

16T2UHH01C0074

BAR COUNCIL OF ANDHRA PRADESH
PROVISIONAL ID CARD



Name. H.V.S.D. Shruthik Mahuri

Advocate

Place : A.P. High Court

Date of Birth : 16-09-1998

This Card is valid till 11-3-2022

B. Padmalatha

THE BAR COUNCIL OF THE STATE OF ANDHRA PRADESH, AMARAVATI

Roll No. AP/ 1574 /2021

This is to certify that Mr/Ms. H.V.S.D. Shruthik Mahuri Whose photograph is affixed here with has been enrolled as an advocate on 12-9-2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of the State of Andhra Pradesh under section 17 of the Advocates Act, 1961.

B. Padmalatha
Secretary,
Bar Council of the State of Andhra Pradesh

16FLUHH01C00158

17

16 FLUHH 02C 0018

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Ishika Sinha

Advocate

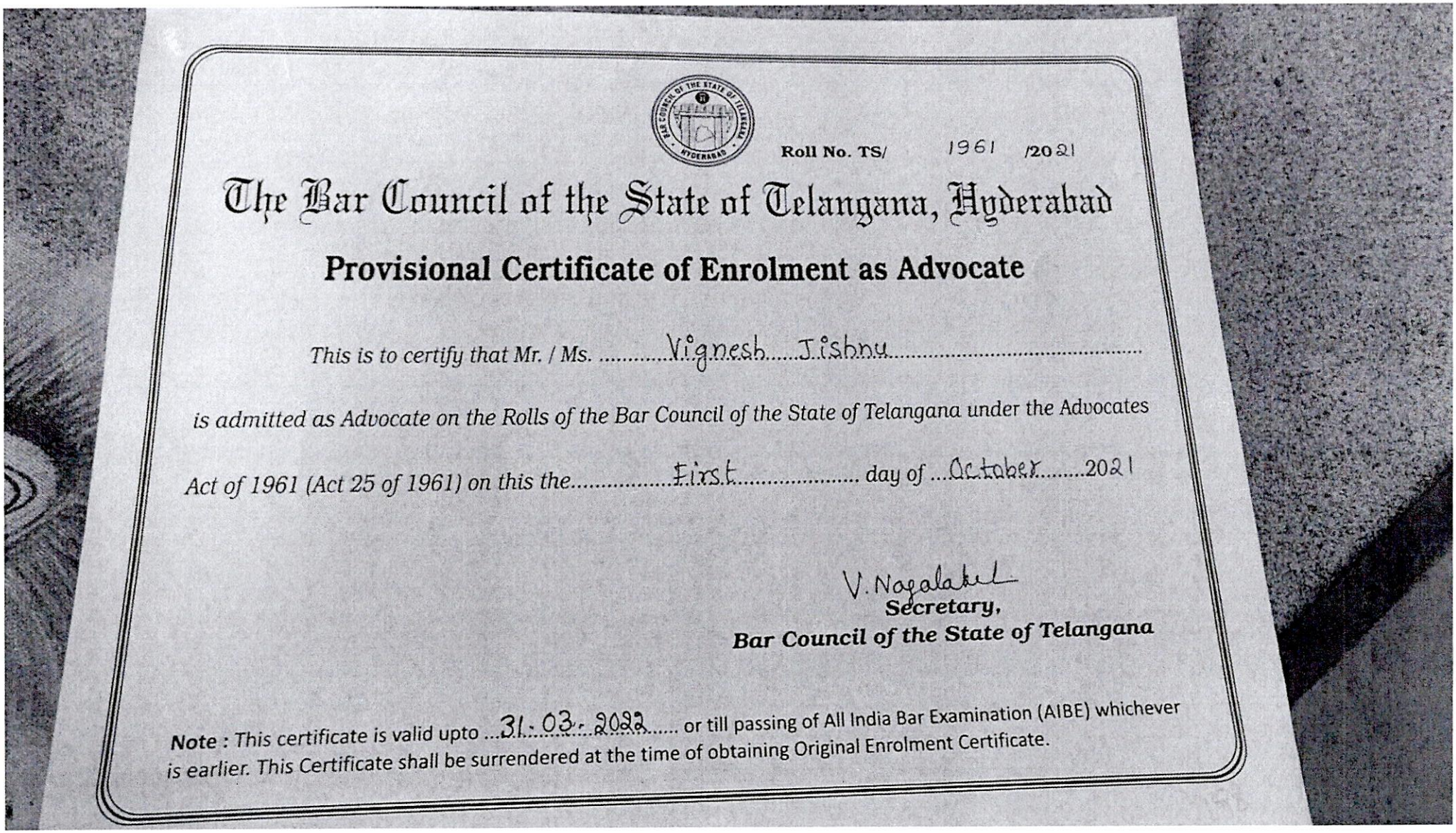
Place : High Court

Date of Birth : 13/9/1997

This Card is valid till 1/3/2022

30

16FLUHA01C0141



Roll No. TS/ 1961 /2021

The Bar Council of the State of Telangana, Hyderabad

Provisional Certificate of Enrolment as Advocate

This is to certify that Mr. / Ms. Vignesh Jishnu

is admitted as Advocate on the Rolls of the Bar Council of the State of Telangana under the Advocates Act of 1961 (Act 25 of 1961) on this the First *day of* October 2021

V. Nagalakel
Secretary,
Bar Council of the State of Telangana

Note : *This certificate is valid upto* 31.03.2022 *or till passing of All India Bar Examination (AIBE) whichever is earlier. This Certificate shall be surrendered at the time of obtaining Original Enrolment Certificate.*

(44)

स्टेट बार कौंसिल आफ मध्यप्रदेश, जबलपुर

प्राविधिक नामांकन प्रमाण पत्र

(वैधता दिनांक 11/09/2021 से दिनांक 10/09/2023 तक)

नामांकन कमांक MP/3856/2021 नामांकन दिनांक 11/Sep/2021

वृतिकस्थल UJJAIN

प्रति,



Ku. ISHIKA INGLE
D/O SHIVAJI INGLE
64 UNIVERSITY ROAD OPPOSITE IG BUGLOW
UJJAIN

महोदय / महोदया,

एतद् सूचित किया जाता है कि स्टेट बार कौसिंल आफ मध्यप्रदेश की नामांकन समिति द्वारा नामांकन कमांक MP/3856/2021 दिनांक 11/Sep/2021 के द्वारा आपको एडवोकेट घोषित कर दिया गया है एंव आपका नाम स्टेट बार कौंसिल आफ म.प्र. की अधिवक्ता नामावली पंजी में अंकित कर लिया गया हैं ।

चूंकि आपके द्वारा विधि स्नातक की उपाधि शैक्षणिक सत्र 2009–2010 मे अथवा उसके बाद उत्तीर्ण की गई , अतः आपको एडवोकेट एक्ट की धारा 49(1) (ए एच) के अंतर्गत बार कौंसिल आफ इंडिया द्वारा बनाये गये नियमों के अधीन अखिल भारतीय बार परीक्षा उत्तीर्ण कर विधि व्यवसाय का प्रमाण–पत्र प्राप्त करना आवश्यक है।

बार कौंसिल आफ इंडिया की अखिल भारतीय बार परीक्षा समिति कि बैठक दिनांक 26 अगस्त 2012 में पारित प्रस्ताव के अनुसार यह प्राविधिक नामांकन प्रमाण पत्र आपके नामांकन दिनांक 11/09/2021 से दिनांक 10/09/2023 तक मात्र दो वर्ष की अवधि हेतु वैध होगा उक्त दो साल की अवधि में यदि आपके द्वारा अखिल भारतीय बार परीक्षा उत्तीर्ण नहीं की जाती है तो उस स्थिति में आपको परिषद द्वारा पुनः प्राविधिक नामांकन प्रमाण पत्र जारी नहीं किया जायेगा एवं आपके अधिवक्ता व्यवसाय करने पर तब तक प्रतिबंध रहेगा जब तक की आप अखिल भारतीय बार परीक्षा उत्तीर्ण नहीं कर लेते है । यदि आपके द्वारा दो साल की अवधि के अंदर अखिल भारतीय बार परीक्षा उत्तीर्ण कर ली जाती है तो ऐसी स्थिती में आपको प्राविधिक नामांकन प्रमाण पत्र परिषद में वापिस जमा करना होगा तदुपरांत ही बार कौंसिल आफ इंडिया द्वारा प्रदत्त किये जाने वाले Certificate of Practice के आधार पर आपको परिषद द्वारा अधिवक्ता नामांकन की मूल सनद एवं परिचय पत्र जारी किया जाऐगा ।

अखिल भारतीय बार परीक्षा से संबंधित समस्त जानकारी हेतु आप बार कौंसिल आफ इंडिया , नई दिल्ली से निम्न पते एवं वेबसाईट पर संपर्क कर सकते है। :–

THE SECRETARY
Bar Council of India
21, Rouse Avenue, Institutional Area,
Near Bal Bhawan, New Dehli ,Pin 110002
Telephone No 011-49225000,32402082
Telefax-011 41036283
Email: info@barcouniclofindia.org,
Website : www.barcouncilofindia.org

भवदीय

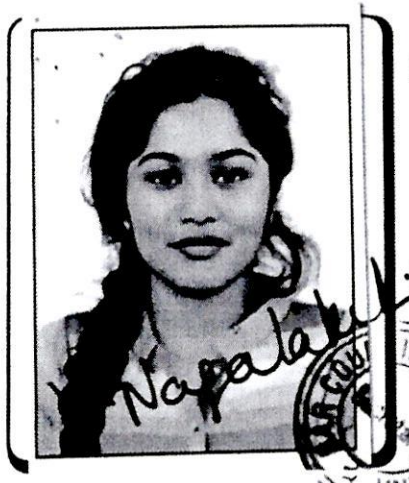
प्रशांत दुबे
सचिव

16-LUHH 02C 0018

नोट – प्राविधिक प्रमाण पत्र के आधार पर आप अपने व्यवसाय स्थल के अधिवक्ता संघ में सदस्यता प्राप्त कर सकते है, जो 2 वर्ष [illegible]

16FLUHH01C0039

BAR COUNCIL OF TELANGANA
PROVISIONAL ID CARD



Name: Galla Venkata Sai Lakshmi Roy
Advocate

Place : Hyderabad

Date of Birth : 19/10/1997

This Card is valid till 08/03/2022

THE BAR COUNCIL OF THE STATE OF TELANGANA, HYDERABAD

Roll No. TS/ 1744 /2021

This is to certify that Mr/Ms Galla Venkata Sai Lakshmi Roy Whose photograph is affixed here with has been enrolled as an advocate on 08/09/2021 and that his / her name is entered on the Roll of Advocates maintained by that Bar Council of The State of Telangana under section 17 of the Advocates Act, 1961.

V. Nagalakshmi

SECRETARY
Bar Council of the State of Telangana