



Deviprasad Goenka Management College of Media Studies (DGMC)  
 RSET Campus, S. V. Road, Malad (w), Mumbai 400 064, Maharashtra, India

### 3.5.1 Number of Collaborative Activities for research, faculty exchange, student exchange/internship during the year

Sr. No.	Name of the collaborating agency with contact details	Name of the participant	Nature of the activity
1	MID Day	Krishna Yadav	Internship
2	Endemol's Shine India	Utkarsh Shukla	Internship
3	Egg First Adversting	Shubham Konojya	Internship
4	L&T	Tayyaba Shaikh	Internship
5	L&T	Ayushi Khandelwal	Internship
6	The Moving Head	Jayraj Solanki	Internship
7	The Small Big Idea	Raichel Martin	Internship
8	CoIXLAB	Aditya Pendenkar	Internship
9	Contiloe Productions	Anjanya Upadhya	Internship
10	MSME-Udyog Aadhaar	Dinesh Prajapati	Internship
11	Films by Filmbuffs Production	Subhradip Roy	Placement
12	Films by Filmbuffs Production	Soumyak Chakraborty	Placement
13	Films by Filmbuffs Production	Sohom Ganguly	Placement
14	Endemol's Shine India	Yash Nimani	Placement
15	Animation Express	Dhruvi Joshi	Placement
16	Awww-Happiness From Day 1 to Day	Siya Soni	Internship
17	Yangpoo	Dhrasti Paronigar	Placement
18	Cannibles Media	Jimit Bhavsar	Internship
19	Nykaa	Mrunali Harish Sakhale	Placement
20	9 Wings	Pooja Shah	Placement
21	vLEAD	Arya Pathak	Internship
22	Zell Education	Astha Shah	Internship
23	Planning Labs	Digant Jangid	Internship
24	Planning Labs	Jeet Aggarwal	Internship



*Alena*

# EndemolShine India

Utkarsh Shukla, ("You/Your")  
3/6, N-N pandey chawl, Sobhash nagar,  
Ghatkopar west- 400084

Dated: 02<sup>nd</sup> November 2022

PAN No: KVBPS6655B

Sub: Contract of Consultancy ("Agreement")

Dear Utkarsh,

1. Endemol India Pvt. Ltd. ("The Company") is pleased to offer You the position "PRODUCTION ASSISTANT" for the project titled "BIGG BOSS HINDI S16" (hereinafter referred to as the "Project") from 25<sup>th</sup> September 2022 ("Effective Date") and shall continue till 15<sup>th</sup> January 2023 ("Term") for the services as customarily rendered in the film and television industry. You shall be paid an amount INR 15,000/- (Fifteen Thousand Only) per month, inclusive of all taxes/duties and conveyance ("Fees") plus GST (if applicable) the sufficiency of which is duly acknowledged. For the days You do not render Services, the Fees will be deducted on a *pro-rata* basis. The payment of Fees is inclusive of all payments to be made to You and the Company shall not be liable to bear or pay any additional amounts for the Services rendered by You under this Agreement. Any travel, lodging or boarding required for the purpose of rendering Services as may be intimated by the Company shall be provided as per the Company's policy.
2. This Agreement shall become effective from Effective Date and shall continue in full force till end of Term unless extended by The Company in writing (email permitted), subject to termination provisions as per the terms of the Agreement. The Company shall be entitled to renew this Agreement or enter into a new agreement for such period and upon such terms and conditions as will be decided at that point in time by The Company.
3. The payment of your Fees will be made around the 15<sup>th</sup> day of subsequent month of you rendering Services, post confirmation & submission of your approved tax invoice. You will exclusively be responsible for payment of all taxes. The Company shall withhold all applicable taxes as required under applicable law from any amounts paid or payable to you pursuant to your Agreement. All payments made to you by The Company shall be net of any applicable withholding taxes.
4. During the Term, your Services could be considered for any other projects or roles within The Company, which you are expected to adhere to without any changes in your Fees for the Project.
5. At all times during the Term, You shall procure that any payments, goods, gifts, benefits, entertainment, transfers or any other consideration ("Payment") offered or given to third parties by You or any of Your team members in connection with the Agreement, comply with all applicable laws, regulations, governmental rules, guidelines and codes relating to bribery and corruption, including the U.S. Foreign Corrupt Practices Act, United Nations Convention against Corruption and the UK Bribery Act 2010.
6. You shall neither during the Term, nor at any time after its termination or expiry, directly or indirectly: (a) use for your own purposes or those of any other person, company, business entity or other organization whatsoever, or (b) disclose to any person, company, business entity or other organization whatsoever, any confidential information relating or belonging to the Company (including its corporate parent, subsidiaries, investments, and affiliates), and including but not limited to information relating to analysis, projections, business plans, transactions, strategic information, marketing plans, clients, client lists, candidates, candidate lists, marketing and sales information, designs, services, research activities, source codes, software, intellectual property, trademark or patent applications, discoveries, ideas, concepts, know-how, techniques, processes, procedures, designs, specifications, proposals, requests for proposals, proposed products, and any other technical, financial or business information or any document marked 'Confidential' (or with similar expression), or any information which you have been told is confidential or which you might reasonably expect The Company to regard as confidential. Disclosure of any confidential information shall result into stern action by The Company including but not limited to termination of the Agreement and/or you being liable to pay to The Company reasonable damages ("Damages") as determined by the Company.
7. Ownership of Intellectual Property Rights:
  - 7.1. All works and product of Services developed by you during the Term ("Works") shall at all times constitute and shall be deemed to constitute works-made-for-hire / commissioned works developed at the instance of The Company in accordance with The Indian Copyright Act, 1957 under a 'contract of service' as per Section 17 (b) and (c) of the Indian Copyrights Act, 1957 and The Company shall be the first and exclusive owner of all rights including but not limited to Intellectual Property Rights and copyright in the Works for all purposes, for the entire Territory and in perpetuity. The Company, as first and exclusive owner, shall have the sole and exclusive right to exercise all rights comprised in copyright in the Works in accordance with Section 14 (1) (a) of the Indian Copyright Act, 1957 or any other equivalent provision thereof. You further acknowledge that The Company shall be the sole and exclusive owner of derivative rights and shall have the sole and exclusive right to produce derivative works based on the Works. You acknowledge that The Company is/shall be the first and exclusive owner of all intellectual property rights including copyrights in the Works, in the entire territory of the world and in perpetuity.

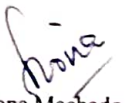
8. You represent, warrant and undertake that You:
- 8.1. are a major and have the capacity and authority to execute this Agreement.
- 8.2. are not subject to any conflicting obligation or disability under any other agreement which will prevent or interfere with the due execution and performance of Services and obligations under this Agreement;
- 8.3. shall render Services to the best of your skill and ability and in accordance with the timelines given by the Company.
- 8.4. During the Term, You shall fully and promptly observe and comply with such regulations, instructions or requirements as may from time to time, consistent with the terms of this Agreement, be given or made known to You by the Company. You shall also comply and abide by the travel, boarding and lodging provisions without any demur which shall be provided to You by The Company as per the Company's policy.
- 8.5. shall ensure that due care is given to the Company's property and equipment in Your direct care and control. Any loss or damage to such equipment attributable solely to You must be recorded in writing, which must be handed to the Company and/or its authorized representative.
- 8.6. shall not use derogatory remarks directly or indirectly for the Company, its associates, representatives, technicians or any person connected with the Project.
- 8.7. shall always maintain in good condition the Company's assets and properties which may be given to You for official use which shall be returned to the Company immediately on expiry or termination of the Agreement or in the event Your Services have been suspended.
- 8.8. shall not misrepresent the Producer and shall not make any commitments, whether financial or other on behalf of the Company, without the prior written authorization of the Company.
- 8.9. are not a government official who has any connection with any matter related to any aspect of this Agreement or is closely connected with, or related to, any such government official.
- 8.10. Shall ensure full compliance with applicable law in India or in the country where You are rendering the Services.
- 8.11. Without The Company's prior written approval, You are prohibited from making any Facilitating Payment or providing any Business Courtesy in connection with this Agreement or on behalf of The Company. A "Facilitating Payment" is a small value payment made to a Government Official to expedite or secure the performance of routine, or non-discretionary, governmental action, which is ordinarily and commonly performed by a Government Official. A "Business Courtesy" is any benefit provided to anyone outside of The Company free of charge or at a charge less than market value, including but not limited to any gift, payment of travel, meals or lodging expense, entertainment, or offer of employment.
- 8.12. Not at any point do any act which shall be in contravention to the provisions of the Prevention of Sexual Harassment Act, 2013 and/or the Indian Penal Code, 1860 and/or the Narcotic Drugs and Psychotropic Substances Act, 1985 (collectively referred to as "Acts"). Further You understand and acknowledge that in the event any proceedings are initiated against You under any of the aforementioned Acts, the same shall entitle the Company to terminate Your employment with the Company.
- 8.13. You are mandated to follow all rules, regulations and protocols set against fighting COVID-19 Pandemic on all work premises of The Company as described on <https://www.maharashtra.gov.in/>.
- 8.14. You will not make, offer, authorize, or promise to make, or receive or accept, any payment or transfer of anything of value during the course of Your performance under this Agreement:
- 8.15. to or from any officer, employee or representative of any actual or potential customer of The Company or any of its affiliates; or to or from any officer or employee of The Company or any of its affiliates; or to or from any other person or entity, if any payment or transfer described in this paragraph would violate the laws of the country in which it is made, the laws of the United States of America (including the United States Foreign Corrupt Practices Act of 1977, as amended), the laws of India or other applicable anti-corruption laws, including the UK Bribery Act 2010
9. The Company may terminate this Agreement by giving a 15 (fifteen) day notice in writing (emails allowed) in the event of a non-performance or breach of the Services, representations, warranties, undertakings and obligations and failure to remedy the same within 15 (fifteen) days; or (ii) any act which amounts to a criminal offence punishable under any law for the time being in force; or (iii) any act committed which amounts to sexual harassment under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Notwithstanding anything contained in this Agreement, The Company shall also be entitled to terminate this Agreement immediately without notice and without giving any reasons. You may terminate the Agreement by giving a 15 (fifteen) day prior written notice to the Company.
10. Consequences of Termination:
- 10.1. You shall return all Works and all materials and all other properties, documents, including but not limited to laptop(s), cellular phone(s), keys or credit card whatsoever which may be in Your possession or under Your control relating to the Program immediately without any demur or protest in the same condition as when provided to you. In an event, You fail to return any material completely or return with any damage caused to such material within 3 (three) days from the date of termination, The Company shall reserve the right to adjust such cost of such 'not returned' material against Your full and final payment.
- 10.2. You shall do a handover in accordance with the instructions of the Company and shall execute all documents as will be required by the Company at the time of Your exit without any demur or protest.
- 10.3. Subject to compliance of clause 10.1 and 10.2 to the satisfaction of the Company, the Company shall pay the Fees on a pro rata basis to you. However, notwithstanding the foregoing, in the event the Agreement is terminated for any reason attributable to You, You shall not be entitled to any further monies including Fees. In such an event of termination, any advance monies if paid by the Company to You shall be refunded immediately but no later than 3 days from date of termination.
- 10.4. You shall modify Your social media profiles such as LinkedIn etc., to reflect that You are no longer associated with the Company.

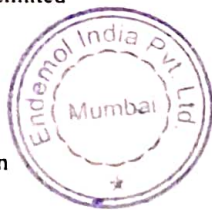
*Shiva. Utkarsh*

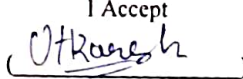
- 10.5. You shall strictly comply with Your obligations which by its nature are intended to survive.
11. You agree and acknowledge that breach of any of the provisions contained in this Agreement shall cause irreparable harm, injury and prejudice to The Company which shall not be capable of being compensated in terms of money. The Company shall, in addition to and without prejudice to The Company's rights and remedies at law and equity, be liable to seek reliefs in terms of injunctive reliefs and/or specific performance in respect of any breach by You of the terms and conditions of this Agreement.
12. You shall be a registered member of your respective association. The Company shall not be liable towards any issues arising out of your non enrollment with the associations. You shall also bear the membership fees with these organizations and any fines imposed on the Company due to you not holding an association membership. The Company reserves the right to terminate this Agreement, in case it is found that you are not a member of the said association.
13. Indemnification:
- 13.1. You shall defend, indemnify and hold harmless the Company, its assignees, representatives, agents harmless from and against any and all losses, claims, liabilities, judgments and other matters, arising out of and/or in connection with breach of any of terms of this Agreement.
14. This Agreement is governed and construed in accordance with Indian Laws. The courts of Mumbai shall have exclusive jurisdiction to try and entertain any disputes arising out of this Agreement.
15. Company shall be entitled to assign or license any or all of its rights and/or benefits under this Agreement to any third party. You shall not be entitled to delegate, assign or license any or all of his rights and/or benefits under this Agreement to any third party.
16. The failure of the Company to enforce at any time any of the provisions of this Agreement shall not be construed to be a waiver of such right, power, privilege or remedy or as a waiver of any preceding or succeeding breach by You to this Agreement nor shall any single or partial exercise of any right, power, privilege or remedy preclude any other or further exercise of such or any other right, power, privilege or remedy provided in this Agreement all of which are several and cumulative and are not exclusive of each other or of any other rights or remedies otherwise available to the Company at law or in equity.
17. If due to any COVID related issues and/or an event of Force Majeure i.e. an event beyond the Your or The Company's reasonable control (e.g., your death, incapacity or disability or any "above-the-line" personnel in the Project, an act of God, war, riot, act of terrorism, civil commotion, damage, fire, flood, or storm, pandemic, epidemic, labor dispute, strike, lockdown or lockout, any Central or State government restrictions, or other similar event) that, as determined by The Company in its reasonable good faith discretion, (i) causes an interruption or suspension of or materially hinders, interferes with or delays Your timely performance of the Services (or part thereof) in accordance with this Agreement or any of Your obligations hereunder, or (ii) interferes with The Company's ability to perform its obligations hereunder including payment obligations, the Company shall be entitled to either suspend your Agreement for those specific number of days as deemed fit by The Company or terminate the Agreement. In the event of suspension of the Agreement, the Company shall have the right to alter / modify or not pay your Fees as per the Company's sole discretion for the period of such suspension. Further, in the event of termination of the Agreement, the Company shall pay you Fees which is due and payable on a *pro rata* basis. All decisions taken by the Company in this regard shall be final and binding on you and you agree and acknowledge that you shall not raise any claims on the Company.
18. While the Company shall take precautionary measures and observe the applicable guidelines of the government, in the event You or any person associated with You contracts COVID-19 or induces any harm or injury due to Your acts or omissions or the acts or omissions of the persons associated with You, without any default of the Company, the Company shall not be held liable for such contraction of COVID-19, harm or injury.

We are delighted by the prospects of your joining and I very much look forward to working with you. Kindly endorse your acceptance by placing your signature in the space provided below.

Yours sincerely,  
For Endemol India Private Limited

  
Fiona Machado  
AVP – HR & Administration



I Accept  
  
Utkarsh Shukla



## Awww – From Day 1 to Day Happiness

ADD: B/4 – 31, Navy Colony, Liberty Garden, Malad West, Mumbai 400064. TEL: 9022984332 EMAIL: [melita@awww.co.in](mailto:melita@awww.co.in) WEBSITE: [www.awww.co.in](http://www.awww.co.in)

### Letter Of Appointment

10<sup>th</sup>

Nov, 2022 Dear Siya,

With reference to your application and subsequent interview with us, we are pleased to appoint you as the Photographer in our organisation on the following terms and conditions.

Date of Joining: 10 NOVEMBER, 2022

Salary: Your Annual Total Employment Cost to the company would be 10,000 (Ten thousand only) inclusive of travelling, details of which have been given in the annexure.

Place of Work: Your present place of work will be Mumbai during the course of the service.

Probation/Confirmation: You will be on a Probation period for Three months.

Leave: As per the nature of the business, photographers are not applicable for leaves. He/she wants to take any emergency leave or any planned leave is then or she has to arrange a backup photographer or else the salary will be deducted for the particular days. (Applicable for sick leave also or medicine emergency)

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

permission of the Company.

1. You will not (except in the normal course of the Awww's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to Awww's products or to any matter with which Awww may be concerned, unless you have previously applied to and obtained the written permission from the Management.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages licence, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with Awww and if you are offered any, you should immediately report the same to the Management.
7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
9. The shoot will be a 2 to 3 hour shoot for the maternity shoot and 3 to 4 hour for baby shoot (client flexibility excluded) covering at least 150-200 raw images.
10. Travelling and reaching the location 10 min before the shoot starts ,and travelling will be from the locations covering 100-120 km all over Mumbai.
11. All images to be shared with Awww and client within 24 hours latest after shoot on email. Email format will be provided by the company.
12. The photographer is responsible for getting client feedback, coordinating with the client for aspects of the shoot, getting the final selected images from the client and managing his calendar and the photographer sheet.
13. Props, gown and portable changing tent for shoot will be provided by Awww to the photographer which will need to be returned for full and final payment before leaving the organisation.
14. Ensure that all the gowns and props are maintained in Hygiene and Good condition. All the gowns and props are properly washed in soapy water and then use comfort conditioners for good fragrance.

15. Ensure that if there are any stitches coming out or any holes are observed on the gowns then it should be immediately brought to your incharge attention and get it properly stitched from the nearby tailor before it results to a heavy damage.
16. Photographers will be required to maintain utmost secrecy in respect of Clients documents or data, commercial offer, design documents, Project cost & Estimation, Technology, Software packages licence, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
17. Photographer will need to provide a 3 months notice if he plans to leave the organisation. Three month salary during this will be withheld and released in full and final payment.
18. You will be taking an assistant on shoots in your responsibility. No charges will be given to them. You yourself will be responsible for her/his expenses.

We welcome you to the Awww family and look forward to a fruitful collaboration.

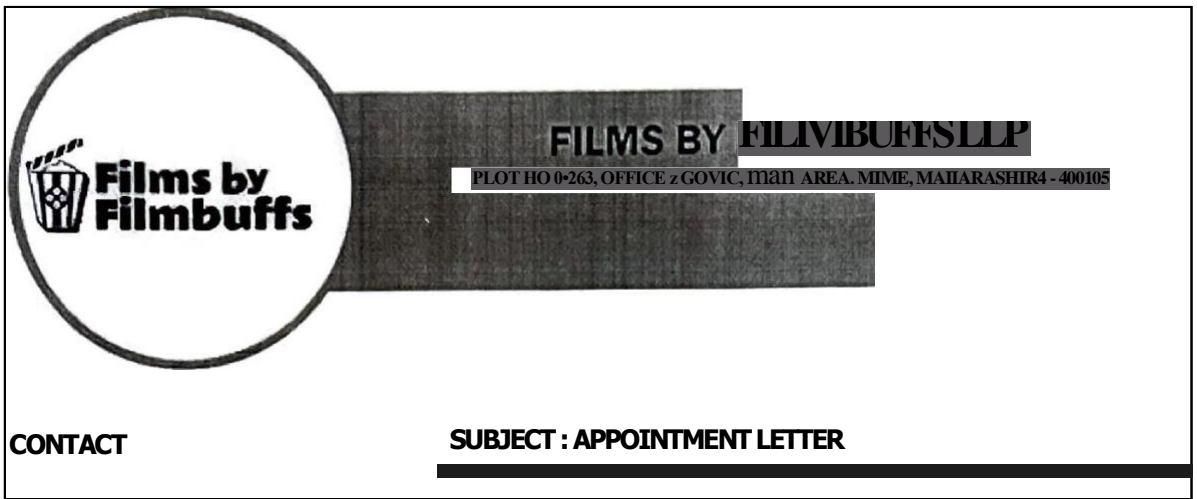
With best wishes,

For Awww



Melita furtado  
Co Founder





**CONTACT**

**SUBJECT : APPOINTMENT LETTER**

Sooraj Khanna  
Producer  
Film-Ls By Filmbuffs LLP  
Email : [almthbyfilmf@saenall.corck](mailto:almthbyfilmf@saenall.corck)  
Phone : +014879820532

TO SOUMYA CHAKROBORTY

Date ; [0<sup>6</sup> January , 2023

Dear Soumya

This is with reference to your application for the job profile "Director of Photography " and the subsequent discussions you had with us at the interview, We are pleased to inform you that your are hired for the job , as per our discussion your service will be used in multiple projects , you will not disclose project details or do any type of marketing without consent of the company .

Welcome on board , we are happy to have you , wishing you great journey with us.

Sincerely,  
Sooraj Khanna  
Producer / Founder ,

**FILMSBYFILMIBUFFSLLP**



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27<sup>th</sup> April 2022  
Ms. Dhruvi Joshi

Mumbai

## LETTER OF APPOINTMENT

Dear Dhruvi,

With reference to your application, subsequent interview with us and letter of offer dated 26<sup>th</sup> April 2022, we are pleased to appoint you as **Trainee Reporter** with Indian Television Dot Com Pvt. Ltd. ("Company").

We welcome you on board as part of the Company, on the following terms and Conditions.

### 1. JOB TITLE, TERM, LOCATION-

- i) **JOB TITLE** - Your job title would be **Trainee Reporter** and you shall be required to report to **Ms. Prerna Kothari**
- ii) **TERM** - Your appointment will be from **27<sup>th</sup> April 2022** and your services shall continue unless terminated by either you or the Company, subject to Probation.
- iii) **LOCATION** - You will be based at Mumbai. However, if required by the Company, you shall be posted at such place or places in India or abroad and render your services to the Company.

### 2. SALARY:

- a) Subject to adherence of terms and conditions of this letter, your annual salary package would be **INR 3, 00, 000 (Rs. Three Lac)** which shall be payable to you on a monthly basis of **INR 25000 (Rs. Twenty Five Thousand)** subject to tax deductions at source as per applicable law, which shall be payable to you on a monthly basis on the 10<sup>th</sup> of every month. Break up of your Salary is as detailed in the Annexure – A annexed hereto. Your Annual Salary shall be subject to all Taxes applicable in India such as Professional Tax and Income Tax etc. The said taxes will be deducted as per the applicable tax regulations, Acts and wherever required the requisite tax deduction certificate will be issued to you at the end of the financial year by the Company.
- b) You shall be responsible for filing your Income Tax return under Indian Law and statutory provisions.

### 3. DUTIES:

- a) You shall comply with all instructions, duties and responsibilities entrusted by your seniors and reporting manager. The Management reserves the right to assign to you such other duties and responsibilities, both inside and outside the office premises, as may be considered advisable, from time to time in the Company's interests.
- b) You shall be required to faithfully and loyally serve the Company during the Term and be hardworking, efficient and responsible towards the tasks assigned to you.



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#### 4. PROBATION:

You will be on probation for a period of six months from the date of your appointment. At the end of the probation period or any extension / reduction thereof, if the Company in its sole discretion finds you suitable for the job, your appointment will be confirmed in writing by issuing a Confirmation Letter. Till the Confirmation Letter is issued, you will be deemed to be on probation to which you agree and confirm. The period of probation may be extended at the discretion of the company depending on your performance and other factors.

Your continuation in the service of the company is also subjected to your performance during the period of your probation. The company reserves its rights to terminate your services in the event that (i) your performance is found un-satisfactory with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice (ii) In case of your wilful absence from the place of work without sufficient cause or prior intimation to the Company and / or shortfall in notice period, Company reserves the right to recover the shortfall in notice period from the full and final settlement and / or balance, if any, to be recovered from you. During probation period, you may also resign your appointment with 15 days' notice or payment of 15 days basic salary in lieu of notice, at the discretion of the Company.

**Proviso:** Provided, however, that the above requirement may be altered/ modified in such manner as may be necessary for the company to discharge its existing and forthcoming obligations.

#### 5. LEAVE:

You will be entitled to leave as per the leave policy of the Company applicable to your category of employees and location of posting.

#### 6. TRANSFER:

Your services are liable to be transferred to any other Departments, Branches, Sites, Sister Companies or any of their branches in India. On your transfer, you will be governed by the company's rules applicable to the Establishment to which you are posted.

#### 7. INCREMENTS:

Increments will not be automatic, but will be at the discretion of the Management, and will depend on the periodic performance assessments.

#### 8. NOTICE PERIOD:

Your continuation in the service of the Company is a subject to your satisfactory performance during the entire period of employment. Once your job is confirmed the notice period for discontinuation of service on either side will be **90 days**. If you fail to comply with the notice clause, the Company shall have the discretion to forfeit your salary and benefit for the notice period and / or balance, if any, to be recovered from you as follows:

- For Mid & Junior Level Positions: 45 Days basic salary and likewise in case you resign you will be required to give one and half month's notice or pay one and half month's basic salary to the company in lieu of notice period.
- For Senior Level Positions: **90 days** basic salary and likewise in case you resign you will be required to give two months notice or pay two months basic salary to the company in lieu of notice period. Notice pay will be computed on a monthly take home, as defined in Clause (2)

**Proviso:** Provided, however, that the above requirement may be altered/ modified in such manner as may be necessary for the company to discharge its existing and forthcoming obligations.



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## SERVICE RULES:

### **Non Compete & Exclusivity**

Your whole time and attention should be devoted to the interests of the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without permission in writing of the CEO of the Company.

It is specifically agreed by you that upon termination/expiry of your employment, for a period of 12 (twelve) months, you shall not take up any assignment with any company in same/similar business as the Company. You agree that the restrictions contained in clause are reasonable and necessary for the protection of the Confidential Information of the Company and its clients and shall survive the termination of this Letter of Appointment.

**Non Disclosure of Confidential Information** You will not at any time without the written consent of the CEO disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, business, plans, administration or research carried out whether the same may be confided to you or become known to you in course of your service or otherwise. All disclosed Confidential Information remains the property of the Company.

Confidential Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programmes, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company. At the time of appointment you will have to sign a copy of 'Employee Non Competition & Non Disclosure Agreement'.

### **Intellectual Property**

All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the company ("Work Product") will solely and absolutely belong to the company. You shall not be entitled to claim ownership of any rights on the same. Work done by you shall for the purpose of Copyright Act 1957 (as amended) ("Copyright Act") and statues of all countries shall be deemed as "Work made for Hire".



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If you have any rights to the Work Product that cannot be assigned to the Company, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against the Company and its affiliates and their employees, contractors or clients with respect to such rights and grant to the Company and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub-licensable, fully paid-up and royalty free exclusive license to such Work Product, or part thereof.

In consideration of your salary, and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely and in perpetuity. You on signing this letter of appointment voluntarily waive all moral rights and any rights u/s 19(4) of the Copyright Act, 1957.

On termination or expiration of your employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree that you retain no rights to use the Work Product and agree not to challenge the validity of the Company's ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds there from, even if after expiration or termination of your employment hereunder.

Any invention, improvement, or design conceived or any software/hardware developed by you while in employment with Our Company, which is within the existing or contemplated scope of the business of the Company, shall become the Company's exclusive property for all countries in perpetuity

**a. Past Records**

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to be terminated from service without any notice and prosecuted legally if this has any implication's on the Company.

**9. INDEMNITY -**

You agree to indemnify the Company for any losses or damages sustained by the Company which is caused by or related to your breach of any of the provisions contained in this Letter of Appointment

**10.** You acknowledge and agree that the restrictions contained in this Letter of Appointment are considered reasonable for the legitimate protection of the business and goodwill of the Company, but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective; provided however, that on the revocation, removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this clause were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions



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revoked. Notwithstanding the limitation of this provision by any law for the time being in force, both the Company and you undertake to, at all times observe and be bound by the spirit of this clause.

11. This Letter of Appointment along with the Annexure(s), if any, represents the entire arrangement between the Company and you with respect to the subject matter thereof and supersedes and cancels all prior contracts or agreements or appointment letters, arrangements or understandings whether written or oral between the Parties hereto.

## 12. CONSEQUENCES OF BREACH OF TERMS:

Notwithstanding anything contained in Clause 4 and 8 above, should you contravene or breach any of the foregoing terms and conditions of service or if any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case you will be liable to be terminated from service without any notice and prosecuted legally if this has any implication's on the Company., the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the company

## 13. DISPUTE RESOLUTION, GOVERNING LAW AND JURISDICTION:

- i) In the event of any dispute or disagreement or interpretation of any of the terms herein or any claim of liability, the same shall be referred to a person to be nominated by the Company as an arbitrator whose decision shall be final and binding upon the parties hereto. Such reference shall be deemed to be a submission to arbitration under the Indian Arbitration and Conciliation Act, 1996 or of any modifications or re-enactment thereof. The venue of arbitration shall be at Mumbai.
- ii) Subject to clause 14(i) above, this Letter of Appointment shall be governed by the laws of India and shall be subject to the exclusive jurisdiction of the courts in Mumbai.

We take this opportunity to welcome you to Indian Television Dot Com and look forward to your long, happy and productive association with us.

Yours sincerely,

**For Indian Television Dot Com Pvt. Ltd**



**Kshitija Deshmukh**

**Manager HR**

I accept the above terms and conditions which form part of my appointment with Indian Television Dot Com -The original of this letter is in my possession.



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ANNEXURE		
NAME	Ms. Dhruvi Joshi	
DEPARTMENT	ANX	
DESIGNATION	Trainee Reporter	
DOJ	27th April 2022	
SALARY COMPONENT	Compensation Rs. Per Annum	Compensation Rs. Per Month
<b>A: Basic Salary ( Base Pay)</b>		
Basic Salary ( Base Pay)	1,20,000.00	10,000.00
COMP 1: (A)	1,20,000.00	10,000.00
<b>B : Non Basic Salary ( Non Base Allowances)</b>		
House Rent Allowance (HRA)	60,000.00	5,000.00
Conveyance Allowance	19,200.00	1,600.00
Medical Reimbursement	15,000.00	1,250.00
Special Allowance	85,800.00	7,150.00
<b>TOTAL (B)</b>	<b>1,80,000.00</b>	<b>15,000.00</b>
<b>TOTAL COST TO COMPANY (CTC): A+B</b>	<b>3,00,000</b>	<b>25,000</b>

**Notes:**

1. Net Take Home and Calculations DO NOT take into account effect of Income Tax. Please consult your Tax Advisor for the same.
2. Medical can be claimed as actuals against bills. Unclaimed amount will be paid as taxable at the end of the year.
3. Professional Tax for all the months is Rs.200, except for February it is Rs.300.





**Date: 17<sup>th</sup> Dec 2022**

To,  
**Ms. Raichel Martin Luther**  
'D' Building, Room No. 9, First Floor,  
Matunga Labour Camp,  
Dharavi, 400019

**SUB: Offer Letter**

Dear Ms. Raichel,

It is our pleasure to extend the following offer of employment to you on behalf of TheSmallBigIdea, further to the interview and discussions you have had with us. You are expected to join duty on 17<sup>th</sup> October 2022

You are offered the position of Executive and your Annual Cost To the Company will be per annum Rs. 300000/- (Rupees Three Lakh Only).

Break Up of Your Annual Cost To Company is mentioned in Annexure. Please note salaries are confidential and we expect you to not disclose them.

You will be entitled to other allowances and benefits whatsoever as per the policies of the organization. Regular performance reviews will be done to assess your suitability.

Offer stands canceled in case of any deviations in the information or if you fail to report to us on or before the pre-decided date.

You will need to submit a copy of all your educational documents, identity & address proof, experience certificate, and relieving documents on the date of joining.

We are looking forward to an enduring relationship with you.

**For TheSmallBigIdea**

**Accepted By**

**Ms. Akshata Apte**  
**Vice President – HR**

**Ms. Raichel Martin Luther**

**SMALL BIG IDEA LLP**  
UNIT NO 401, 4TH FLOOR SATYAM TOWERS,  
CTS NO 332F & 332E,  
DEONAR VILLAGE, GOVANDI (EAST),  
MUMBAI 400 088.  
www.tsbi.in



## EMPLOYMENT AGREEMENT

**AGREEMENT** is made on the 17th of October 22 **BETWEEN**  
**ALL BIG IDEA LLP**, a Limited Liability Partnership incorporated under the provisions of the Limited Liability Partnership Act, 2008, having its registered office at Unit No 401, 4th Floor, Satyam Towers, CTS No 332F & 332E, Konar Village, Govandi East, Mumbai 400 088 (hereinafter referred to as "**the Employer Company**") which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the **ONE PART**,  
**AND**

**Ms. Raichel Martin Luther**, an adult of 22, Indian Inhabitant, having PAN No AXYP6608G, currently residing at D' Building, Room No. 9, First Floor, Matunga Labour Camp, Dharavi Mumbai. Pincode: 400019. and having permanent address at D' Building, Room No. 9, First Floor, Matunga Labour Camp, Dharavi Mumbai. Pincode: 400019. (hereinafter referred to as "**the Employee**") of the **OTHER PART**.

The Employer Company and Employee shall hereinafter be referred to as the "**Parties**" in the collective and as a "**Party**" in the singular, as the context may so require.

### WHEREAS:

- A. The Employer Company is engaged in the business of Digital Marketing.
- B. The Employer Company is willing to engage the Employee's services on the terms and conditions contained in this Agreement.
- C. The Employee has represented to the Employer Company that the Employee has the necessary qualifications, expertise and capability to perform the tasks forming part of and relating to the Key Responsibility Area ("**KRA**") as more particularly mentioned in the Schedule hereunder written. Based on such representation, the Employer Company has offered and the Employee has accepted the position in the Employer Company as "Executive: Copywriting" on the terms and conditions as set out in this Agreement.

**NOW THEREFORE**, in consideration of the promises and the mutual covenants set forth herein, the Parties hereto, intending to be legally bound, hereby agree as follows:

### 1. **Date of Commencement:**

- 1.1 The Employment will commence from the **17th** day of October 22 and the Parties hereto shall be bound by the terms and conditions laid down in this Agreement.

### 2. **Job Description / Key Responsibility Areas:**

- 2.1 The Employee has been appointed for the post of Executive: Copywriting and he/she shall also be required to carry out associated functions which commensurate with his/her position as Executive: Copywriting or as the Employer Company may prescribe from time to time require.
- 2.2 A detailed Key Responsibility Area ("**KRA**") is more particularly mentioned in the Schedule hereunder written.
- 2.3 The Employee also agrees to comply with various policies of the Employer Company, which are more specifically and collectively attached and marked as "Annexures" of this Employment Agreement and also any amendments to be made in the said Company policies by the Employer Company at any time during the subsistence of this present Agreement.

### 3. **Duties and obligations:**

- 3.1 The Employee shall work full time for the Employer Company, devoting his/her time, attention and skill to the duties of his/her office and shall faithfully, efficiently, competently and diligently perform such duties and exercise such powers as may from time to time be assigned to or vested in him/her and shall comply with all lawful directions given to him/her and use his/her best endeavours to promote and extend the business of the Employer Company and to protect and further the interests and reputation of the Employer Company from any place appointed by the Employer within India without any additional cost..
- 3.2 The Employee shall act diligently and to the best of his/her ability in the discharge of his/her duties and subject to any restrictions or limitations imposed by the Partners of the Employer Company or under any policy of the Employer Company in this regard.
- 3.3 The Employee shall, unless prevented by ill-health or disability, devote adequate time, attention and abilities to the business of the Employer Company and shall faithfully serve the Employer Company and use his/her best endeavours to promote the interest of the Employer Company.

The Employee shall at all times promptly give to the Partners of the Employer Company all such information, explanations and assistance as the Partners may require in connection with the business of the Employer Company.

- 3.5 During the subsistence of this Agreement, the Employee shall neither directly or indirectly engage himself/herself in any other business, occupation or employment whether permanent or temporary nor directly or indirectly work for profits sharing or for a fixed or flexible or variable salary, without the approval of the Employer Company. In the event of default of this clause by the Employee, the Employer Company shall be entitled to terminate this Agreement forthwith.

4. **Hours of Work:**

- 4.1 The normal hours of work shall be 10 a.m. to 7 p.m. from Monday to Friday, or as shall be set out by the policies Employer Company from time to time. A detailed policy of "**Attendance**" is more particularly mentioned in the '**Annexure - A**' which is annexed hereinbelow to this Employment Agreement.

5. **Salary and Reimbursements:**

- 5.1 In consideration of his/her services to the Employer Company for the KRA as mentioned in the Schedule hereunder written, the Employer Company shall pay to the Employee during the term of this Agreement, salary / remuneration of Rs. 25000/- (Rupees Twenty Five Thousand only) per month, subject to deduction of tax at source and other statutory deductions. Salary will be reviewed annually. Payment of the salary shall be by way of in the bank account of the Employee each month. A detailed policy of "**Salary and Reimbursement**" is more particularly mentioned in the '**Annexure - B**' which is annexed hereinbelow to this Employment Agreement.

6. **Leave:**

- 6.1 The Employee shall be entitled to earned leaves and compensatory leaves in accordance with the Employer Company's leave policies for its Employees generally, as in effect from time to time. A detailed policy of "**Leaves**" is more particularly mentioned in the '**Annexure - C**' which is annexed hereinbelow to this Employment Agreement.

7. **Grievance Procedure:**

- 7.1 The Employer Company is most anxious that legitimate grievances raised by an Employee are expeditiously and fairly resolved. Any Employee who has a grievance relating to his/her employment should discuss it with the HR of the Employer Company

8. **Policy on Sexual Harassment at Workplace:**

- 8.1 A policy on Sexual Harassment at Workplace has been formulated to create and maintain a safe working environment at the office of the Employer Company where all employees treat each other with courtesy, dignity and respect irrespective of their gender, race, caste, creed, religion, place of origin, sexual orientation, disability, economic status or position in the hierarchy. Employees at the Employer Company are entitled to work in an environment free from any form of discrimination or conduct which can be considered harassing, coercive, or disruptive. A detailed policy on prevention and redressal of cases of sexual harassment at workplace is annexed and marked as '**Annexure - D**' to this Employment Agreement.

9. **Termination for Cause:**

- 9.1 The Employer Company hopes that it will not become necessary to dismiss an Employee, however, it must be understood that there are certain breaches of Company Rules (hereinafter referred to as "**Cause**") for which, after the facts have been ascertained, an Employee may be dismissed or suspended, without pay, pending further investigations. In such an event, an Employee will be afforded a full right of representation of his/her case to the Employer Company before a final decision is made. The Employee will be dismissed in the event of it becoming absolutely clear that no, or insufficient, improvement on the aspect of performance is forthcoming. At all times the Employer Company will abide by procedural fairness when dealing with dismissals from the Employer Company. For purposes of this clause, "**Cause**" shall mean:
- 9.1.1 Employee's indictment or conviction of any crime involving moral turpitude under national, state or local law;
- 9.1.2 Employee's failure to perform (other than as a result of Employee's being Disabled), in any material respect, any of his/her duties or obligations under or in accordance with this Agreement for any

reason whatsoever and the Employee fails to cure such failure within 10 (ten) business days following receipt of notice from the Partners of the Employer Company;

9.1.3 Employee commits any dishonest, malicious, fraudulent or grossly negligent act which is materially detrimental to the business or reputation of the Partners of the Employer Company or the Employer Company itself or any associated company of the Employer Company, or the Employer Company's business relationships with its clients and vendors;

9.1.4 Breach of clause on Confidentiality (clause 13), clause on Non-Compete (clause 14) as written hereunder by the Employee;

9.1.5 Unethical and intolerant behaviour with any other employee, staff or any person associated with the Employer Company;

9.2 The Employer Company shall be entitled to terminate the Employee under the above clause 9.1 by giving the Employee, 1 (one) months' notice in writing. If the cause resulting into the termination of the Employee is one which can be remedied, then the Employer Company shall give a 10 (ten) days period to the Employee to remedy his/her wrong, and if the Employee fails to remedy the wrong committed by him/her then the Employer Company shall be entitled to give him 1 (one) months' termination notice in writing as aforesaid.

#### 10. **Termination without Cause:**

10.1 Notwithstanding anything contrary herein contained, the Employer Company shall always be entitled to terminate this Agreement at any time by giving the Employee, a minimum of 2 (two) months' notice in writing, without assigning any reason or without Cause. The Employee shall also be entitled to resign at any time by giving the Employer a **minimum of 2 (two) months' notice** in writing. In the event of termination by the Employer Company or resignation by the Employee under this clause, the Employer Company may require the Employee to absent himself/herself from its premises of the Employer Company and not participate in the working of the Employer Company during the unexpired portion of the notice period.

10.2 The Management can decide to release the employee servicing notice earlier than the mentioned last working day on the resignation email.

10.3 In case of termination under this clause or clause 9, the Employee shall be entitled to receive accrued but unpaid (as of the date of Termination) Salary, to be paid in lumpsum within 60 days from the date of termination.

10.4 In case of voluntary resignation during probation, if the employee has completed 15 to 30 days in the Employer Company, a 10 days' notice shall be served; in case of 30 to 45 days a 15 days' notice and for 45 to 90 days a 30 days' notice shall be served.

10.5 In case of termination where the employee has not completed more than 6 (six) months including the notice period will not be eligible to receive the experience and relieving letters.

#### 11. **Handover:**

11.1 Upon the termination of this Employment Agreement for any reason, the Employee shall hand over charge to such person nominated for that purpose by the Employer Company and shall handover to such person all the data, files, documents and other property of the Employer Company as may be in his/her possession, custody, control or power, including but not limited to any phones, computers/ laptop, pen drives, hard-disks, data carrier, etc provided by the Employer Company.

#### 12. **Intellectual Property:**

12.1 The Employee acknowledges that ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, presentations, ideas, scripts, campaigns, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or on behalf of or for the Employer Company by the Employee whether before execution of this Agreement or afterwards (the "**Intellectual Properties**") shall vest in the Employer Company at all times.

12.2 The Employee expressly agrees that all Intellectual Properties such created by the Employee shall be under a contract of service. In consideration of his/her employment with the Employer, the Employee hereby transfers and shall be deemed to have assigned in favour of the Employer, all rights, title and interest in and to all the Intellectual Properties, together with the rights to sublicense or transfer any and all rights

assigned hereunder to third parties, in perpetuity. The Employee agrees that such assignment shall be perpetual, worldwide and royalty free. The Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Employer does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee acknowledges and agrees that he shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. The Employee shall assist and cooperate with the Employer in perfecting the Employer's rights in the Intellectual Properties.

12.3 The Employee agrees to save and indemnify and keep saved and indemnified forever the Employer from any intellectual property infringement claims made by a prior Employer or a third party, which arises out of inclusion or usage of any third-party intellectual property in the designs or copy or creative made for or on behalf of the Employer or any intellectual property developed or created for the benefit of the Employer by the Employee. Such infringing intellectual property may include without limitation any intellectual property of (i) any former employer, (ii) any person for whom the Employee has performed or currently performing consulting services in independent capacity, or (iii) any other person to whom the Employee has a legal obligation regarding the use or disclosure of such intellectual property.

13. **Confidentiality:**

- 13.1 The Employee shall not during the continuation of this Employment Agreement or thereafter, divulge or make use of any trade secret or confidential information concerning the business of the Employer Company or any of its dealings, transactions and affairs or any information concerning any of its clients, vendors, or agents which the Employee possesses or comes into possession while in the employment of the Employer Company or which he/she may make or discover while in the service of the Employer Company and the Employee shall also use his/her best endeavour to prevent any other person from doing so. All data, documents, media plans, designs, drawings, presentations, processes photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Employee or which come to the Employee's knowledge shall be treated as confidential and the Employee shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, CDs, Pendrives or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of his/her duties as the Employee of the Employer Company.
- 13.2 The Employee shall not at any time hereafter in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Employer Company whether such information is or was acquired by him before execution of this Agreement, in the course of his employment hereunder or otherwise.
- 13.3 The Employee shall not at any time hereafter disclose his/her salary to any individual working at the Employer Company, providing services as a vendor or any Third Party.
- 13.4 The Employee shall not disclose any information with other employees without proper discretion as information shared may be highly confidential.

14. **Non-Compete Clause:**

- 14.1 The Employee acknowledges that he/she is, in the course of his/her employment with the Employer Company, likely from time to time to obtain knowledge of trade secrets, Intellectual Properties and other confidential information of the Employer Company and its affiliates and to have dealings with the clients and vendors of the Employer Company. The Employee acknowledges the importance and commercial significance of the covenants under this clause. The Employee undertakes to the Employer Company that he/she shall not, for the duration of employment with the Employer Company, and for a period of two (2) years after the date on which he/she ceases to be employed by the Employer Company, either personally or through an agent, Organization or through a partnership or as a joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise except on behalf of the Employer Company, canvass or solicit business or custom for services similar to those being provided by the Employer Company from any Person who is a client or vendor of the Employer Company.

**LETTER OF INTENT**

Date: 25th February 2023

To Drashti Paronigar ,


Congratulations!

At the outset, it gives us immense pleasure to invite you to join Yangpoo Executive Education.

With reference to your application and subsequent meeting with us, we are pleased to offer you the role of "Marketing and Media Research Manager" based on the following terms and conditions:

1. Your annual Fixed CTC will be **INR 6,60,000/- (Rupees Six Lakhs Sixty Thousand only )** Including **Fixed CTC 3,60,000/-** And **Performance Based Variable up to 3,00,000/-**
2. In this capacity you shall report to **Business Head**, who will give you necessary instructions related to work.
3. Your date of joining is **1<sup>st</sup> March 2023**.
4. On reporting please ensure that you submit the copies of the following documents:
  - Education documents
  - Aadhar card
  - Pan card
  - Passport
  - Bank statement or passbook or cancelled cheque
5. The standard working days will be 6 days a week on a rotational basis. You will be expected to manage your work hours to achieve your goals for the defined period.
6. The work timings on any given day may extend based on the company's requirements
7. The company reserves the right to change the weekly off day and working hours at any time as per the exigencies of work
8. You will be initially be on probation for a period of 6 months from your date of joining. This will include initial training and Induction in Yangpoo Executive Education. During probation you will not be allowed to take any leave. Your employment with us will be governed by the Terms and Conditions of the Company.

The probation period of which may be further extended at the discretion of the company. After completion of the probation period, your appointment will be confirmed on the Company's Human Resource Management System (HRMS), subject to your satisfactory performance as per the company.

 Center Point A1, 201/202, 2nd Floor, NM Joshi Marg, Lower Parel Mumbai-400013 [www.yangpoo.com](http://www.yangpoo.com)



- a) During your tenure, you will be eligible for emoluments as per the offer letter subject to:
1. Minimum Talk Time of 120 minutes on every working day
  2. Punctuality and adherence to office hours
  3. Adherence to company rules and regulations
  4. Targets as decided by your Reporting Manager
- b) You will be eligible for performance linked variable incentives as per company policy
9. We are a pure sales & revenue driven company with a strong belief in people, process and profits. You are hence expected to follow protocol and best practices to achieve the targets given to you
10. Notice Period: Employees during probation will require to serve a month's notice (30 days) and after a completion of probation the notice period will be of 2 months (60 days) as per the management's decision. However, it must be noted that company has all the rights to terminate your employment on disciplinary and integrity grounds, in such a case company will be not be liable to pay you notice period pay and your termination shall be immediate. The company also reserves its legal right to terminate you immediately in case of any deviation and non-adherence to the company's policies and rules as communicated via this addendum. Also the company holds right to terminate you with immediate effect for any dishonest and malicious practices, involvement in criminal act (financial or non-financial) or non- performance for a pro-longed period.
11. You are required to utilize your own laptop and Android Smartphone. The specification towards Android smart phones should be 2GB or more than 2GB RAM and Android OS version greater than 6.0.0
12. Zero Tolerance Policy: The company has to zero tolerance policy towards consumption of alcohol and banned substances during working hours and within company premises. If anyone is found violating this policy, the company will immediately terminate the services of the employee and reserve the right to report the employee to the necessary authorities.
13. This offer is valid, subject to:
- a. You furnishing required documents as asked by the company at the time of joining
  - b. You furnishing documents as proof of your being relieved by your present employer
  - c. The company receiving satisfactory reference checks on your professional conduct

We trust that you find the above mentioned terms acceptable. Kindly indicate your agreement and accept this offer by signing a copy of this letter and returning it to the company.



We welcome you to our organization and look forward to a long and mutually beneficial relationship with you and the company.

Yours faithfully,  
For Yangpoo Executive Education



Ishu Majithia  
Human Resource

Accepted and Agreed

Name : Drashti Paronigar





Date: 24/01/2023

Mr. Jayraj Solanki  
Virar West

Dear Jayraj,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Video Editor** in our company on the following terms and conditions of service with effect from **Dated 24<sup>th</sup> January 2023.**

On appointment your services may be seconded to any group company.

Your consolidated Annual CTC will be 1,44,000 /- (**Rupees One lakhs Fourty Four Thousand Only**).

Your employment with the company is subject to the following terms and conditions.

1. During your employment with us:
  - You shall abide by the working hours and other rules and regulations, policies of the organization.
  - You shall devote your whole time and attention to your duties to promote the interest of our organization.
  - You shall always, whether during your employment with the company or thereafter, observe, secrecy regarding the affairs of the company and shall keep confidential all information or knowledge obtained by you, regarding the company's and client's affairs and its processes and activities.
  - You will inform us of any change in your residential address.
2. You will be on probation for a period of **6 months** from your date of joining the company and on satisfactory performance, you will be confirmed by the company in writing. The period of probation may be extended or curtailed by the management at its sole discretion based upon your performance. You will remain unconfirmed till receipt of a written confirmation.
3. On performance or disciplinary issue, company reserves the right to terminate services by giving **24 hours'** notice in writing.



Corporate Address : 2804, Spring Tower, G D Ambekar Marg, Dadar East, Mumbai 400014.

Registered Address : 602-A, Emgee Green Bldg., India Steel Comp, MTV Road, Wadala (East), Mumbai 400 037.

CIN : U74990MH2015PTC262304





4. During probation period of employment either party may terminate services by giving **2 to 4 weeks'** notice in writing, after confirmation not less than **2 months'** notice may be given, depending on the responsibility held by you. This notice may be given on any working day.
5. You will be required to sign a confidentiality agreement with respect to information and knowledge you will be privy to, as per Company's rules. You will also be required to indemnify the Company for the same.
6. You may have to work in shift as and when the company requires.
7. Any commitment on promotion, increment, incentive, or variable will not be valid unless it is documented & approved by HR or Director.
8. Training Cost- If you leave the Company for any reason within 12 months of the completion of any internal/external training or qualification which the Company has paid for, the Company will seek reimbursement of the cost as per the following structure:
  - 100% recovery if you leave within 6 months of completion of training.
  - 75% recovery if you leave within 9 months of completion of training.
  - 50% recovery if you leave within 12 months of completion of training.
9. You shall not, during the term of your employment with the Company, nor for a period of 12 months following your departure from the Company either directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, officer, or shareholder (or in a similar capacity or function) of another entity own or operate a business in competition with the business of the Company within the country where you have worked for the Company or contact any of the existing or prospective clients of the Company, to entice such clients away from the Company or to damage in any way their business relationship with Company.
10. You will be required to record your attendance at work in accordance with the company procedures.
11. You will be entitled to Leave in accordance with the rules formulated by the Company and any amendments thereto affected by management in its discretion from time to time.
12. The company at its discretion can decide to pay your monthly compensation through its own payroll or through its payroll partner for your initial period under probation.
13. You will be subject to all rules, procedures and policies formulated by the Company and any amendments thereto affected by management in its discretion from time to time. You will be expected to familiarize yourself with the content of these rules, procedures and policies, and any amendments thereto.



Corporate Address : 2804, Spring Tower, G D Ambekar Marg, Dadar East, Mumbai 400014

Registered Address : 602-A, Emgee Green Bldg., India Steel Comp, MTV Road, Wadala (East), Mumbai 400 037

CIN : U74990MH2015PTC262304

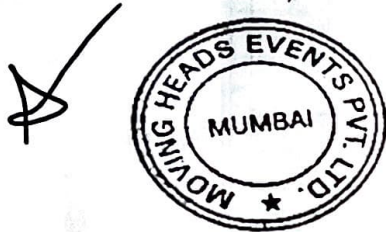


14. You will be retired on your attaining the age of 60 years.

15. Your conditions of employment are subject to the provisions of any applicable law by which the Company must abide by.

Yours faithfully,

For Moving Heads Events Private Limited,

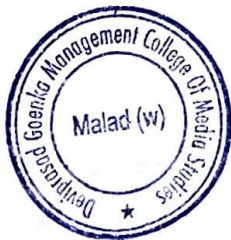


**Acceptance:**

I have received the copy of the letter of appointment, and I accept all the terms and conditions of the employment.

Managing Director

Employee name : Jayraj Solanki



Corporate Address : 2804, Spring Tower, G D Ambekar Marg, Dadar East, Mumbai 400014.

Registered Address : 602-A, Emgee Green Bldg., India Steel Comp, MTV Road, Wadala (East), Mumbai 400 037.

CIN : U74990MH2015PTC262304



## MULTIVERSE NETWORK (OPC) PVT LTD

To,  
**Aditya Pednekar,**  
Re: Offer for employment

Dear Aditya,

On behalf of Multiverse Network (OPC) Pvt Ltd, we are very pleased to issue this offer letter for the position of **Creative Producer**. This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your Employment. This offer is subject to your acceptance of terms of the employment agreements referenced below.

### Start Date and Salary

Unless we mutually agree otherwise in writing, you will commence your employment on (the "6- 04 -2023") at 10:00 am at our Mumbai office. Your salary will be as mentioned below in the letter, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes (if applicable). Your salary will compensate you for all hours worked, including payments for any overtime.

Probation ( 3 Months ) : 30,000/- Per month

### Post Probation-

Annual CTC : INR 4,20,000/-

*\*All the salary disbursements are subjected in accordance with government rules of TDS, ESIC, PF or any other compliance requirement.*

### Company benefits

- Working hours are 10am to 6pm Monday to Friday
- Every Saturday and Sunday of the month is off.
- 1 days of paid holiday per month



+91 9111798490  
+91 7987113279



info@collabx.in  
mayank@collabx.in

## MULTIVERSE NETWORK (OPC) PVT LTD

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On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written Company's Confidentiality, Noncompetition and Invention Assignment Agreement (the "NDA"). You are requested to note that NDA will significantly restrict your future flexibility in many ways. For example, you will be unable to reveal certain information for a period of upto 12 months after you leave the Company. Please review the NDA carefully and if appropriate, have your attorney review it as well.

It is understood that the first 3 months of employment constitutes a probationary period. During this time, the Employer exercises the right to terminate employment at any time without advanced notice.

If you wish to accept employment with the Company, please indicate so by signing this letter, and retain a copy of it for your files. This offer and all terms of employment stated in this letter will expire if you have not returned a signed copy of this letter by **Tomorrow**. We are very excited about you potentially joining the CollabX family. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,  
For and on behalf of **Multiverse Network (OPC) Pvt Ltd**

**Mayank Mishra**  
COO ( Collab X )



**EMPLOYEE'S ACCEPTANCE**  
Signature

HR: INT:370

01<sup>st</sup> July 2022

Ms. Ayushi Khandelwal

Dear Ayushi,

**INTERNSHIP**

With reference to your request for Internship, we are pleased to offer Internship in our Company on following terms and conditions:

Duration : 01.07.2022 to 30.09.2022  
Function / Location : Human Resources / Powai  
Report to : Ms. Binita Sinha  
Designation : Assistant General Manager-HR

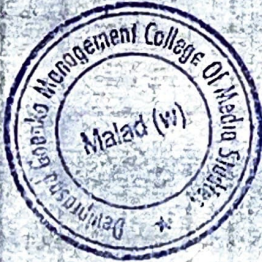
You will be entitled the Stipend of Rs.15000/pm during the training period. You will have to make own arrangements for travel during the training period.

You will not be entitled to any kind of leave during the training period with us. The working hours will be as per the working of the concerned L&T Office.

This letter of offer will stand withdrawn in case you do not report for training on the specified date.

You will return the duplicate copy of this letter in token of acceptance of the above alongwith two copy of the stamp size photograph.

On the date of reporting for training, you have to report Ms. Niyata Rahalkar / Mr. Sachin Pol at L&T Realty, A M Naik Tower, L&T Campus, Gate No 3, Jogeshwari - Vikhroli Link Road (JVLR), Powai, Mumbai 400072 at 08.25 a.m.



Yours faithfully,  
for L&T Limited - Realty Division

*B. V. Shanbhag*

Dr. B. V. Shanbhag  
GM & Head - HR & CSR

Received and accepted

*[Signature]*  
(Signature)      1/7/22  
(Date)

**Larsen & Toubro Limited**  
A. M. Naik Tower, 8th Floor, Gate No. 3, Jogeshwari - Vikhroli Link Road (JVLR),  
Powai, Mumbai - 400 072, Maharashtra, INDIA  
Tel: +91 22 6705 8990 Fax: +91 22 6705 8903  
CIN: L99999MH1946PLC004768

Registered Office:  
L&T House, Narottam Morjee Marg,  
Ballard Estate, Mumbai - 400 001,  
Maharashtra, INDIA

**FILMS BY FILMBUFFS LLP**

PLOT NO D-263, OFFICE 1903TTC, MIDC AREA, TURBHE, MAHARASHTRA - 400705

**CONTACT**

**Sooraj Khanna**  
Producer  
Films By Filmbuffs LLP  
Email : [filmsbyfilmbuffs@gmail.com](mailto:filmsbyfilmbuffs@gmail.com)  
Phone : +91-8879820832

**SUBJECT : APPOINTMENT LETTER****TO SUBHRADIP ROY**Date : 10<sup>th</sup> January , 2023

Dear Subhradip

This is with reference to your application for the job profile "Editor " and the subsequent discussions you had with us at the interview. We are pleased to inform you that your are hired for the job , as per our discussion your service will be used in multiple projects , you will not disclose project details or do any type of marketing without consent of the company .

Welcome on board , we are happy to have you , wishing you great journey with us.

Sincerely,  
Sooraj Khanna




Producer / Founder ,

**FILMS BY FILMBUFFS LLP**

Dinesh  
Prayapati

6/22/2020

<https://udyogaadhaar.gov.in/UA/PrintAcknowledgement.aspx>

		भारत सरकार Govt. of India सूक्ष्म, लघु और मध्यम उद्यम मंत्रालय MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES			
		उद्योग आधार  Udyog Aadhaar			
D	Type of Enterprise	Micro	Small	Medium	
	Manufacturing	A	B	C	
	Services	D	E	F	
	UAM No	GJ01D0209132			

**Udyog Aadhaar Registration Certificate**

Udyog Aadhaar Number: GJ01D0209132  
 Name of Enterprise: D P PHOTOGRAPHY  
 Location of Plant Details:

SN	Flat/Door/Block No.	Name of Premises/Building Village	Road/Street/ Lane	Area/Locality	City	Pin	State	District
1	G 12	ARYAMAN AWAS	RAMDEV NAGAR ROAD	SATELLITE	AHMEDABAD	380015	GUJARAT	AHMADABAD

Official Address of Enterprise: G 12 ARYAMAN AWAS, RAMDEV NAGAR ROAD, SATELLITE, AHMEDABAD 380015  
 District: AHMEDABAD, State: GUJARAT, PIN: 380015  
 Mobile No: 9099537274, Email: dpphotography2106@gmail.com

Date of commencement: 01/01/2017  
 Major Activity: SERVICES  
 Enterprise Type: Micro  
 Previous Registration details-if any: ..  
 National Industry Classification Code:

SN	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit Code	Activity Type
1	59	5911 - Motion picture, video and television programme production, sound recording and music publishing activities	59112 - Video production	Services
2	74	74 - Other professional, scientific and technical activities	74202 - Photographic film processing	Services

Acknowledgement Date of Filing: 22/06/2020, Date of Printing: 22/06/2020

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1/1

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## FILMS BY FILMBUFFS LLP

PLOT NO D-283, OFFICE : 603TTG, MIDC AREA, TURBHE, MAHARASHTRA - 400705

### CONTACT

**Sooraj Khanna**  
Producer  
Films By Filmbuffs LLP  
Email : [filmsbyfilmbuffs@gmail.com](mailto:filmsbyfilmbuffs@gmail.com)  
Phone : +91-8879820532

### SUBJECT : APPOINTMENT LETTER

TO SOHOM GANGULY

Date : 10<sup>th</sup> January , 2023

Dear Sohom

This is with reference to your application for the job profile "Director of Photography " and the subsequent discussions you had with us at the interview. We are pleased to inform you that you are hired for the job , as per our discussion your service will be used in multiple projects , you will not disclose project details or do any type of marketing without consent of the company .

Welcome on board , we are happy to have you , wishing you great journey with us.

Sincerely,  
Sooraj Khanna

Producer / Founder ,

FILMS BY FILMBUFFS LLP





# EndemolShine India

Dated: 02<sup>nd</sup> November 2022

Yash Nemani, ("You/Your")  
B2/902 Romell Aether  
Vishweshwar nagar rd  
Goregaon East- 400063

PAN No: BCZPN3942A

Sub: Contract of Consultancy ("Agreement")

Dear Yash,

1. Endemol India Pvt. Ltd. ("The Company") is pleased to offer You the position "LOGGER" for the project titled "BIGG BOSS MARATHI S4" (hereinafter referred to as the "Project") from 13<sup>th</sup> September 2022 ("Effective Date") and shall continue till 08<sup>th</sup> January 2023 ("Term") for the services as customarily rendered in the film and television industry. You shall be paid an amount INR 8,000/- (Eight Thousand Only) per month, inclusive of all taxes/duties and conveyance ("Fees") plus GST (if applicable) the sufficiency of which is duly acknowledged. For the days You do not render Services, the Fees will be deducted on a *pro-rata* basis. The payment of Fees is inclusive of all payments to be made to You and the Company shall not be liable to bear or pay any additional amounts for the Services rendered by You under this Agreement. Any travel, lodging or boarding required for the purpose of rendering Services as may be intimated by the Company shall be provided as per the Company's policy.
2. This Agreement shall become effective from Effective Date and shall continue in full force till end of Term unless extended by The Company in writing (email permitted), subject to termination provisions as per the terms of the Agreement. The Company shall be entitled to renew this Agreement or enter into a new agreement for such period and upon such terms and conditions as will be decided at that point in time by The Company.
3. The payment of your Fees will be made around the 15<sup>th</sup> day of subsequent month of you rendering Services, post confirmation & submission of your approved tax invoice. You will exclusively be responsible for payment of all taxes. The Company shall withhold all applicable taxes as required under applicable law from any amounts paid or payable to you pursuant to your Agreement. All payments made to you by The Company shall be net of any applicable withholding taxes.
4. During the Term, your Services could be considered for any other projects or roles within The Company, which you are expected to adhere to without any changes in your Fees for the Project.
5. At all times during the Term, You shall procure that any payments, goods, gifts, benefits, entertainment, transfers or any other consideration ("Payment") offered or given to third parties by You or any of Your team members in connection with the Agreement, comply with all applicable laws, regulations, governmental rules, guidelines and codes relating to bribery and corruption, including the U.S. Foreign Corrupt Practices Act, United Nations Convention against Corruption and the UK Bribery Act 2010.
6. You shall neither during the Term, nor at any time after its termination or expiry, directly or indirectly: (a) use for your own purposes or those of any other person, company, business entity or other organization whatsoever, or (b) disclose to any person, company, business entity or other organization whatsoever, any confidential information relating or belonging to the Company (including its corporate parent, subsidiaries, investments, and affiliates), and including but not limited to information relating to analysis, projections, business plans, transactions, strategic information, marketing plans, clients, client lists, candidates, candidate lists, marketing and sales information, designs, services, research activities, source codes, software, intellectual property, trademark or patent applications, discoveries, ideas, concepts, know-how, techniques, processes, procedures, designs, specifications, proposals, requests for proposals, proposed products, and any other technical, financial or business information or any document marked 'Confidential' (or with similar expression), or any information which you have been told is confidential or which you might reasonably expect The Company to regard as confidential. Disclosure of any confidential information shall result into stern action by The Company including but not limited to termination of the Agreement and/or you being liable to pay to The Company reasonable damages ("Damages") as determined by the Company.
7. Ownership of Intellectual Property Rights:
  - 7.1. All works and product of Services developed by you during the Term ("Works") shall at all times constitute and shall be deemed to constitute works-made-for-hire / commissioned works developed at the instance of The Company in accordance with The Indian Copyright Act, 1957 under a 'contract of service' as per Section 17 (b) and (c) of the Indian Copyrights Act, 1957 and The Company shall be the first and exclusive owner of all rights including but not limited to Intellectual Property Rights and copyright in the Works for all purposes, for the entire Territory and in perpetuity. The Company, as first and exclusive owner, shall have the sole and exclusive right to exercise all rights comprised in copyright in the Works in accordance with Section 14 (1) (a) of the Indian Copyright Act, 1957 or any other equivalent provision thereof. You further acknowledge that The Company shall be the sole and exclusive owner of derivative rights and shall have the sole and exclusive right to produce derivative works based on the Works. You acknowledge that The Company is/shall be the first and exclusive owner of all intellectual property rights including copyrights in the Works, in the entire territory of the world and in perpetuity.

Endemol India Pvt. Ltd.  
12th Floor, Hallmark Business  
Plaza, Sant Dnyaneshwar Marg,  
Bandra (E), Mumbai 400 051,  
Maharashtra, India  
+91 (0)22 4216 4000  
endemolshine.co.in

Endemol India Pvt. Ltd.  
Registered office: Endemol India Pvt. Ltd., 12th Floor, Hallmark Business Plaza, Sant Dnyaneshwar Marg, Bandra (E), Mumbai 400 051, India  
CIN No. U92100MH2006PTC158644

C4365

- You represent, warrant and undertake that You:  
are a major and have the capacity and authority to execute this Agreement;  
are not subject to any conflicting obligation or disability under any other agreement which will prevent or interfere with the due execution and performance of Services and obligations under this Agreement;  
shall render Services to the best of your skill and ability and in accordance with the timelines given by the Company.  
During the Term, You shall fully and promptly observe and comply with such regulations, instructions or requirements as may from time to time, consistent with the terms of this Agreement, be given or made known to You by the Company. You shall also comply and abide by the travel, boarding and lodging provisions without any demur which shall be provided to You by The Company as per the Company's policy.
- 8.4. shall ensure that due care is given to the Company's property and equipment in Your direct care and control. Any loss or damage to such equipment attributable solely to You must be recorded in writing, which must be handed to the Company and/or its authorized representative.
- 8.5. shall not use derogatory remarks directly or indirectly for the Company, its associates, representatives, technicians or any person connected with the Project.
- 8.6. shall always maintain in good condition the Company's assets and properties which may be given to You for official use which shall be returned to the Company immediately on expiry or termination of the Agreement or in the event Your Services have been suspended.
- 8.7. shall not misrepresent the Producer and shall not make any commitments, whether financial or other on behalf of the Company, without the prior written authorization of the Company.
- 8.8. are not a government official who has any connection with any matter related to any aspect of this Agreement or is closely connected with, or related to, any such government official.
- 8.9. Shall ensure full compliance with applicable law in India or in the country where You are rendering the Services.
- 8.10. Without The Company's prior written approval, You are prohibited from making any Facilitating Payment or providing any Business Courtesy in connection with this Agreement or on behalf of The Company. A "Facilitating Payment" is a small value payment made to a Government Official to expedite or secure the performance of routine, or non-discretionary, governmental action, which is ordinarily and commonly performed by a Government Official. A "Business Courtesy" is any benefit provided to anyone outside of The Company free of charge or at a charge less than market value, including but not limited to any gift, payment of travel, meals or lodging expense, entertainment, or offer of employment.
- 8.11. Not at any point do any act which shall be in contravention to the provisions of the Prevention of Sexual Harassment Act, 2013 and/or the Indian Penal Code, 1860 and/or the Narcotic Drugs and Psychotropic Substances Act, 1985 (collectively referred to as "Acts"). Further You understand and acknowledge that in the event any proceedings are initiated against You under any of the aforementioned Acts, the same shall entitle the Company to terminate Your employment with the Company.
- 8.12. You are mandated to follow all rules, regulations and protocols set against fighting COVID-19 Pandemic on all work premises of The Company as described on <https://www.maharashtra.gov.in/>.
- 8.13. You will not make, offer, authorize, or promise to make, or receive or accept, any payment or transfer of anything of value during the course of Your performance under this Agreement:
- 8.14. to or from any officer, employee or representative of any actual or potential customer of The Company or any of its affiliates; or to or from any officer or employee of The Company or any of its affiliates; or to or from any other person or entity, if any payment or transfer described in this paragraph would violate the laws of the country in which it is made, the laws of the United States of America (including the United States Foreign Corrupt Practices Act of 1977, as amended), the laws of India or other applicable anti-corruption laws, including the UK Bribery Act 2010
- 8.15. The Company may terminate this Agreement by giving a 15 (fifteen) day notice in writing (emails allowed) in the event of a non-performance or breach of the Services, representations, warranties, undertakings and obligations and failure to remedy the same within 15 (fifteen) days; or (ii) any act which amounts to a criminal offence punishable under any law for the time being in force; or (iii) any act committed which amounts to sexual harassment under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Notwithstanding anything contained in this Agreement, The Company shall also be entitled to terminate this Agreement immediately without notice and without giving any reasons. You may terminate the Agreement by giving a 15 (fifteen) day prior written notice to the Company.
9. Consequences of Termination:
- 10.1. You shall return all Works and all materials and all other properties, documents, including but not limited to laptop(s), cellular phone(s), keys or credit card whatsoever which may be in Your possession or under Your control relating to the Program immediately without any demur or protest in the same condition as when provided to you. In an event, You fail to return any material completely or return with any damage caused to such material within 3 (three) days from the date of termination, The Company shall reserve the right to adjust such cost of such 'not returned' material against Your full and final payment.
- 10.2. You shall do a handover in accordance with the instructions of the Company and shall execute all documents as will be required by the Company at the time of Your exit without any demur or protest.
- 10.3. Subject to compliance of clause 10.1 and 10.2 to the satisfaction of the Company, the Company shall pay the Fees on a pro rata basis to you. However, notwithstanding the foregoing, in the event the Agreement is terminated for any reason attributable to You, You shall not be entitled to any further monies including Fees. In such an event of termination, any advance monies if paid by the Company to You shall be refunded immediately but no later than 3 days from date of termination.
- 10.4. You shall modify Your social media profiles such as LinkedIn etc., to reflect that You are no longer associated with the Company.

You shall strictly comply with Your obligations which by its nature are intended to survive.

You agree and acknowledge that breach of any of the provisions contained in this Agreement shall cause irreparable harm, injury and prejudice to The Company which shall not be capable of being compensated in terms of money. The Company shall, in addition to and without prejudice to The Company's rights and remedies at law and equity, be liable to seek reliefs in terms of injunctive reliefs and/or specific performance in respect of any breach by You of the terms and conditions of this Agreement.

12. You shall be a registered member of your respective association. The Company shall not be liable towards any issues arising out of your non enrollment with the associations. You shall also bear the membership fees with these organizations and any fines imposed on the Company due to you not holding an association membership. The Company reserves the right to terminate this Agreement, in case it is found that you are not a member of the said association.
13. Indemnification:
- 13.1. You shall defend, indemnify and hold harmless the Company, its assignees, representatives, agents harmless from and against any and all losses, claims, liabilities, judgments and other matters, arising out of and/or in connection with breach of any of terms of this Agreement.
14. This Agreement is governed and construed in accordance with Indian Laws. The courts of Mumbai shall have exclusive jurisdiction to try and entertain any disputes arising out of this Agreement.
15. Company shall be entitled to assign or license any or all of its rights and/or benefits under this Agreement to any third party. You shall not be entitled to delegate, assign or license any or all of his rights and/or benefits under this Agreement to any third party.
16. The failure of the Company to enforce at any time any of the provisions of this Agreement shall not be construed to be a waiver of such right, power, privilege or remedy or as a waiver of any preceding or succeeding breach by You to this Agreement nor shall any single or partial exercise of any right, power, privilege or remedy preclude any other or further exercise of such or any other right, power, privilege or remedy provided in this Agreement all of which are several and cumulative and are not exclusive of each other or of any other rights or remedies otherwise available to the Company at law or in equity.
17. If due to any COVID related issues and/or an event of Force Majeure i.e. an event beyond the Your or The Company's reasonable control (e.g., your death, incapacity or disability or any "above-the-line" personnel in the Project, an act of God, war, riot, act of terrorism, civil commotion, damage, fire, flood, or storm, pandemic, epidemic, labor dispute, strike, lockdown or lockout, any Central or State government restrictions, or other similar event) that, as determined by The Company in its reasonable good faith discretion, (i) causes an interruption or suspension of or materially hinders, interferes with or delays Your timely performance of the Services (or part thereof) in accordance with this Agreement or any of Your obligations hereunder, or (ii) interferes with The Company's ability to perform its obligations hereunder including payment obligations, the Company shall be entitled to either suspend your Agreement for those specific number of days as deemed fit by The Company or terminate the Agreement. In the event of suspension of the Agreement, the Company shall have the right to alter / modify or not pay your Fees as per the Company's sole discretion for the period of such suspension. Further, in the event of termination of the Agreement, the Company shall pay you Fees which is due and payable on a *pro rata* basis. All decisions taken by the Company in this regard shall be final and binding on you and you agree and acknowledge that you shall not raise any claims on the Company.
18. While the Company shall take precautionary measures and observe the applicable guidelines of the government, in the event You or any person associated with You contracts COVID-19 or induces any harm or injury due to Your acts or omissions or the acts or omissions of the persons associated with You, without any default of the Company, the Company shall not be held liable for such contraction of COVID-19, harm or injury.

We are delighted by the prospects of your joining and I very much look forward to working with you. Kindly endorse your acceptance by placing your signature in the space provided below.

Yours sincerely,  
For Endemol India Private Limited

  
Fiona Machado  
AVP – HR & Administration



I Accept

( \_\_\_\_\_ )  
Yash Nemani

Date: 13th Nov 2022

**TO WHOM IT MAY CONCERN**

This is to certify that Mr. Shubham Konojya has successfully completed her internship from 11<sup>th</sup> June 2022 as an Intern - Client Services.

During his tenure with us we found her sincere and hardworking.

We wish her all the best for her future endeavors.

For,  
Eggfirst Advertising and Design Pvt. Ltd.  
Ravikant Banka  
Founder & managing Director



**eggfirst building beliefs**

04<sup>th</sup> March, 2023.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Krishna Yadav** worked as an 'Intern' in our organization in the **MD-Editorial Department** at our **Corporate office** from the **16<sup>th</sup> January,2023** to the **04<sup>th</sup> March,2023**.

For Mid-Day Infomedia Ltd.



**Shree Agarwal**  
Head – Human Resources

To,  
Jimit Bhavsar  
jimit9057@gmail.com

## INTERNSHIP OFFER LETTER

Dear Jimit,

Cannibals Media is pleased to offer you a technical and experience-based internship opportunity as a Social Media Marketing Intern. You will be reporting to the assigned person via Work-From-Home basis.

You will be receiving academic credit along with a stipend of Rs. 3000 per month. The stipend is variable based on the number of live reviews you receive. For every live review, you get paid between 5-10 rupees. Interns do not receive any benefits as an employee to the firm in any manner.

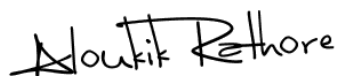
For this position, your major duties include posting reviews on Google My Business listings based on the topics assigned and drafting the necessary content as required. You have to match a daily target of posting a minimum of 15 reviews. Your assignment will conclude on a notice basis. A certificate will be provided at the successful completion of the internship. Your internship will complete within one month, where it is mandatory to work at least six days a week.

Please review and confirm via mail for the acceptance as soon as possible.

Sincerely,

Aloukik Rathore

**Director, Cannibals Media**



Hi Its a pleasure to appoint Ms Kalyani Math as Full time Graphic designer at **Happy Kidz**.

Work mode- Hybrid

Working hours- 10.00 to 6.30

Working days- Monday to Saturday.

State and national holidays would be non working days

Notice period: 30 days. This wont be applicable in probation period.

Initial 45 days would be probation after which we can confirm final induction. Duty: complete spectrum of graphic design requirements.

Salary: 3 lakhs Per annum.

Deductions: Taxes if applicable.

After completion of 1 year, you would be entitled to 1 year Diwali bonus and 18 days paid leave Salary payable between 1-5 of next month.

Date of Joining- 1/7/24



## FSN Brands Marketing Private Limited

Date: 09-Sep-2024

Mrunali Haresh Sakhale

Mumbai T2

Sub: Letter of Intent

Dear Mrunali,

With reference to your application and subsequent interviews, we are pleased to offer you the position of “Beauty Advisor - In-Store Ops” at Mumbai T2 in our organization. We look forward to your joining on or before 16-Sep-2024. Please refer to the attached annexure for a detailed break-up of your Compensation & Benefits.

This offer is contingent to submission and verification of all employment documents, satisfactory completion of reference checks/background.

This offer is valid for a period of 3 days from the date of issue and shall lapse automatically unless you confirm your acceptance for the same. Please revert with an acceptance of the offer and please feel free to contact for any further queries. Basis your acceptance of the offer and completion of joining formalities, you will be issued a detailed appointment letter.

The DOJ mentioned in the offer letter is contingent on -

- i. The candidate's profile getting approved on the system at least two days prior to the said DOJ.
- ii. In case of a delay in achieving the same, the DOJ will be shifted accordingly from the date of approval of the profile on the system and the updated DOJ will be conveyed by the HRBP.
- iii. Please note that profile submission does not ensure profile approval.

The candidate acknowledges, understands and accepts that if for any reason whatsoever, the candidate fails to join the Company on the date mentioned in this clause, the Company shall be entitled, at its sole discretion to withdraw the offer of employment. The candidate hereby undertakes and releases the Company from any and all claims for such withdrawal of employment by the Company.

Best regards,

For FSN Brands Marketing Private Limited

SUSHANT  
NARENDRA  
DESHMUKH

Digitally signed by  
SUSHANT NARENDRA  
DESHMUKH  
Adobe Acrobat  
version:  
2024.003.20054

Sushant Narendra Deshmukh  
Assistant Vice President – People & Culture





## FSN Brands Marketing Private Limited

<b>Name:</b>	Mrunali Haresh Sakhale	
<b>Designation:</b>	Beauty Advisor	
<b>Grade:</b>	4B	
<b>Function:</b>	In-Store Ops	
	<b>Per Month (INR)</b>	<b>Per Annum (INR)</b>
<b>Components (A)</b>	<b>27,000</b>	<b>324,000</b>
Basic Salary	15,000	180,000
House Rent Allowance (% of Basic)	7,500	90,000
Special Allowance	4,500	54,000
<b>Retirals (B)</b>		
Employer's contribution to PF	1,800	21,600
<b>TOTAL FIXED PAY (C) = (A+B)</b>	<b>28,800</b>	<b>345,600</b>
Gratuity \$	722	8,658
Group Medclaim Coverage @	524	6,291
Group Personal Accident Insurance @	20	240
<b>Total Fixed Rewards (C+D)</b>	<b>30,066</b>	<b>360,789</b>
<b>Total Cost to Company – (G)</b>		<b>360,789</b>
<b>Notes:</b>		
<ol style="list-style-type: none"><li>1. Reimbursement &amp; allowances are as per the defined grades, eligibility and company policy from time to time.</li><li>2. All applicable taxes will be deducted at source as per prevailing law.</li><li>3. \$ - Gratuity amount reflects notional annualized value. Actual amount will be payable as per the Payment of the Gratuity Act 1952</li><li>4. Insurance Benefits: value of current benefits available to you as per current company policy. Please note this is a notional amount and does not signify any guaranteed commitment from the Company.</li><li>5. @ - Group Medclaim coverage &amp; Group Personal Accident insurance is at the company level premium amount per life per annum.</li><li>6. # This is inclusive of any statutory bonus if applicable under law from time to time.</li><li>7. You will be governed by applicable company policies/guidelines as per your grade /designation/role and are required to keep yourself updated through company HR portal/communications from time to time.</li></ol>		

For FSN Brands Marketing Private Limited

**SUSHANT  
NARENDRA  
DESHMUKH**  
Digitally signed by  
SUSHANT NARENDRA  
DESHMUKH  
Adobe Acrobat  
version:  
2024.003.20054

**Sushant Narendra Deshmukh**  
Assistant Vice President – People & Culture

**Date:** 14<sup>th</sup> September 2023

**Employee Name:** Aastha Shah

**Designation:** Intern

**Department:** Business Development & Delivery

### **EXPERIENCE AND RELIEVING LETTER**

This is to certify that **Aastha Shah** was interning with Zell Education Pvt. Ltd. from **27<sup>th</sup> April 2023** to **02<sup>nd</sup> September 2023** in the **Delivery** department at the time of exit.

We thank her for the efforts and contributions she made during her tenure and wish her the best in all her future endeavors.

With Best Regards,

**For Zell Education Pvt. Ltd.**



**Ariti Roy**

**Director – People & Strategy**



**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Arya Pathak** has successfully completed his internship with vLEAD Management Consultancy Pvt Ltd as **Content Creator** under one of our ventures, 'CUET Baba' from 24<sup>th</sup> February, 2023 to 27<sup>th</sup> March, 2023.

During the course of internship, he has demonstrated excellent skill in content creation. He has shown a great amount of responsibility, sincerity and a genuine willingness to learn and zeal to take on new assignments & challenges. In particular, his coordination skills and communication skills are par excellence and his attention to details is impressive.

We wish him all the very best for his future endeavors.

With regards,

HR Manager

vLEAD Management Consultancy Pvt. Ltd.



Date –28th APRIL, 2023

Name – Pooja Shah

Mumbai, Maharashtra

Dear Pooja Shah,

With reference to your application and subsequent interviews with us, we are pleased to offer you employment in our Company.

This offer and your employment are conditional upon the Company receiving satisfactory background check results. In this role, you will be required to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. We are pleased to offer you the position of Social Media Manager.

Job Location: Mumbai, Andheri Reporting Date: 28th April,2023 Regular time: 11:00AM - 8.00 PM Salary: 5,000 per month (Stipend)

Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)

1. PAN card
2. Aadhar Card
3. Pay Slip from your previous Company (if any) or SSC/HSC/Graduation Marksheet

By accepting this offer you are also confirming that: -

- ➤ You have terminated your internship or employment with your previous employer (if any) in compliance with their terms and conditions
- ➤ 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

- ➤ 9 Wings Production | Communications | Studio is not liable for any past dues owed by you aspart of termination of any previous employment.
  
- ➤ You are not bringing in any Intellectual Property that you do not have sole ownership of.  
Your attention is specifically drawn to the points herein below, regarding your emolumentsetc.:
  - a) Salary Review and re-fitments will always be the subject to the schedules as may be implemented by the Company.
  - b) For the purpose of encashment of leave, notice pay etc., computation will be on the basis of Basic pay.
  - c) Please note that salary structure of the company may be altered/modified at any time without prior notice and your package of remuneration and other terms may accordingly bealtered/modified from time to time. Further, salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
  - d) Your remuneration package is strictly confidential between you and the Company & should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
  - e) Your growth within the company would solely depend upon your performance & behavior within the Company, Client and outside world.
  - f) Employment with the Company can be terminated by either party by serving One-month prior written notice on the other. The Company is also entitled to either waive the notice period in part or full at its sole discretion OR require payment of equivalent salary in lieu of theunnerved notice period. The Company further reserves the right to terminate with sooner effect by tendering equivalent salary in lieu of the notice period.
  - g) In the event of your serving on the company a notice of termination of employment by submitting a resignation letter, your release will be governed by the general terms & conditionsof

employment in force at that point in time, subject to the satisfactory handing over of your duties, responsibilities, company documents, company assets etc to the company.

h) During your employment with the company, you will at all times observe secrecy in respect of any technical, trade or business data, customer's names/business details 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. You shall not disclose nor cause the disclosure of any such data in any manner whatsoever.

i) All Software, systems, ideas, concept, designs, documentations or any other material produced by employee during the period of his/ her assignment with 9 Wings will either be Intellectual Property of 9 Wings or that of its customers. The employee will not have any right to such material described as above.

j) The company has a policy called "Buy your own laptop" hence we will not be providing any laptop/system from our end.

k) By signing this document, you are eligible to complete at least 3 months at 9 Wings. l) Your employment is subject to your keeping yourself medically fit.

10. You are required by the company rules not to undertake any employment or enter into any other type of association, even on part time basis, whether for any consideration or not. Contravention of this will lead to termination of your services from the company without any notice, with no liability on the part of the company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination/resignation by you of your services without the required notice having been given.

### Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and

responsibilities of the roles that will be assigned to you from time to time by the Company.

You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

Probation: 9 Wings Production & Communications uses a maximum 90-day probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. Training and performance feedback will be given during that time frame as part of your onboarding.

Notice Period: A notice of 1 month is required during the first year of your employment with the company.

You can't leave the job before 3 months. If you leave before 3 months your half salary will be deducted.

Please confirm your acceptance of this offer by signing and returning this letter.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Regards  
Shlok Hassanandani

9 Wings Production

A handwritten signature in blue ink, appearing to be 'Shlok Hassanandani', written over a faint rectangular box.